

HARPER COLLEGE COMMUNITY SCAN MAY 2019

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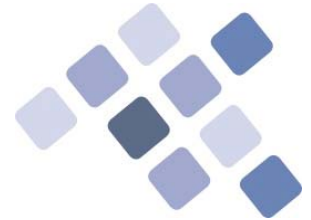


TABLE OF CONTENTS

COMMUNITY SURVEY | 1

Study Design	2
Goals Of Scan	2
Instrument Design	2
Representative Sampling	3
Reliability Estimation	6
Data Collection	6
Data Analysis	7
Report Generation	7
Constituent Awareness And Familiarity	8
First Mention	8
Familiarity	10
Keyword Descriptors	12
Knowledge Of Programs And Services	17
Key Attributes	19
New Programming	27
Engagement	30
Attitudes	37
Recommending The College	41
Accountability	45
Demographic Characteristics	47
Profiling The Adult Student	50
Interest In Education And Training	50
Choosing Harper College	55
Attendance Preferences	56
Demographic Characteristics Of Potential Adult Learners	61

EMPLOYER SURVEY | 64

Study Design	65
Goals Of Scan	65
Instrument Design	65
Sample Frame	66
Reliability Estimation	68
Data Collection	69
Data Analysis	69
Report Generation	69

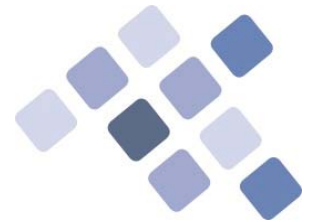
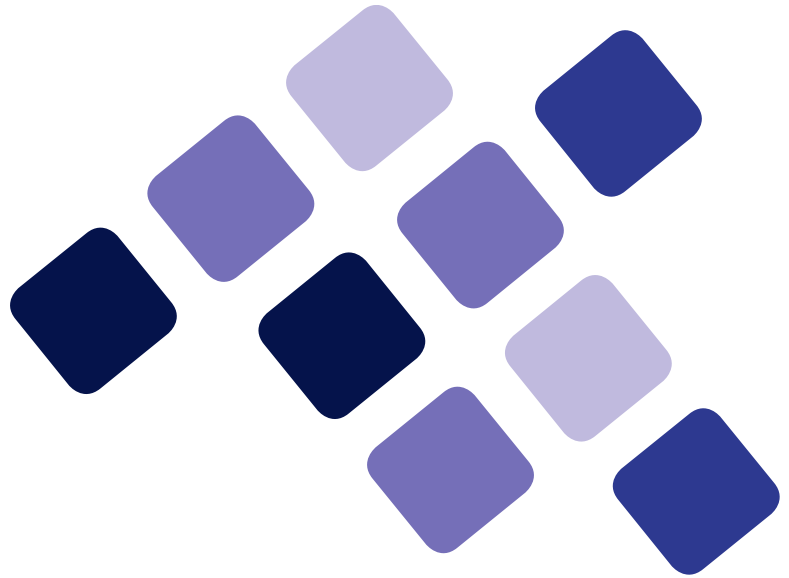


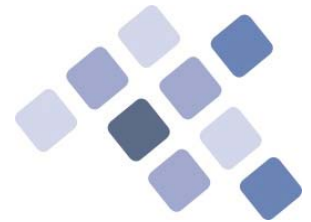
TABLE OF CONTENTS

Recruitment And Hiring	71
Jobs Needed	76
Skills Gap	82
Employer Training	84
Training Delivery Preferences	85
Employee Development	89
Degrees Needed By Employees	89
Employer Support Of Education	91
Knowledge Of Programming	95
Usage of Harper College	100
Demographic Characteristics	104
APPENDICES 108	
Appendix A. Interview Schedule	A-1
Appendix B. Community Survey –Questionnaire	B-1
Appendix C. Community Survey – Tabular Results	C-1
Appendix D. Employer Survey – Questionnaire	D-1
Appendix E. Employer Survey – Tabular Results	E-1



COMMUNITY SURVEY

Harper College Community Scan 2019



STUDY DESIGN

Harper College, located in Palatine, IL, has fostered a national reputation of excellence as a comprehensive community college, and has been recognized for the ability to partner with its constituents. To remain in sync with the constituents of Harper College, and ensure that their needs are being met and their voices heard, the College conducts a community survey every three years. The last Community Scan was conducted in 2016 – specifically residents in the District. The Community Scan measures the community’s awareness of the College, the importance of specific attributes of the College and its performance on the attributes, as well as the community’s understanding of the strategic partnerships and programs offered by the College.

The Community Scan conducted by Harper College is a longitudinal study in which the District can evaluate changes in the community’s attitudes and opinions over the last three years. This information assists the College in understanding whether changes are needed in communications to ensure its messages are being heard, and that the community understands the initiatives undertaken in the District. To ensure consistency, 75 percent of the survey questions are repeat questions from the previous years to allow for comparisons in attitudes and opinions among District residents, and 25 percent are new questions developed in collaboration with Harper College to address current initiatives.

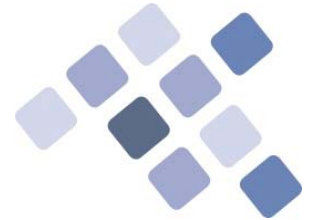
GOALS OF SCAN

To continue to ensure that Harper College meets the needs of the constituents in its District and understands the trends in the District, the research goals for the survey of the community included:

- Measure the awareness and familiarity of the constituents in the District with the College and their knowledge of the programs and services offered by the College
- Assess importance of the College’s programs and services with constituents and their ratings of the College’s performance in providing those programs and services
- Determine the constituents’ current levels of engagement with the College
- Understand how well the College manages its resources for the benefit of its constituents
- Define the needs of the potential adult students in the District
- Demographic characteristics of the constituents

INSTRUMENT DESIGN

To start the 2019 Community Scan, a series of listening sessions were held with personnel at Harper College on October 16 and 17, 2018. A summary was prepared for the listening sessions which outlined the information gathered in the 2016 Community Scan and the participants were asked to indicate what was still relevant from the 2016 survey for replication and what new issues should be addressed in the 2019 Community Scan.



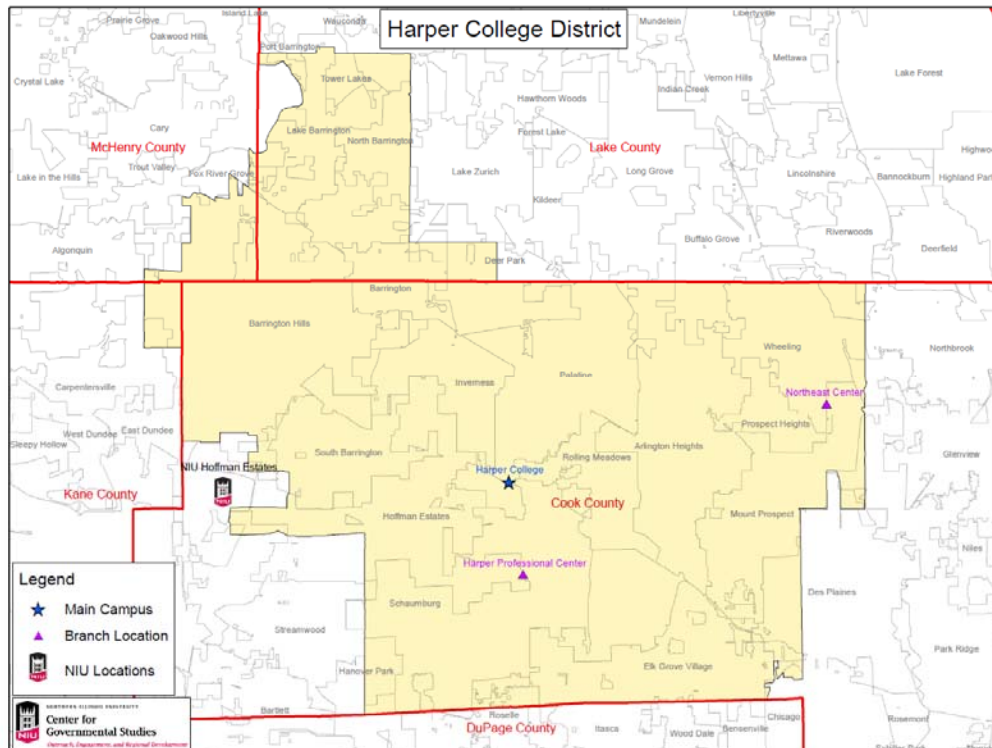
Based on the information gathered in the listening sessions, a draft of the Community Scan was developed and presented to the administrative leadership at Harper College. CLARUS Corporation and Harper College reviewed this draft in detail for additions, deletions, and revisions. Feedback was given by the College and incorporated into the survey. A final copy of the Community Scan questionnaire is presented in Appendix B (Community Scan – Questionnaire).

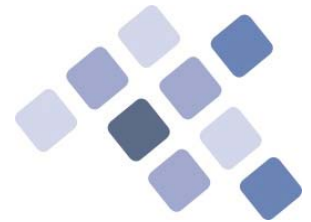
It was the responsibility of CLARUS Corporation to write and sequence the questions in such a way that any respondent bias was minimized and the questions were technically correct. The final survey was pretested to ensure that question wording and sequencing were structured as needed prior to moving to the field. The questionnaire consisted of a few open-ended questions, many multichotomous questions, and rating scales.

REPRESENTATIVE SAMPLING

One of the difficulties in developing a representative sample for a community college in Illinois is because of the way the colleges’ districts were developed – they were defined by school district boundaries and not traditional geographic representations like zip codes or counties, as seen in Exhibit 1 below.

Exhibit 1. Harper College Geographic District



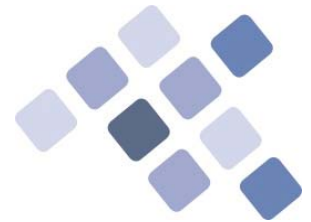


For example as seen in the top right of Exhibit 1 (on previous page), only the lower portion of the zip code which defines Buffalo Grove is in Harper College’s District. This is also the case for several of the zip codes across the District – the entire zip code is not included in the District. Since the majority of sample frames are created by zip code and measured by total households in a zip code for representation, developing a sample frame for the College based on partial zips defined by school boundaries created a challenge.

Working with *Marketing Systems Group*, a global sampling systems firm who has defined the number of households by school district in Illinois, an accurate count of households which are in the school districts in Harper College’s District was obtained and this was used to develop the sample frame for the Community Survey, rather than using the total households numbers for all of the households in the zip code as had been done in the past. The sample frame for the survey of constituents was based on the number of households by zip code in the College’s service area, with quotas set for age and race. The list of households was stratified by zip code within the District, proportionate to the number of households in the District by zip code. This provided stratification of the sample by geographic location and a representative sample of all residents, taxpayers and non-taxpayers, in the District. The sample frame for the Community Scan – the adults in the District – is presented in Exhibit 2 and an * is used for those zip codes which are partial zips (not fully contained in the District).

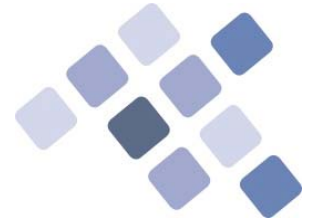
Exhibit 2. Community Scan Sample Frame

Zip Code	City	Total Number Households	Percent	Sample Frame
60004	Arlington Heights	20,177	9.68%	58
60005	Arlington Heights	12,912	6.19%	37
60006	Arlington Heights	135	0.06%	0
60010	Barrington <small>(Barrington Hills, Deer Park*, Inverness, Lake Barrington, North Barrington, South Barrington, Tower Lakes)</small>	15,397	7.38%	44
60011	Barrington	164	0.08%	1
60089	Buffalo Grove*	5,687	2.73%	17
60016	Des Plaines*	3,177	1.52%	9
60017	Des Plaines*	127	0.06%	0
60018	Des Plaines*	2,174	1.04%	6
60007	Elk Grove Village	13,559	6.50%	39
60009	Elk Grove Village	110	0.05%	0
60021	Fox River Grove*	2,139	1.03%	6
60133	Hanover Park*	2,887	1.38%	8
60169	Hoffman Estates*	11,563	5.54%	33



Zip Code	City	Total Number Households	Percent	Sample Frame
60192	Hoffman Estates*	2,746	1.32%	8
60084	Lake Barrington	1,512	0.73%	4
60056	Mount Prospect	20,956	10.05%	60
60062	Northbrook	278	0.13%	1
60067	Palatine (Inverness)	15,846	7.60%	46
60074	Palatine	14,400	6.91%	42
60078	Palatine	178	0.09%	1
60095	Palatine	35	0.02%	0
60070	Prospect Heights	5,949	2.85%	17
60008	Rolling Meadows	8,387	4.02%	24
60172	Roselle*	1,529	0.73%	4
60159	Schaumburg	82	0.04%	0
60168	Schaumburg	117	0.06%	0
60173	Schaumburg	5,752	2.76%	17
60193	Schaumburg	15,499	7.43%	45
60194	Schaumburg	7,736	3.71%	22
60195	Schaumburg	2,340	1.12%	7
60107	Streamwood	541	0.26%	2
60090	Wheeling	14,440	6.92%	42
TOTAL		208,531	100.00%	600

In order to provide correct constituent representation in the Community Scan, quotas were also set for age and race. While adults are typically defined as ages 18 and above, the reality is when pulling a community sample, the actual age range is generally from 25 and above since younger adults may be in group settings (at college or still living at home). The rationale for setting age quotas is to get a representative sample across all ages, and, for example, not have the majority of the surveys be completed by adults over 65 years of age. In the service area of Harper College, 26.9 percent of the population were ages 18 to 34, 26.4 percent were ages 35 to 49, 27 percent were ages 50 to 64, and 19.6 percent were 65 years of age and older. In addition, 61.1 percent of the population in the College’s District were Caucasian, 12.8 percent Asian, 2.5 percent Black or African-American, 2.1 percent two or more races, less than one percent American Indian, and 14.4 percent Hispanic (and can be combined with other races). Qualifiers were used for both age and race during the administration of the online and telephone interviews, and the sample was continuously monitored for accurate representation of age and race in the service area of the College.



RELIABILITY ESTIMATION

The goal of sampling is to create surveys that yield results that are valid and reliable. Validity is concerned with the accuracy of the measurement, and it is often discussed in the context of sample representativeness. Reliability, on the other hand, is concerned with the consistency of the measurement; the degree to which the questions used in a survey elicit the same type of information each time they are used under the same conditions. Reliability and tolerable error are the two concepts used to measure the representativeness of samples. Simply put, reliability describes how sure you can be that your results are accurate, whereas the margin of error shows the range the survey results would fall between if the confidence level held true every time a similar survey was done. The industry standard for reliability is 95 percent with a margin of error of four to eight percent (on average five percent).

The reliability estimation for the survey of constituents was based on the number of households sampled as a proportion of the total households in Harper College's District. A sample of 600 households provided a reliability of 95 percent and a margin of error of ± 4.0 percent. In other words, if 100 different samples of 600 households in the service area were chosen randomly, 95 times out of 100 the results obtained would vary no more than ± 4.0 percentage points from the results that would be obtained if all of the households in the service area were interviewed.

DATA COLLECTION

Interviews via an online panel and telephone surveys were the primary methods of data collection for the Community Scan. Adults located in Harper College's District, who have agreed to be on an online panel to complete surveys, were emailed an invitation to complete an educational survey. The adults had to live in the zip codes in the service area and meet age and ethnicity quotas. The online interviews with the adults were conducted from January 29 to March 19, 2019, and 589 surveys were completed online. The telephone surveys were conducted February 1 to March 25, 2019, and 11 surveys were completed.

All interviewers conducting the telephone interviews were subjected to rigorous hiring and training procedures before making their first phone call. Before interviewing began, the interviewers went through a thorough question-by-question briefing of the questionnaire. During actual interviewing, each interviewer was monitored for one complete questionnaire and monitored randomly thereafter.

The interviewers are trained to minimize nonresponse errors. The two main sources of nonresponse bias are not-at-homes and refusals. Interviewers tried a phone number three to five times during the course of the week at varying days and times to minimize the not-at-home errors. The introduction was structured to attempt to minimize the refusals and has successfully done so



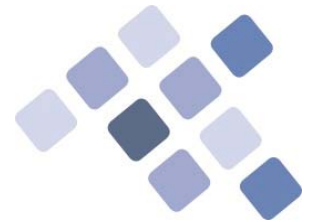
in past educational surveys. Our experience indicates that consumers are more than willing to share their opinions about their local educational institutions.

DATA ANALYSIS

After the data were collected, verification of the data began. The data were examined to ensure that procedures were followed in data collection and checked for internal validity by cross-matching answers per respondent. The data were then coded for processing and analysis. SPSS (Statistical Package for the Social Sciences) was used to analyze the data and the data disks have been made available to the College for additional subset analyses.

REPORT GENERATION

The results of the data are presented in this narrative report using charts and graphs to present the results. This report focuses on the most meaningful findings of the research. Results from the 2010, 2013, and 2016 surveys were compared where applicable. A complete set of tabular results by frequency and percentage for each of the major classifications of the research is provided in Appendix C (Community Scan – Tabular Results). The tabular results should serve as reference materials and should be consulted before important conclusions are made.



CONSTITUENT AWARENESS AND FAMILIARITY

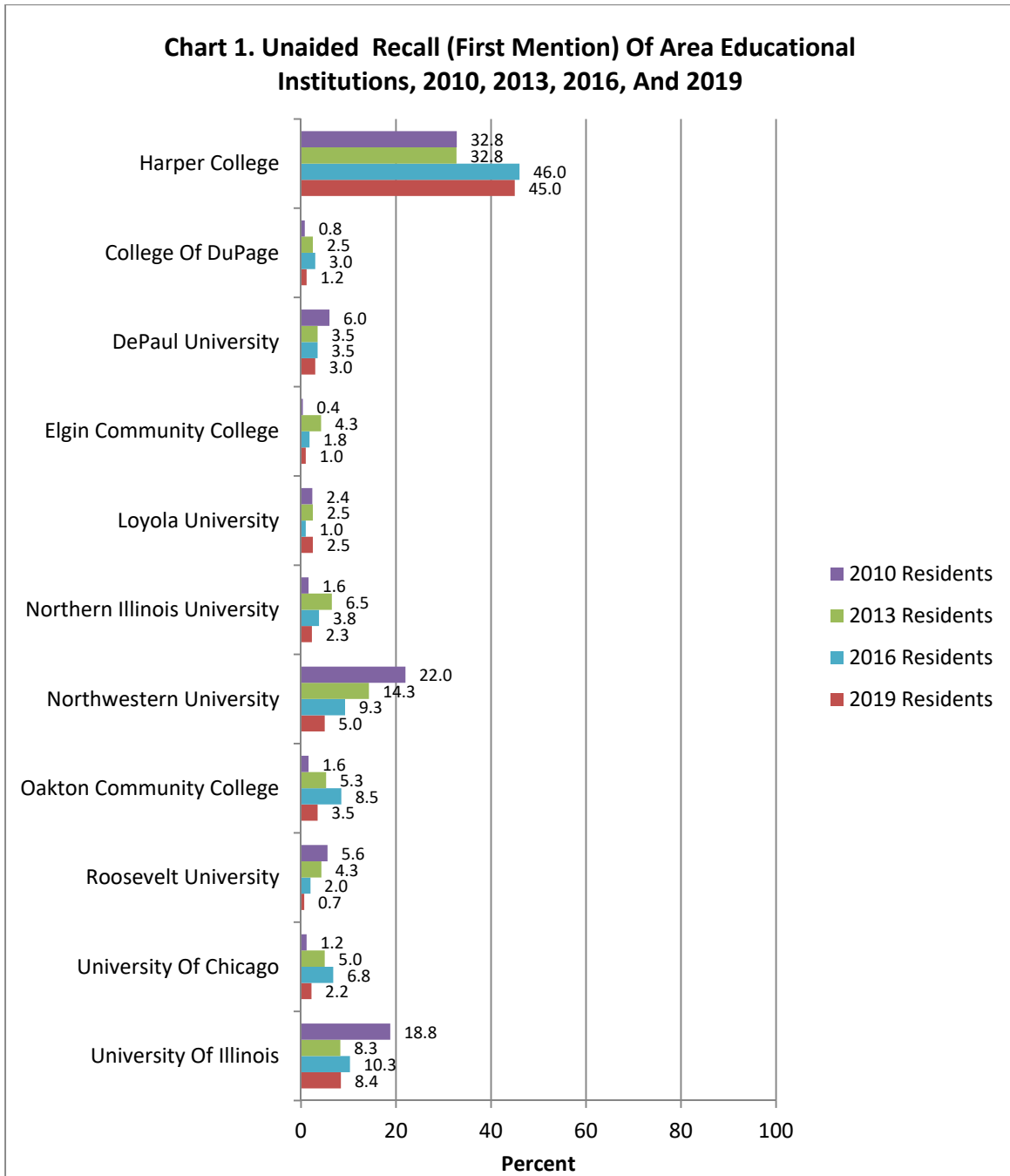
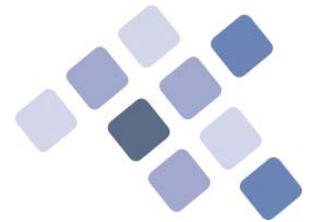
The more aware members of the community are with a college and the more favorable that image, the easier it is for the college to market its programs and services. If consumers are not aware of the college (the college is not held in top-of-the-mind awareness) and is not thought of favorably, the job of marketing the college becomes more difficult.

FIRST MENTION

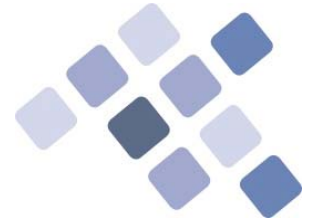
The best test of awareness is a test of unaided awareness – when the respondents are asked to name all the colleges they are familiar with in the area without being prompted with any college names. Immediately after securing permission from the respondents to proceed with the survey, the first question asked was to name the colleges in the area that came to mind.

The first college named is defined as the first mention, a measure of top-of-the-mind awareness. Familiarity is defined as a college being on the list of colleges mentioned. Familiarity is tabulated by adding all the mentions of a college name, whether first, second, third, etc. and then dividing by the number of adults surveyed. For the survey of residents, at no time was Harper College identified to bias the initial responses of the residents in the test of unaided awareness.

*When you think of colleges in the area, which ones come to mind?
If you were to describe those colleges, what word or phrase would you use?*



As seen in Chart 1, 45 percent of the residents in 2019 listed Harper College first as a college in the area as did 46 percent in 2016, a major increase from 33 percent in 2013 and 2010. Other colleges listed by the residents first in 2019 included the University of Illinois (eight percent), Northwestern University (five percent), and Oakton Community College (3.5 percent) – the same



colleges most popular in 2016. The first mention of Oakton Community College dropped from previous years possibly due to the tightening of the service area from which the survey was conducted. Overall, Harper College continues to remain as the top mention in unaided recall for the District while other colleges have been in decline.

FAMILIARITY

Another test of awareness for Harper College is the residents' overall familiarity with the College. Chart 2 (on next page) presents the results of the overall familiarity of the residents in the District, which is tabulated by adding all the mentions of a college name, whether first, second, third, etc. and then dividing by the number of adults surveyed.

As seen in Chart 2 (on next page), residents' overall familiarity with Harper College has continued to rise, from 57 percent in 2010, to 58 percent in 2013, to 59 percent in 2016, to 59.7 percent in 2019. In 2019, 19 percent of the residents were familiar with DePaul University, 16.5 percent with Loyola University, 16 percent with Northwestern University, 15.8 percent with Oakton Community College, 13.7 percent with University of Chicago, and 12.2 percent with University of Illinois. While overall familiarity had decreased for most of the other colleges from 2010 to 2016, there were a few colleges in 2019 in which the overall familiarity had increased – the College of DuPage, DePaul University, Loyola University, and the University of Chicago. Overall, the market in 2019 appeared to be more familiar with colleges in general.

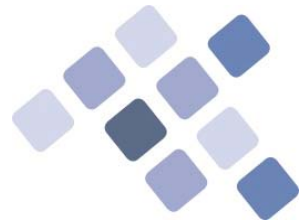
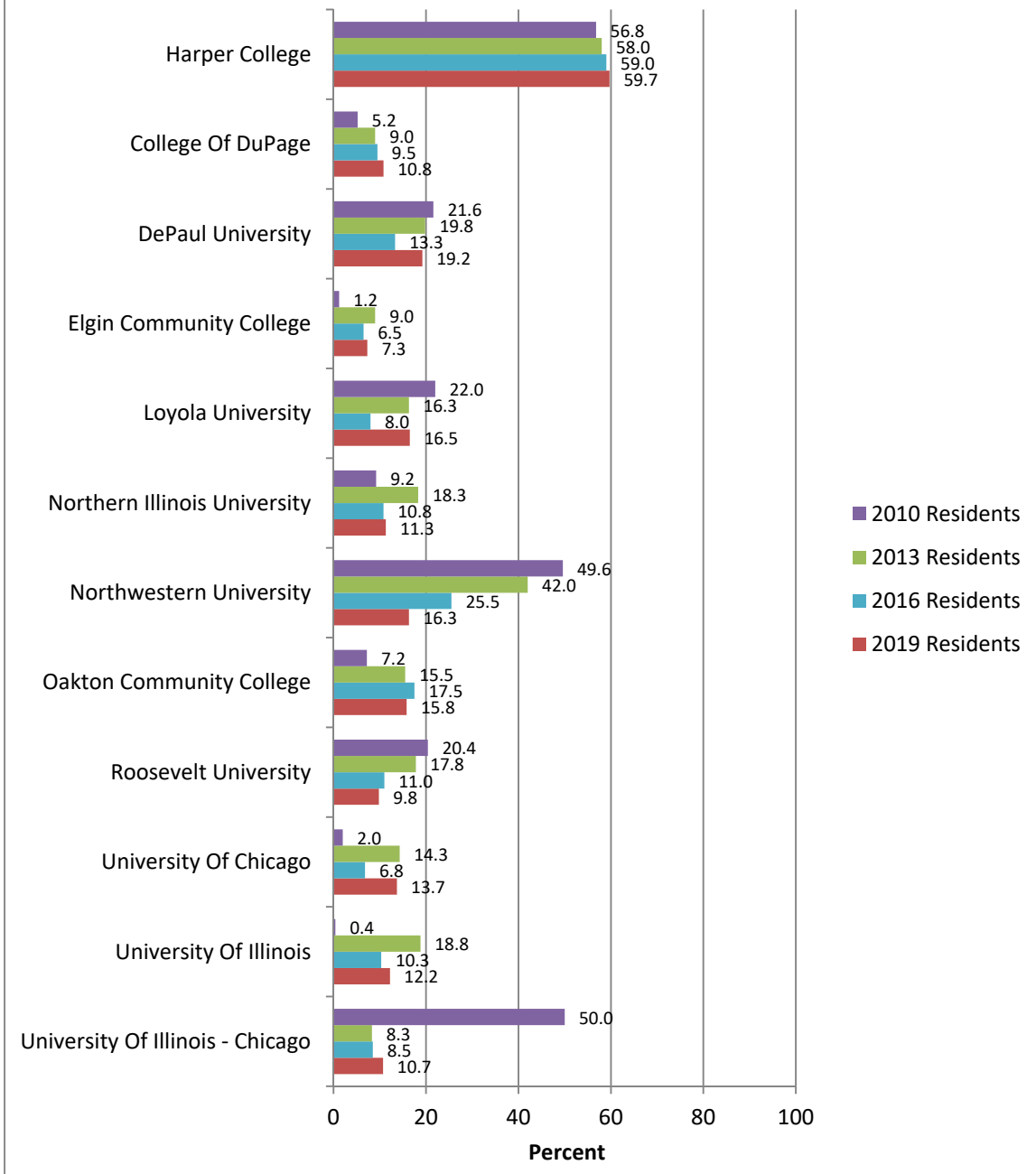
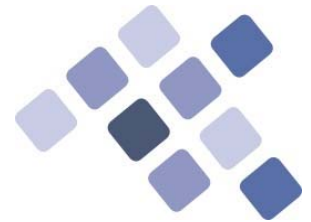


Chart 2. Familiarity With Area Educational Institutions, 2010, 2013, 2016, And 2019



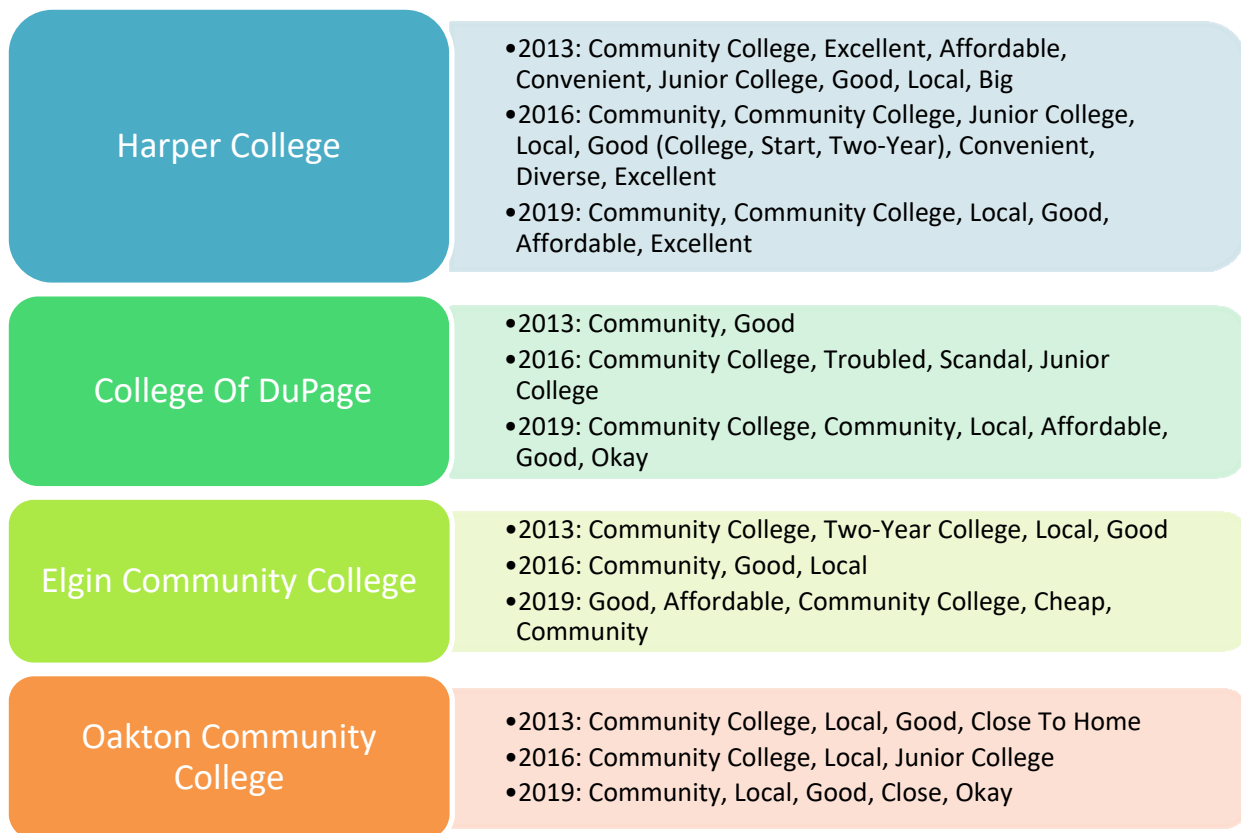


KEYWORD DESCRIPTORS

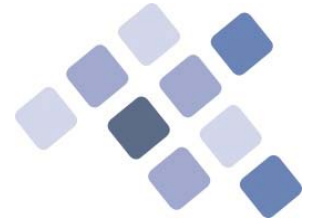
As the adults mentioned colleges in the area, they were also asked what word or phrase they would use to describe each college they mentioned. This provides an excellent overview of how the residents view the colleges mentioned and is an extremely common method of understanding market position for a college. This was not a question asked in the 2010 Community Survey, but was deemed important to ask in 2013, 2016, and 2019.

The results of the keyword descriptors used by the adults are shown in Chart 3 and one should note that the keyword descriptors used by the residents are their “perceptions” and may not be the reality known to educational administrators.

Chart 3. Keyword Image Descriptors Of Area Community Colleges – 2013, 2016, And 2019



As seen in Chart 3, the primary keywords used to describe Harper College have not changed substantially from 2013 to 2019. In 2016, residents described it as a “community” or “junior” college that is “local” and “good” in several areas (start, two-year, college), “convenient” and “excellent.” And a keyword was added by the residents in 2016 – “diverse.” In 2019, the residents



described Harper College as “community,” “community college,” “local,” “good,” “affordable,” and “excellent.” But in 2019, the number of words used to describe Harper College increased and the breadth of the descriptors increased regarding the College – words individuals used to describe the College in 2019 also included: amazing, awesome, convenient, corporate, high-quality, high-ranking, modern, outreaching, popular, quality, successful, and useful.

The negative words used to describe the College of DuPage in 2016 were not present in 2019 – the keywords used to describe the College of DuPage in 2019 included “community college,” “community,” “local,” “affordable,” “good,” and “okay.” In 2019, Elgin Community College was still described as “community,” “community college,” “good,” and “local,” but the residents also noted the college was “affordable.” And almost no differences were found between the 2013 and 2016 ratings for Oakton Community College compared to the 2019 keywords of “community,” “local,” “good,” “close,” and “okay.”

As seen in Chart 4 (on the next page), the tone of the keywords for the area colleges and universities was different than the tone used for the area community colleges – stronger words – generally affording a higher status to the colleges. According to area residents, DePaul University was still “private” and “Catholic” in 2019 as in 2016 but “expensive” was added to the 2019 keywords for the College. The keywords residents used to describe Loyola University in 2019 varied little from those used in 2016 – “prestigious” was still used as was “Catholic” and “Jesuit,” but “expensive” was added in 2019. In 2019, residents still described Northern Illinois as “average,” “affordable,” and “good,” but “party school” was added in 2019 to the keyword descriptors. Northwestern was still known as “expensive,” “excellent,” “elite,” and “prestigious” – nothing had changed over the last nine years for Northwestern University. “Local” and “accessible” were two new keywords used in 2019 to describe Roosevelt University in addition to the previous keywords of “expensive” and “private.” In 2019, more keywords were used to describe the University of Chicago – the same intent as the words used in previous years. In 2019 the keywords used to describe the University of Chicago included “expensive,” “excellent,” “prestigious,” “Chicago,” “elite,” and “business.” And finally, residents described the University of Illinois in 2019 much as they had in previous years, using keywords “big,” “excellent,” “expensive,” “good,” and “state school” but they did not use football as a descriptor in 2019.

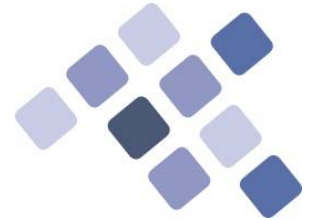
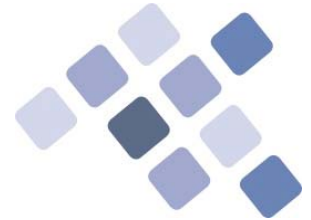


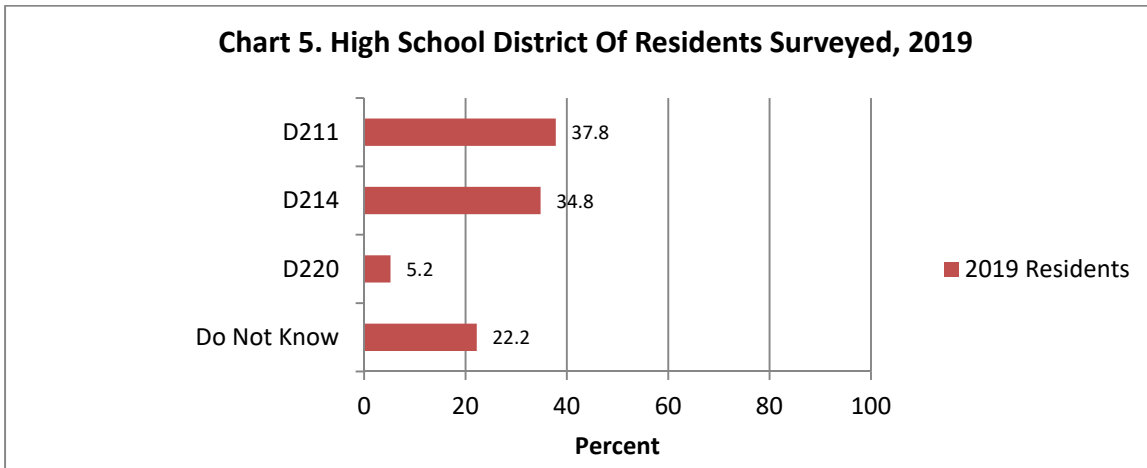
Chart 4. Keyword Image Descriptors Of Area Colleges And Universities – 2013, 2016, And 2019



Overall, few of the keywords used to describe the community colleges and universities have changed dramatically from 2013 to 2019.



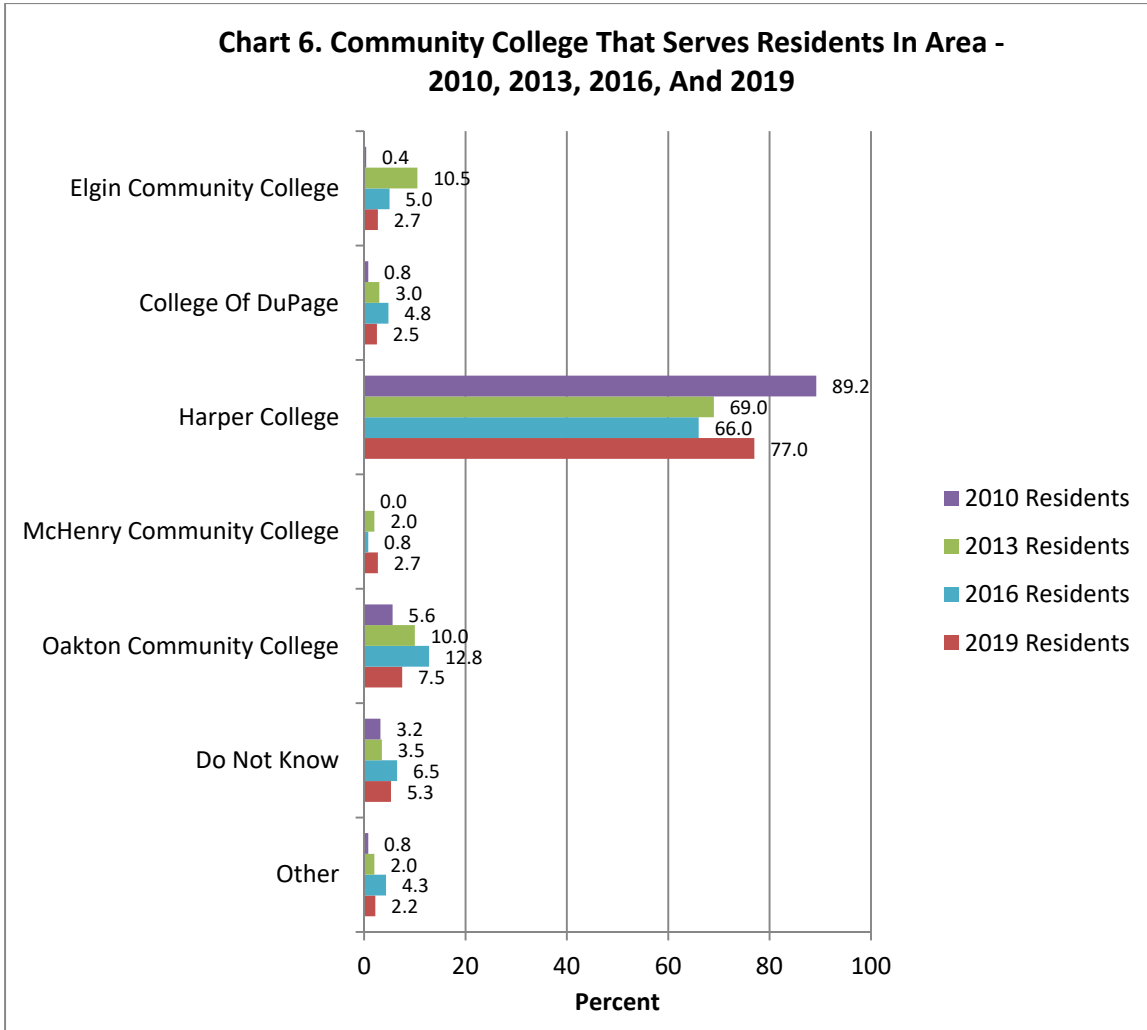
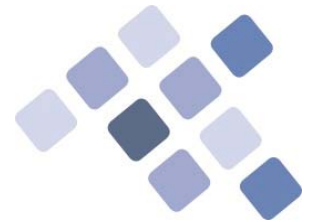
What is your local high school district?



In 2019, to more accurately represent the residents in Harper College’s district, the residents were asked to indicate what their local high school district was and the results are presented in Chart 5. Overall, 38 percent of the residents surveyed reported District 211 was their high school district, 35 percent reported District 214 was their high school district, five percent reported District 220 as their high school district, and 22 percent simply did not know which one was their high school district.

Which community college serves your area?

With community college district boundaries being drawn by school district in Illinois, there is typically some confusion among residents as to which community college is “their” community college – people living across the street from each other can be in different community college districts. The residents in Harper College’s District were asked which community college served their areas in 2010, 2013, 2016, and 2019 and the results are presented in Chart 6 (on the next page). As the sample frame was more precise in 2019, the number of residents reporting another community college other than Harper College as the community college that serves their area declined.



Seventy-seven percent of the respondents knew Harper College served their district in 2019, up from a low of 66 percent in 2016, 69 percent in 2013, and a high of 89 percent in 2010. In 2019, seven percent of the residents reported Oakton Community College was their community college, down from 13 percent in 2016. Less than five percent of the residents in 2019 reported Elgin Community College, College of DuPage, and McHenry Community College was the community college which served them. Less than five percent reported they did not know which community college served them and the majority of the two percent of other responses was College of Lake County.



attributes were changed for 2019, incorporating some of the attributes from previous years and adding new attributes as programming and services at the College.

Harper College offers many programs and activities for the residents in the District. Using a 7 point scale, where 7 means Extremely Important, and 1 is Not At All Important, or you can choose any number in between, please indicate how important the following items are to you.

Next, please indicate how well Harper College performs in each of these areas using same 7 point scale, where 7 is Excellent and 1 is Poor, or you can choose any number in between.

Residents were read the list of attributes and were asked to first rate the importance of each item on a scale of 1 = "Not At All Important" to 7 = "Extremely Important." The results are presented in Chart 7 on the next page. Items that were listed in 2013 and 2016 that were not tested in 2019 were removed from the list.

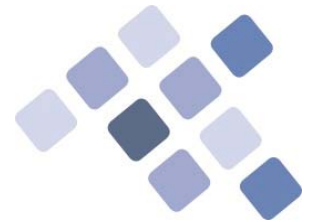
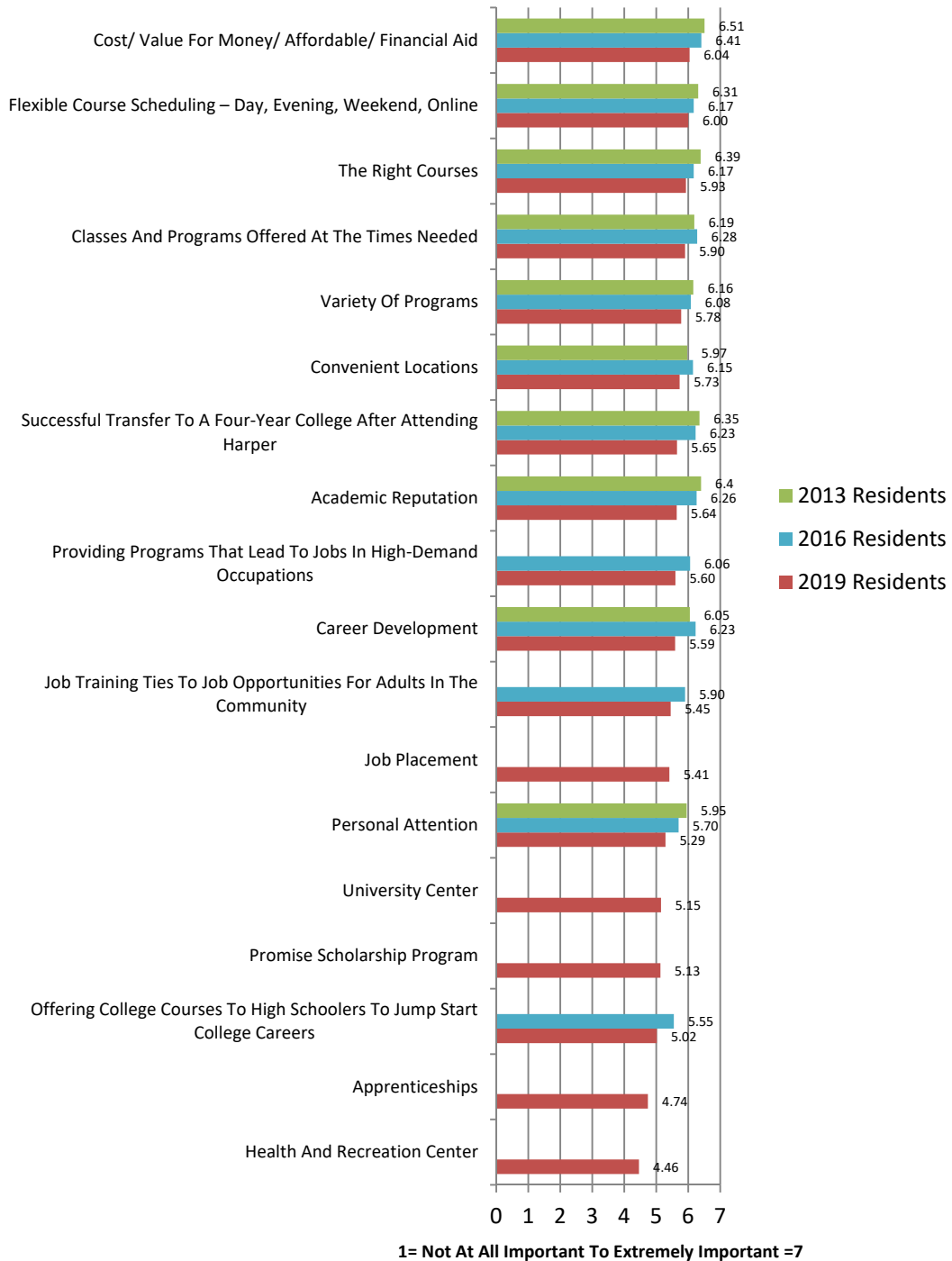
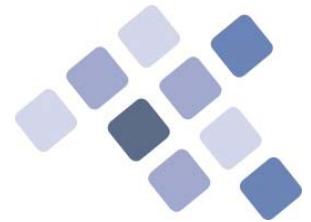


Chart 7. Importance Ratings Of Harper College's Attributes - 2013, 2016, And 2019





As seen in Chart 7 (on the previous page), there were few differences noted in the importance ratings for the attributes between 2016 and 2019 by the residents but for 2019 the majority of the importance ratings were less than those in 2016, but not significantly so. Every attribute in 2019 was rated above the midpoint of the seven point scale (3.5) indicating all of the attributes were important. In 2013, the top 10 most important attributes were cost/ value for money/ affordable/ financial aid (6.51); academic reputation (6.40); the right courses (6.39); successful transfer to a four-year college after attending Harper (6.35); flexible course scheduling – day, evening, weekend, online (6.31); classes and programs offered at the times needed (6.19); academic programs (6.18); variety of programs (6.16); teachers with real world experience (6.12); and computer training (6.08). In 2016, the top 10 most important attributes for the College were cost/ value for money/ affordable/ financial aid (6.41), classes and programs offered at the times needed (6.28), academic reputation (6.26), successful transfer to a four-year college after attending Harper (6.23), career development (6.23), the right courses (6.17), flexible course scheduling – day, evening, weekend, online (6.17), convenient locations (6.15), variety of programs (6.08), and providing programs that lead to jobs in high-demand occupations (6.06).

Comparing the 2019 results for the top 10 most important attributes, there had been some shifting in what was deemed more important today by the residents. The affordable attribute – cost/ value for money/ affordable/ financial aid (6.04) was still the most important attribute in 2019, but the importance of flexible course scheduling – day, evening, and weekend (6.00) increased from 2016 to 2019 for the residents. Academic reputation (5.93) also increased in importance for the residents in the District in 2019, and classes and programs offered at the times needed (5.90) continued to be important to the residents. The fourth most important attribute to the residents in 2019 was the variety of programs offered (5.78) followed by convenient locations (5.73). The sixth most important attribute to the residents in the District was the successful transfer to a four-year college after attending Harper (5.65) followed by academic reputation (5.64). The top two areas rounding out the top 10 important attributes were providing programs that lead to jobs in high demand (5.60) and career development (5.59). The remaining attributes were rated less than 5.5 on a 7 point scale and included the following attributes: job training ties to job opportunities for adults in the community (5.45), job placement (5.41), personal attention (5.29), University Center (5.15), Promise Scholarship Program (5.13), offering college courses to high schoolers to jump start college careers (5.02), apprenticeships (4.74), and Health and Recreation Center (4.46).

After rating the importance of the attributes, the residents were then asked to rate Harper College's performance on the same attributes using a scale of 1 = "Poor" to 7 = "Excellent." Harper College's performance on these attributes is shown in Chart 8 on the next page.

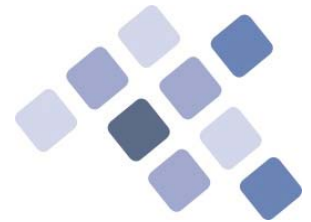
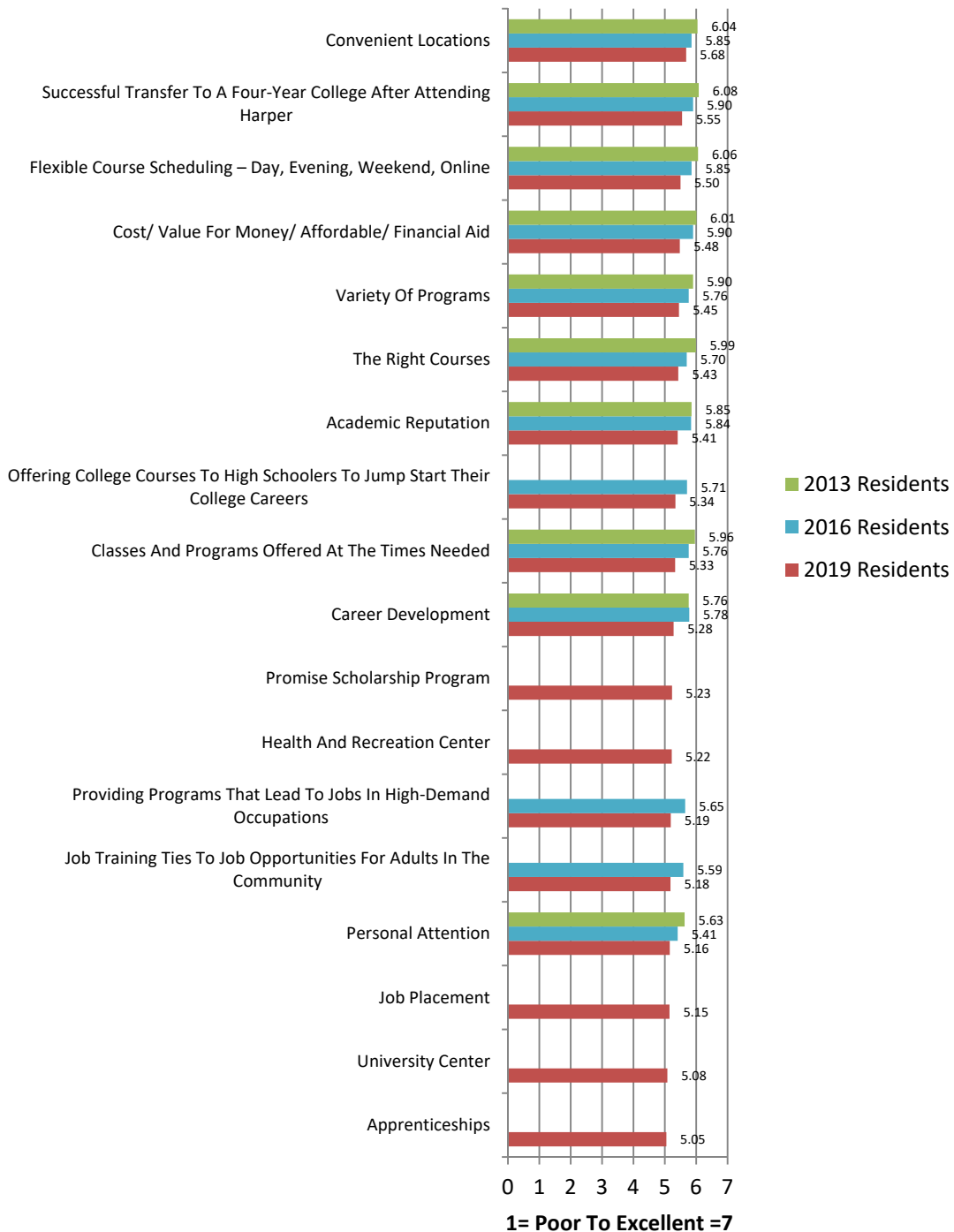
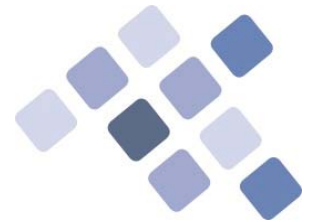


Chart 8. Performance Ratings Of Harper College's Attributes - 2013, 2016, And 2019





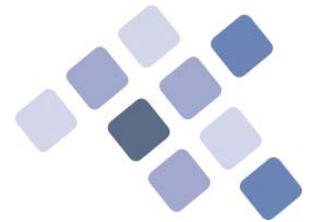
Overall, the residents reported Harper College was doing a good job since all of the performance ratings for the attributes were above 4 on the 7 point scale, and the performance ratings did not dramatically change from 2016 to 2019, as seen in Chart 8 (on the previous page). However, there was an overall drop in the ratings across all attributes tested. In 2013, the top 10 attributes that residents reported Harper College was doing a very good job of delivering included successful transfer to a four-year college after attending Harper College (6.08); flexible course scheduling – day, evening, weekend, online (6.06); convenient locations (6.04); cost/ value for money/ affordable/ financial aid (6.01); the right courses (5.99); computer training (5.96); classes and programs offered at the times needed (5.96); variety of programs (5.90); continuing education (5.88); and academic programs (5.85).

In 2016, the overall ratings for performance on the attributes dropped slightly but were still high for all attributes. The top 10 attributes which the residents noted that the College was doing very well providing included:

- Continuing education (6.05)
- Successful transfer to a four-year college after attending Harper College (5.90)
- Cost/ Value for money/ Affordable/ Financial aid (5.90)
- Flexible course scheduling – day, evening, weekend, online (5.85)
- Convenient locations (5.85)
- Academic reputation (5.84)
- Welcoming to all residents of the District (5.83)
- Academic programs (5.79)
- Career development (5.78)
- Classes and programs offered at the times needed (5.76)

In 2019, the overall ratings for performance on the attributes also dropped slightly from the 2016 ratings but were still high for those respondents who knew enough to provide a rating. The top 10 attributes which the residents noted that the College was doing very well in providing included:

- Convenient locations (5.68)
- Successful transfer to a four-year college after attending Harper (5.55)
- Flexible Course Scheduling – Day, Evening, Weekend, Online (5.50)
- Cost/ value for money/ Affordable/ Financial aid (5.48)
- Variety of programs (5.45)
- The right courses (5.43)
- Academic reputation (5.41)
- Offering college courses to high schoolers to jump start their college careers (5.34)
- Classes and programs offered at the times needed (5.33)



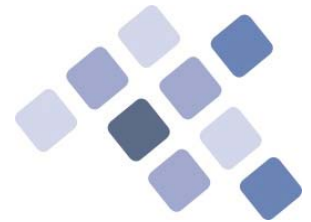
- Career development (5.28)

From 2016 to 2019, the attribute rated highest in performance was not on the 2019 Scan (continuing education) but convenient locations moved to the top spot in the ratings in 2019. The second highest rated attributes remained the same – successful transfer to a four-year college after attending Harper College. The attributes in the 2016 survey flipped places – flexible course scheduling – day, evening, weekend, online was the third highest rated attribute and cost/ value/ affordable/ financial aid was rated as the fourth highest rated attribute in 2019 compared to 2016. New to the top 10 attributes for highest performance in 2019 from 2016 were: variety of programs, the right courses, and offering college courses to high schoolers to jump start their college careers. Rounding out the top 10 attributes for highest performance in 2019 included those that were in the top 10 in 2016: academic reputation, classes and programs offered at the times needed, and career development.

While it is important to understand the individual importance and performance ratings for the attributes, the real issue for the College is to understand how well it is performing on the attributes deemed most important. Numeric rating will change from survey to survey, but the key for the College is to make sure it is doing well on the attributes deemed most important – if not, then that defines an area of importance where the College should expand its efforts.

Table 1. Comparison Of Importance And Performance On Harper College’s Key Attributes, 2019

2019 Importance Rating	Key Attributes	2019 Performance Rating
1	Cost/ Value For Money/ Affordable/ Financial Aid	4
2	Flexible Course Scheduling – Day, Evening, Weekend, Online	3
3	The Right Courses	6
4	Classes And Programs Offered At The Times Needed	9
5	Variety Of Programs	5
6	Convenient Locations	1
7	Successful Transfer To A Four-Year College After Attending Harper	2
8	Academic Reputation	7
9	Providing Programs That Lead To Jobs In High-Demand Occupations	13
10	Career Development	10
11	Job Training Ties To Job Opportunities For Adults In The Community	14



2019 Importance Rating	Key Attributes	2019 Performance Rating
12	Job Placement	16
13	Personal Attention	15
14	University Center	17
15	Promise Scholarship Program	11
16	Offering College Courses To High Schoolers To Jump Start Their College Careers	8
17	Apprenticeships	18
18	Health And Recreation Center	12

The 18 attributes the residents in the District rated for importance and performance are presented in Table 1 and have been given a ranking from highest importance (1) to lowest (18). The attributes are ordered in Table 1 from **highest to lowest importance**, and comparing the difference in the importance rating with the performance rating provides an easy way to see where the College is doing well (performance rating equivalent or higher to importance rating) and where the College may want to increase its efforts (performance rating lower than importance rating).

The areas that the College should examine its focus are those in which the attributes’ performance rating is lower than the importance rating – in other words, residents believe that the attribute is important but the College may not be performing as well as it should be given the importance. The attributes in which the College has the greatest discrepancies between importance and performance included:

- Classes and programs offered at the times needed (Importance: 4, Performance: 9)
- Providing programs that lead to jobs in high-demand occupations (Importance: 9, Performance: 13)
- Job placement (Importance: 12, Performance: 16)

Other attributes where the College has less discrepancy between the importance and performance rankings included:

- Cost/ Value for money/ Affordable/ Financial aid (Importance: 1, Performance: 4)
- The right courses (Importance: 3, Performance: 6)
- Job training ties to job opportunities for adults in the community (Importance: 11, Performance: 14)
- University Center (Importance: 14, Performance: 17)
- Personal attention (Importance: 13, Performance: 14)
- Flexible course scheduling – day, evening, weekend, online ((Importance: 2, Performance: 3)



- Apprenticeships (Importance: 17, Performance: 18)

Attributes in which the importance ranking is equivalent to the performance rankings, or areas in which the College is meeting expectations of the residents in the District included:

- Variety of programs (Importance: 5, Performance: 5)
- Career development (Importance: 10, Performance: 10)

Attributes in which the performance ranking is actually higher than the importance, or areas that the College is over performing on the attributes, include:

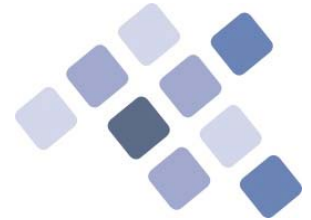
- Offering college courses to high school students to jump start their college careers (Importance: 16, Performance: 8)
- Health and Recreation Center (Importance: 18, Performance: 12)
- Successful transfer to a four-year college after attending Harper (Importance: 7, Performance: 2)
- Convenient locations (Importance: 6, Performance: 1)
- Promise Scholarship Program (Importance: 15, Performance: 11)
- Academic reputation (Importance: 8, Performance: 7)

NEW PROGRAMMING

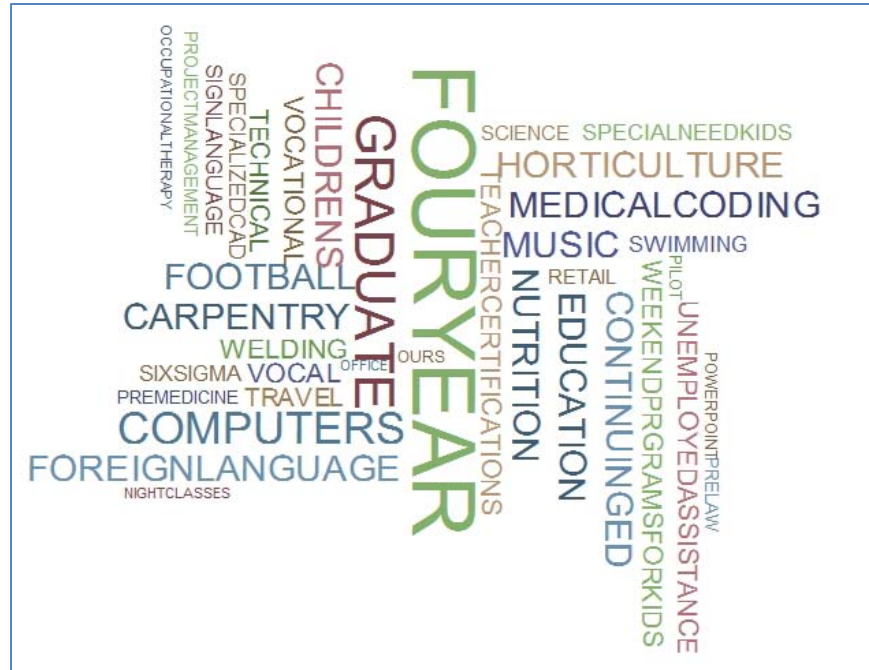
It is important for Harper College to find out from the residents in the District if there is programming needed by the residents that the College is not offering.

Which programs, opportunities, or offerings do you wish were available at Harper College, but are not currently available?

In the 2010 Community Scan, the residents in the District of Harper College were asked what programs, opportunities, or offerings they wished were available at Harper College. The major responses included more four-year degrees, classes for senior citizens, adult foreign languages, adult general interest classes, training and certifications, more credits to transfer to four-year colleges, technology classes, medical classes, and legal/ political science classes. This question was replicated in the 2013 Community Scan, and the results can be seen in Word Cloud 4 (on next page).



Word Cloud 4. Programming Needed At Harper College, 2013

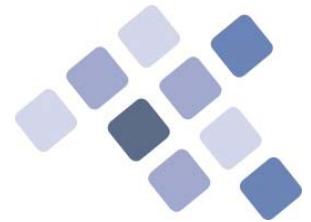


In 2013, many of the respondents expressed a desire for the College to offer four-year and graduate programming, as well as programs in computers, foreign language, medical coding, horticulture, children’s programming, music, continuing education, football, carpentry, and other programming areas.

Word Cloud 5. Programming Needed At Harper College, 2016



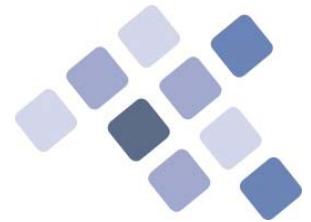
As seen in Word Cloud 5, in 2016 the residents still wanted access to four-year degrees at Harper College with the terminology changing to a need for Bachelor’s degrees. Other programming mentioned as needed included medical programming, pre-med, online classes, business, computers, Master’s degrees, nursing, continuing education, technology, and film.



Word Cloud 6. Programming Needed At Harper College, 2019



In 2019, the residents still wanted Harper College to have four-year degrees (Bachelor's degrees) as in 2016 but Master's degrees as well, as seen in Word Cloud 6. Other key areas noted as needed by the residents in 2019 included computer and information technology (IT), languages, health science, writing programs, teaching, art, academy, and tech certificates.



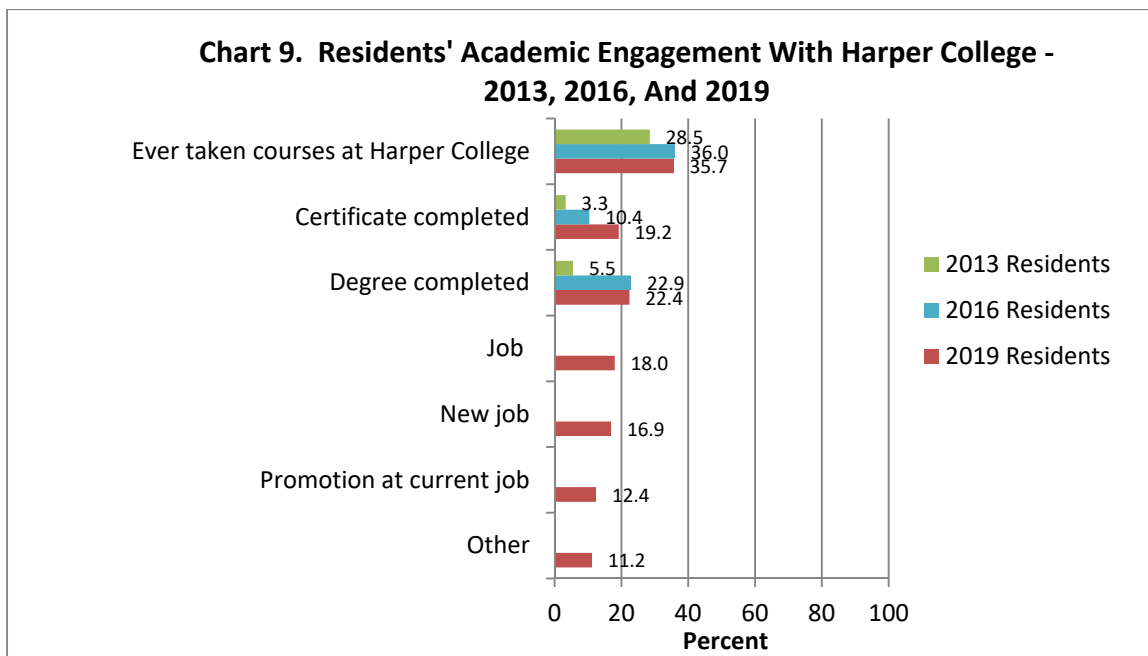
ENGAGEMENT

The more residents interact with a community college, the greater the awareness of the college and its programs and services, and generally the greater the support for the college. Residents typically engage with a community college in multiple ways – they enroll as students, they attend an event, they participate in training classes and programs as employees or through their employers, or they may support the college through fundraising.

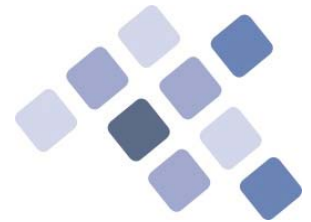
In the 2010 Community Scan, only one question was asked about engagement: “Have you ever been to Harper College?” Eighty-seven percent of the sample frame responded affirmatively in 2010. For the 2013, 2016, and 2019 Community Scans, the College wanted to more fully explore the nature of the engagement of the residents with Harper College; not just whether they had been to the College previously but why they had been to the College.

Have you ever taken courses at Harper College?

At which location(s) of the College? Did you complete a degree or certificate at Harper College? What program area? Did your certificate or degree result in a job, a new job, or a promotion at work?



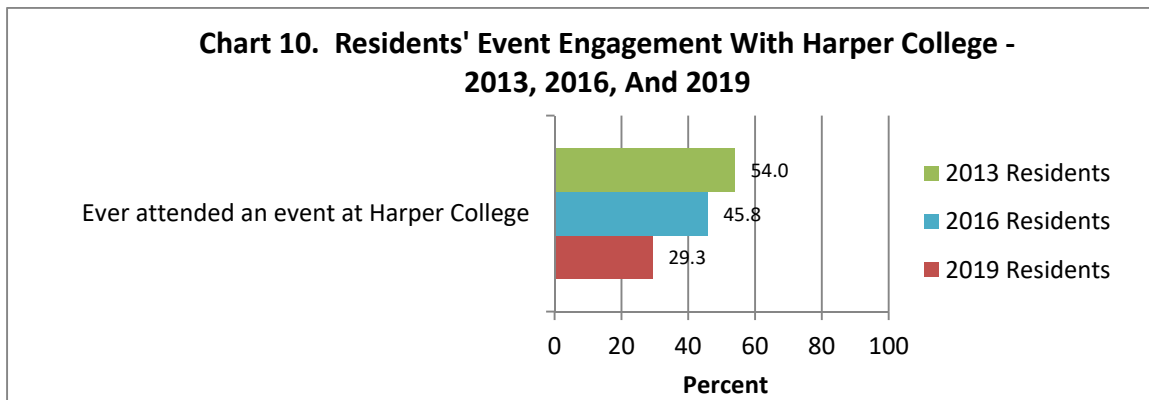
As seen in Chart 9, 36 percent of residents in 2016 and 2019 have at some point in the past taken courses at Harper College, compared to 28 percent of the residents surveyed in 2013. For those

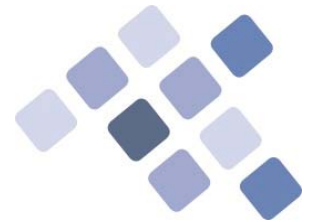


residents who had ever taken a class at Harper College in 2013, three percent completed a certificate and five percent completed a degree. By the 2016 survey, a higher percentage of the residents who had taken a class at Harper College earned degrees – 10 percent completed a certificate and 23 percent completed a degree. And by the 2019 survey, even more had completed degrees – 19 percent a certificate and 22 percent a degree. The program areas in which the residents surveyed in 2019 earned certificates and degrees included associate degrees (AA, AS, AAS, etc.), business, computers, general education, liberal arts, nursing, paralegal, travel, office, CNA, criminal justice, customer service, education, electronic engineering, ESL, event planning, finance, food sanitation, HVAC, interior design, marketing, massage therapy, medical assistant, project management, real estate, sociology, two-wheeler training, web development, and various healthcare programs.

The adults who attended Harper College for classes were also asked which campus they attended and were allowed to provide multiple responses. Ninety percent reported they attended the main campus at Harper College (Palatine), 11.2 percent attended the Learning and Career Center, eight percent the Harper Professional Center, and three percent the Education and Work Center. The educational attendees were also asked in 2019 whether their degree or certificate resulted in jobs and the results are shown in Chart 9 (on previous page). Forty-two percent noted the certificate or degree did not result in a job or promotion, but 18 percent reported it resulted in a job (did not previously have one), 17 percent reported a result of a new job (had a job but resulted in another job), 12 percent received a promotion at their current job, and 11 percent noted another outcome (primarily transferred to a four-year college).

*Have you ever attended an event at Harper College?
What event? At which location(s) of the College?*





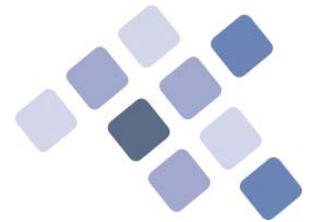
Residents were also asked in the 2013 and 2016 surveys if they had ever attended an event at the College and the results are presented in Chart 10 (on the previous page). Fifty-four percent of the residents interviewed in 2013 had attended an event at the College compared to 46 percent of the residents interviewed in 2016 – a slight drop. But by 2019, only 29 percent of the residents reported attending an event at Harper College. Although the reported attendance had dropped, the types of major events that the adults had attended had not drastically changed from 2013 to 2016. In 2013, the major events ever attended by the residents included: craft show, plays, concerts, job fairs, musicals, graduation, the symphony, theater, sporting events, home show, train show, workshops, and college fairs. In 2016, the types of major events ever attended by the residents surveyed included: concerts, craft show, job fairs, plays, events, theater shows, seminars, college fairs, graduations, astronomy events, home shows, shows, basketball games, cat shows, and train shows.

Word Cloud 7. Events Ever Attended At Harper College, 2019



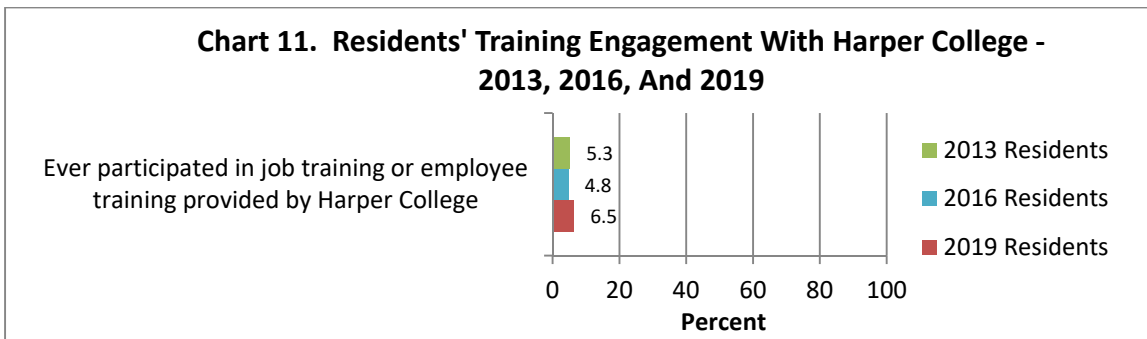
As seen in Word Cloud 7, in 2019 the attendees were more likely to report they had attended athletic events or plays and theater programming, as well as musicals, college fairs, lectures, the arts, and other various events than those attendees in previous years.

The adults were also asked which campus they attended for the events in 2019 and the predominant response was the campus at Palatine – 94 percent. Only six percent attended an



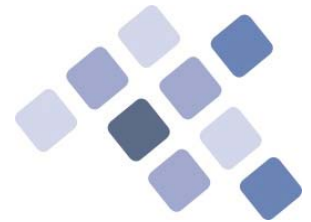
event at the Harper Professional Center, three percent at the Learning and Career Center, less than one percent at the Education and Work Center, and one percent did not recall the location.

*Have you ever participated in a job training program at Harper College for credit or noncredit, or an employee training provided by Harper College at your place of business?
What training? Was it for credit or noncredit? Location for training?
At which location(s) of the College?*

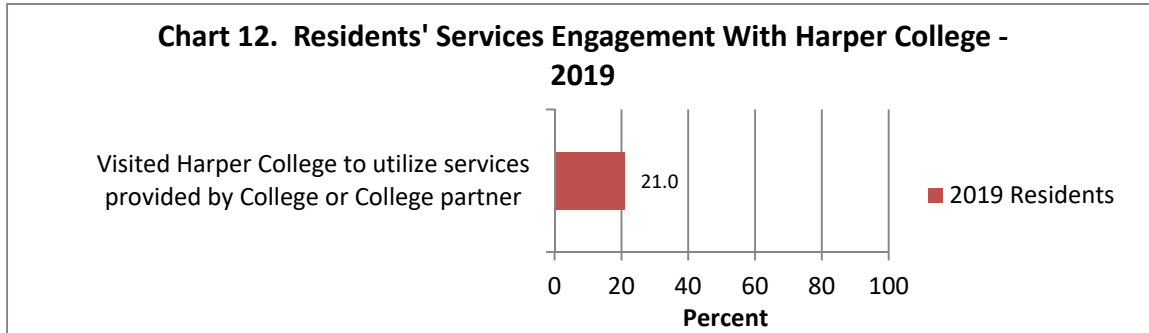


Overall, in the 2013 and 2016 surveys, five percent of the residents in the District noted they had participated in job training provided by the College, but in the 2019 survey almost seven percent reported they had participated in job training at the College. For those residents surveyed in 2019 who had participated in job training at the College, 72 percent attended the training on-site at Harper College and 23 percent attended training provided by Harper College at their place of business (an increase over the 17 percent in 2016). Seventy-one percent attended the campus in Palatine, 29 percent attended the Harper Professional Center, 14 percent the Learning and Career Center, and 11 percent the Education and Work Center.

The major job training programs ever attended by the residents surveyed in 2019 included CNA, ESL, HVAC, engineering training, and real estate. The residents also participated in casual meet, Cisco phone, cleaning after sports, LPN, comedy seminar, computer classes – HTML and Excel, continuing education seminar for teachers, how to do business, grant writing, graphic arts, HR training, Illinois workNet, intern, sports day thing, manufacturing/ operation, medical assistant, molding, orientation, pediatrician/ doctor, software – Microsoft Office, technical program, travel agent, and Zen. Forty-seven percent of the residents surveyed in the 2016 survey who had ever participated in job training in the past received credit for the training and 53 percent took it for noncredit. But by 2019, 56 percent had received credit for the training compared to 36 percent who had not.

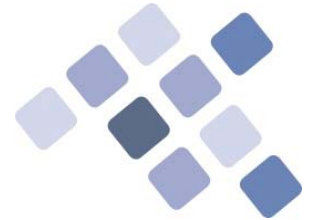


Have you ever visited Harper College to utilize any of the services provided by the College or a partner of the College? What service? At which location(s) of Harper College?



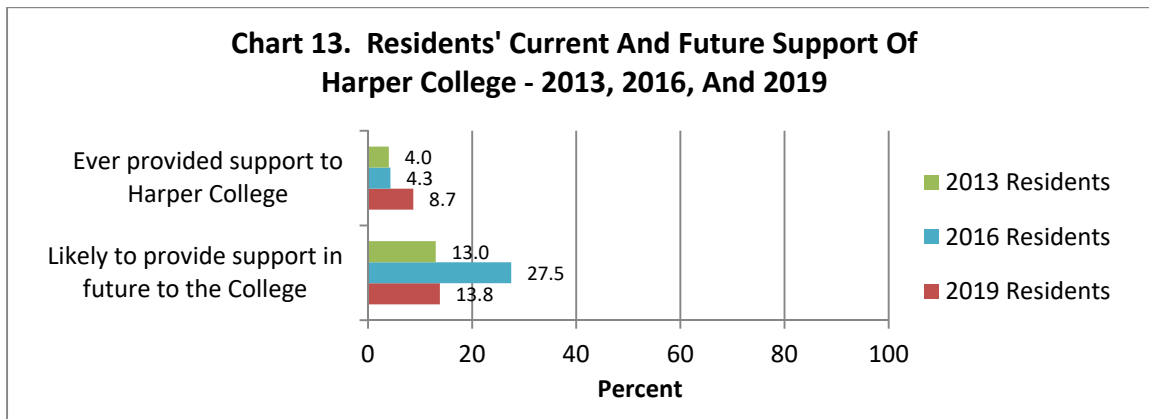
A new question was added to the 2019 survey to assess the usage of services provided by Harper College or a partner of Harper College and the results are presented in Chart 12. Overall, 21 percent of the residents have utilized services at Harper College at some point in the past. The major services utilized included: computer, gym, the Library, swimming pool, health activities, job placement, Learning Center, swimming lessons for my child, tutoring, career counseling and placement, student advisement, continuing education, yoga, and Writing Center. Other services utilized included: grant writing, taking classes in various areas, Astronomy Day, athletic activities, ballfields, childcare, classes for high school students, college nights, Compass testing, getting degrees, seminars, festivals, financial aid, foreign films, graphic arts, test proctored, taught there, volunteered, information technology, Internet, exhibition for science faculty, model show, motorcycle school, orientation for school, resume', Study Abroad, summer InZone program, theater and seminars, computer labs, traffic school, transcript, and writing.

Eight-nine percent of the residents in 2019 reported they had attended the campus in Palatine, 10 percent the Harper Professional Center, three percent the Learning and Career Center, less than one percent the Education and Work Center, and two percent did not recall the location.



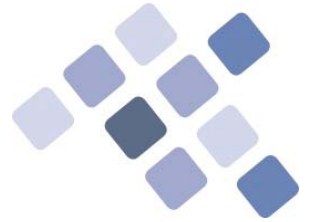
Have you ever provided support to Harper College by providing funds for scholarships or giving to the College's foundation?

Will you be likely to support the College in the future? What types of programs would you provide support for?

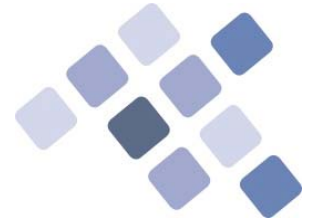


In the 2013, 2016, and 2019 surveys, residents of the District were asked if they had ever provided any support to Harper College, and the results are presented in Chart 13. Overall, there has been a slight change in the reported level of support for the College – four percent of the residents in the 2013 survey had provided support to Harper College as have 4.3 percent of the residents in the 2016 survey but almost nine percent reported they had provided support in the 2019 survey.

When residents were asked if they would be likely to provide support to the College in the future, the residents in the 2016 survey were more likely to support the College than the residents in the 2013 and 2019 surveys. In the 2013 survey, 13 percent of the residents indicated they would be likely to support the College in the future compared to 28 percent in the 2016 survey but that dropped to 14 percent in the 2019 survey. The type of support that the residents in the 2013 survey indicated they would provide included: support to specific programming: scholarships, general donations, nursing program, technology, academics, athletic, and other unique programs. In the 2016 survey, the programs that residents were likely to provide support for at Harper College included: nursing, scholarships, education, health care, business, academic, accounting, arts, athletics, charity, computer training, computers, financial aid, job training, mathematics, medical, pathways programs, science, taxes, teaching, and trades. By 2019, the type of programming that the residents noted they would support had not substantially changed – only the percentage which would be likely to support the College in the future. In 2019, the items that would be supported by the residents included: any, anything, everything, all, general, scholarships, career changers and development, continuing education, engineering, ESL,



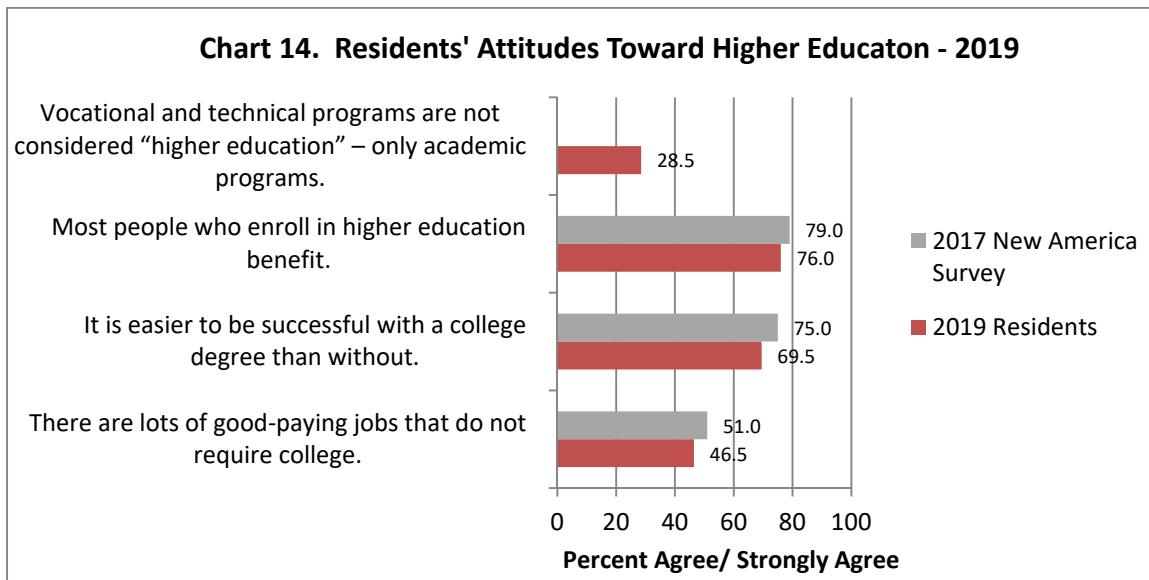
traditional programs, health, HVAC, internships, minority scholarships, online nursing, psychology, single mothers, space curriculum, arts, Women’s Center, on-the-job training, online, and Phi Theta Kappa.



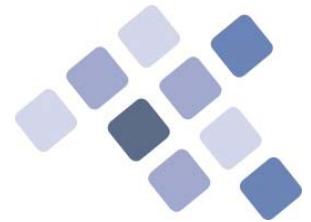
ATTITUDES

The key purpose for surveying community members was to understand their attitudes toward Harper College and ultimately influence those attitudes, especially if they were negative. But first, the audiences’ attitudes have to be understood before they can be altered. Attitudes about Harper College are based on the information that the community members have about the College, their perceptions, past experiences, feelings (liking and disliking), and their intended behavior. There is a belief, rightly so, that attitudes influence behavior. If a prospective student hears positive things about the College, there is a good chance he or she will choose to attend. If an influencer of a prospective student hears something positive about the College, it is likely he or she will pass that on to a prospective student.

Please indicate your agreement with each statement using the scale: Strongly Agree, Agree, About the Same, Disagree, or Strongly Disagree; or do not know.



The residents in the 2019 survey were asked to share their attitudes about the importance of higher education overall and those results were benchmarked against the 2017 New America *Varying Degrees* Study. The residents were asked to agree or disagree with four statements about higher education and the percentage of the adults who agreed or strongly agreed with these statements is presented in Chart 14. Overall, only 28.5 percent of the residents agreed that vocational and technical programs are not considered “higher education” – only academic programs (there was not a benchmark for this question from the national study). But 76 percent of the residents



surveyed in 2019 agreed or strongly agreed that most people who enroll in higher education benefit, as did 79 percent of the residents in the United States who responded to the 2017 *Varying Degrees* Study. Almost 70 percent of the residents in 2019 also agreed or strongly agreed it is easier to be successful with a college degree than without, compared to 75 percent of the respondents in the 2017 *Varying Degrees* Study. And finally the market was split on the last statement – 46 percent agreed or strongly agreed there are a lot of good-paying jobs that do not require a college degree with the balance in disagreement (compared to 51 percent of the residents in the national 2017 *Varying Degrees* Study).

Please indicate your agreement with each statement about public four-year colleges or universities using the scale: Strongly Agree, Agree, About the Same, Disagree, or Strongly Disagree; or do not know.

Please indicate your agreement with each statement about community colleges using the same scale.

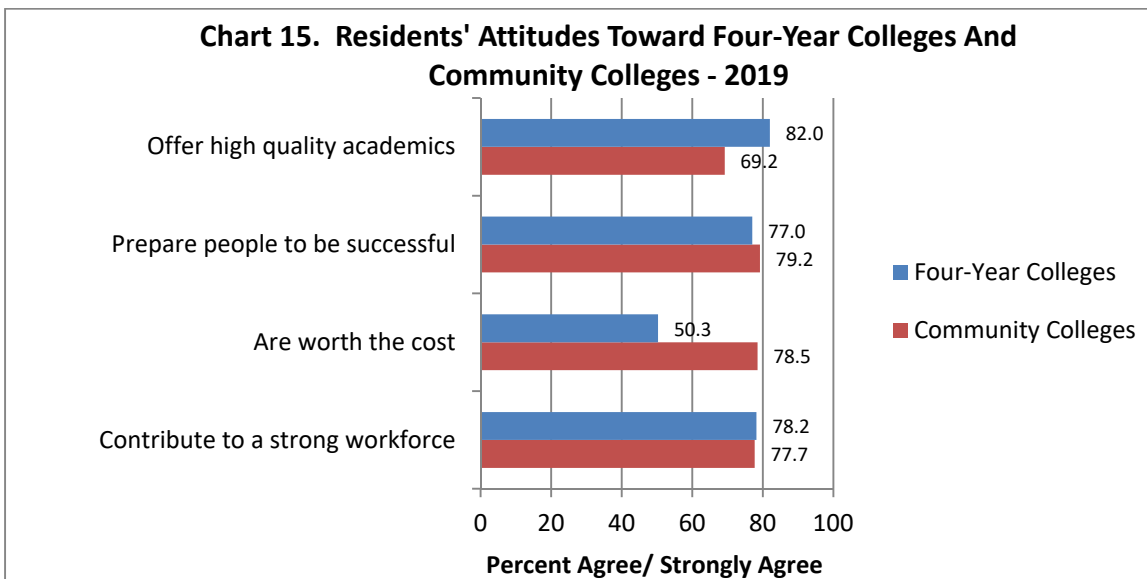
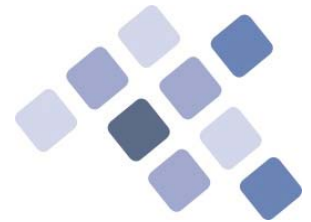
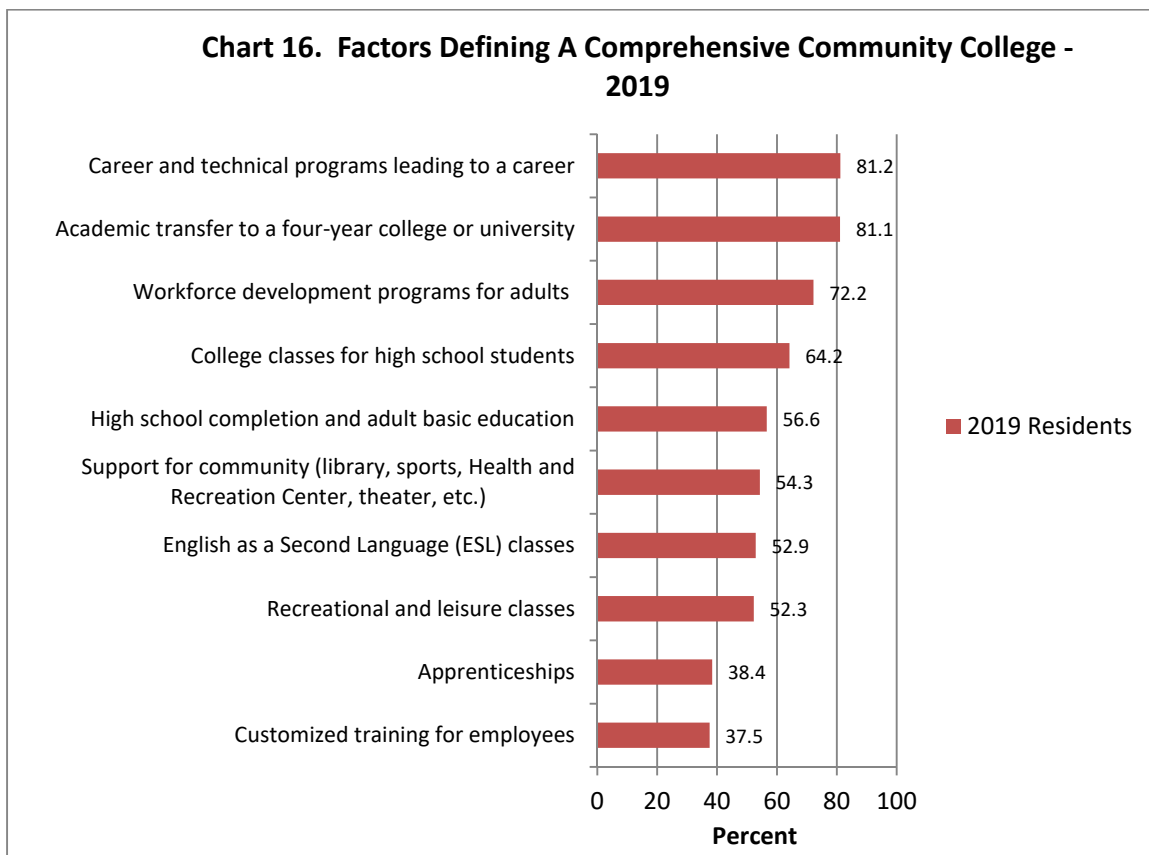


Chart 15 presents the results of the residents’ comparisons of the key attributes of educational institutions comparing community colleges and public four-year colleges and universities. The percentage of the residents who agreed or strongly agreed is presented for each attribute by college type. Eighty-two percent of the residents agreed or strongly agreed that the four-year colleges offer high quality academics compared to 69 percent of the residents who agreed or strongly agreed with the same statement about community colleges. There was little difference in the question of education leading to success by institution type – 77 percent of the residents

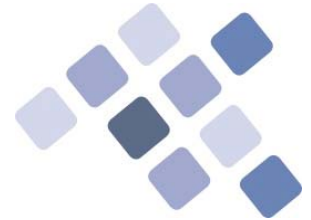


reported four-year colleges prepare people to be successful as did 79 percent of the residents when asked about a community college. Community colleges were the big winners on cost – 78 percent of the residents reported that community colleges were worth the cost compared to only 50 percent of the adults who agreed that four-year colleges were worth the cost. But 78 percent of all residents agreed or strongly agreed that the educational institutions (whether public four-year or community colleges) contributed to a strong workforce.

Which of the following programs and services are considered a part of a comprehensive community college?



Since many community colleges serve so many differing markets, the residents in the 2019 survey were asked what programs and services were considered to be part of a comprehensive community college and the results are presented in Chart 16. Eighty-one percent of the residents reported that career and technical programs leading to jobs and academic transfer were two of the factors defining a community college. Eighty-two percent noted workforce development programs



for adults were also a factor defining a comprehensive community college. Sixty-four percent of the residents reported college classes for high school students were a factor defining a comprehensive community college. Slightly more than half of the residents indicated the following factors were part of a comprehensive community college: high school completion and adult basic education (57 percent), support for the community (54 percent), English as a Second Language classes (53 percent), and recreational and leisure classes (52 percent). Only 38 percent reported apprenticeships and customized training were a part of a comprehensive community college.

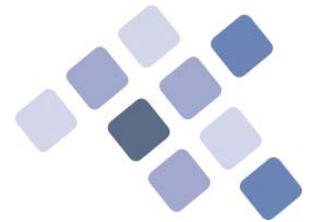
Please indicate your level of agreement with each statement regarding Harper College using the scale: Strongly Agree, Agree, About the Same, Disagree, or Strongly Disagree; or do not know.

To test attitudes toward Harper College, a set of statements was created based on the information gained from the internal constituents in the listening sessions to test both specific attitudes about the College and commonly held community college stereotypes. The residents were asked to indicate their level of agreement with each statement using a scale of Strongly Agree, Agree, About the Same, Disagree, or Strongly Disagree, and if they did not have a enough knowledge to agree or disagree they responded do not know. The percent of the residents in the service area who did not know enough about the College to rate their agreement or disagreement with a specific statement ranged from 21 percent up to almost half of the residents – a high level of do not know. The results of the residents’ agreement with the statements are summarized in Table 2.

Table 2. Agreement With Attitudes About Harper College

	Strongly Agree/ Agree	Disagree/ Strongly Disagree	Do Not Know
Harper College’s credits will transfer to any accredited educational institution – in or out of the state of Illinois.	46.9	6.2	31.7
Anyone can attend Harper College.	61.7	5.0	21.2
Harper College offers courses and programs to help people with limited English skills get a job.	40.0	2.9	38.7
Each year Harper College has scholarship dollars available for high school students and adults that go unused.	32.8	3.7	46.7
The educational quality of classes at Harper College is the same as those classes taken at any public four-year college in Illinois.	39.9	13.2	26.8
Harper College offers technical and career programs that lead to a job but are not college classes.	44.0	5.7	32.7

Overall, 62 percent of the residents agreed that anyone can attend Harper College, with only five percent in disagreement, but 21 percent did not know – the lowest level of do not know for all of the statements. Forty-seven percent of the residents agreed Harper College’s credits will transfer to



any accredited educational institution – in or out of the state of Illinois, but six percent disagreed with the statement and 32 percent reported they did not know. Forty-four percent of the residents in the 2019 survey agreed Harper College offers technical and career programs that lead to a job but are not college classes, with six percent in disagreement, and 33 percent reported they did not know. Forty percent agreed Harper College offers courses and programs to help people with limited English skills get a job with three percent in disagreement and 39 percent reported they did not know. Forty percent of the residents also agreed the educational quality of classes at Harper College is the same as those classes taken at any public four-year college in Illinois, but 13 percent disagreed with the statement and only 27 percent reported they did not know. Only 33 percent of the residents agreed each year Harper College has scholarship dollars available for high school students and adults that go unused, four percent disagreed, and 47 percent had no idea.

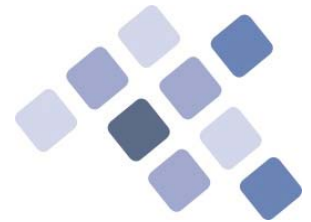
RECOMMENDING THE COLLEGE

The Net Promoter Score (NPS) is a management tool that can be used to gauge the loyalty of a College's relationships. It serves as an alternative to traditional customer satisfaction measures. The Net Promoter Score has been widely adopted by more than two-thirds of the Fortune 1000 companies. The Net Promoter Score is a customer loyalty metric introduced by Reichheld in his 2003 *Harvard Business Review* article "One Number You Need to Grow." A Net Promoter Score that is positive (i.e., higher than zero) is felt to be good, and an NPS of +50 is excellent. The Net Promoter Score (NPS) measures the loyalty that exists between a College and its constituents.

How likely would you be to recommend Harper College to someone you know using a scale of 10 = Very Likely to 0 = Very Unlikely?

To calculate the Net Promoter score for Harper College, residents were asked to rate the College on a 11-point scale from 0 = Very Unlikely to 10 = Very Likely. Based on the scores given, the residents were split into three groups:

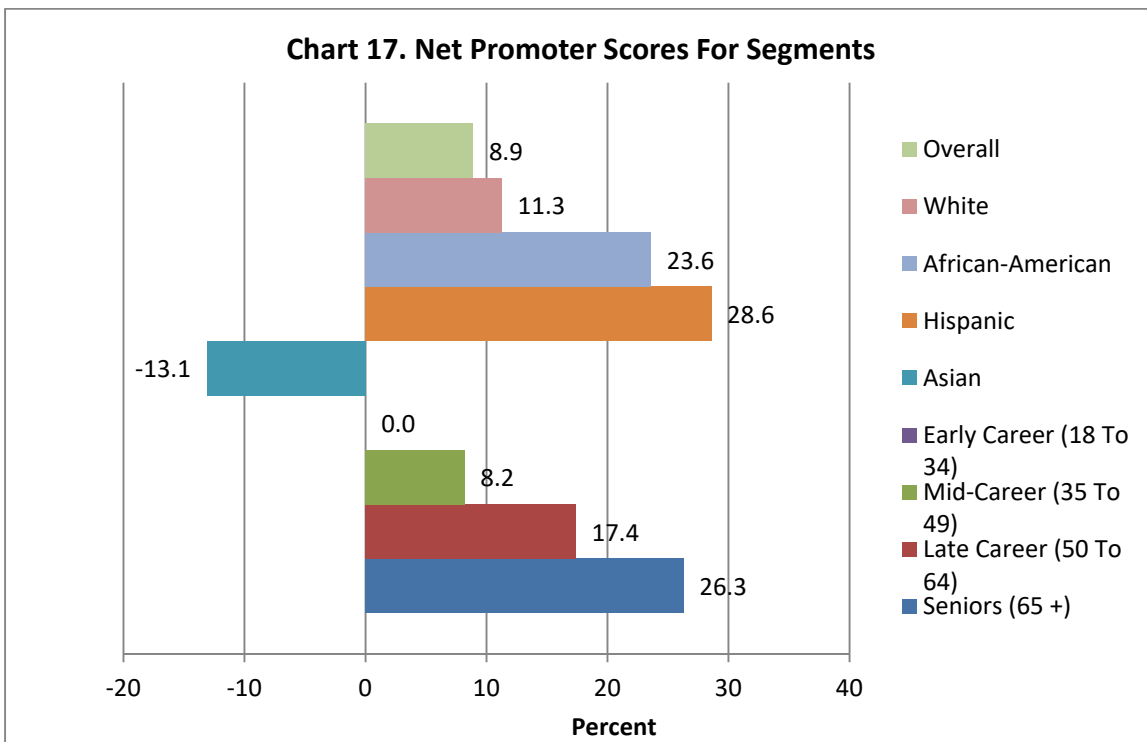
- Detractors (Score 6 or less)
These residents were not particularly thrilled by the College, its programs or services. With all likelihood this group will not attend the College again or interact with the College, and could even potentially damage the College's reputation through negative word of mouth or social media posts.
- Passives (Score 7 or 8)
These residents were somewhat satisfied by the College but could easily switch to another College's programs and services if the right opportunity existed. This group will not necessarily spread negative word of mouth or post on social media, but they were not



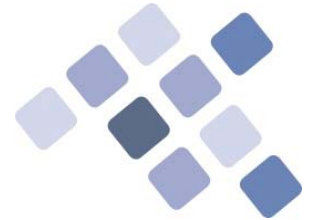
enthusiastic enough about the College and its programs and services to promote them to others.

- Promoters (Score 9 or 10)
 These were the residents who love the College and its programs and services. They generally were the residents who constantly interact with the College and recommend it to others near them. They were likely the ones who will share their great experiences at the College with others through word of mouth or through posts on social media.

The Net Promoter Score was determined by subtracting the percentage of residents who were detractors from the percentage who were promoters. At one end of the spectrum, if when surveyed, all of the residents gave the College a score lower or equal to 6, this would lead to a Net Promoter Score of -100. On the other end of the spectrum, if all of the residents answered the question with a score of 9 or 10, then the total Net Promoter Score would be 100 (everyone loved the College).



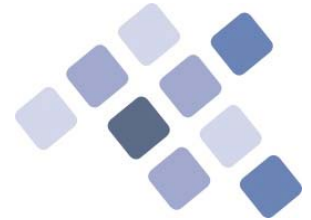
The Net Promoter Scores for age and ethnicity were calculated and are presented in Chart 17. Overall the survey respondents in 2019 gave the College a Net Promoter Score of +8.9 – more promoters than detractors – and the score was positive, but an excellent score is considered to be +50. Examining the results for the ethnicity, the only group which had a negative Net Promoter



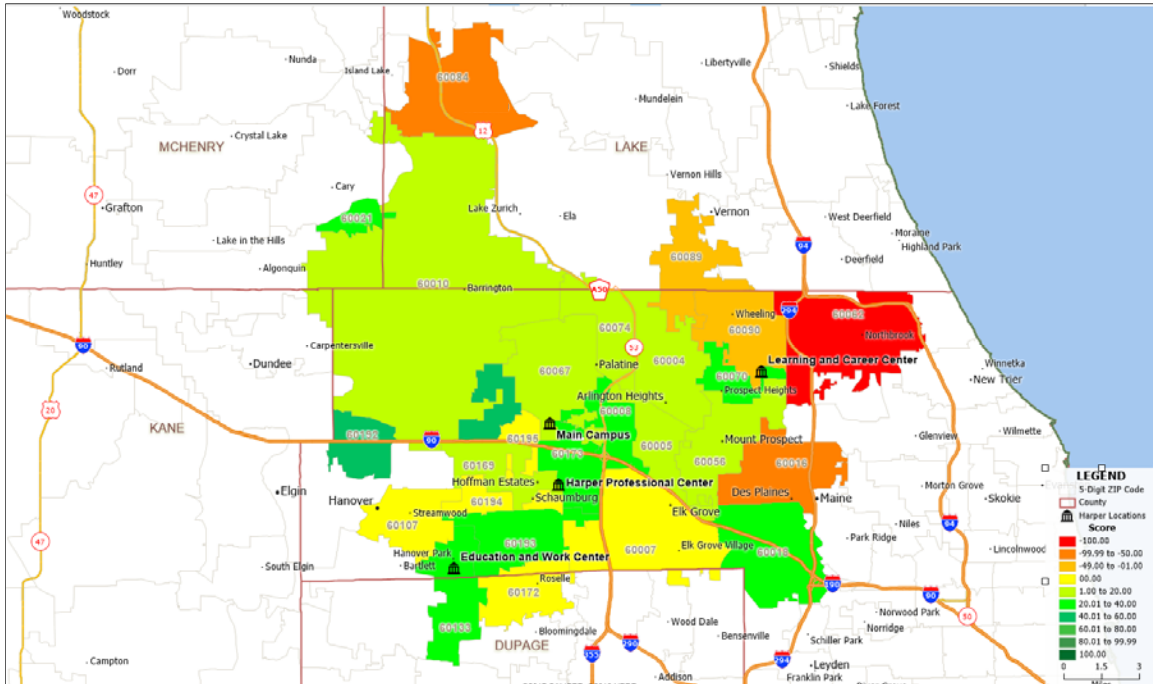
Score for the College was the Asian residents (-13.1). All other ethnic groups had a positive Net Promoter Score for the College, indicating that they would be likely to recommend the College to others – Caucasians (11.3), African-Americans (23.6), and Hispanics (28.6). The Net Promoter Scores were high with the African-American population and the Hispanic population.

Examining the results for the residents by age segment, the segment that the College needs most to recommend it – the youngest segment (Early Career 18 to 34 years of age) – was the least likely. The Net Promoter Score for the Early Career residents was 0, meaning no one would recommend the College. As seen in Chart 17, the older the resident, the higher the Net Promoter Scores – 8.2 for the Mid-Career residents ages 35 to 49, 17.4 for the Late Career residents ages 50 to 64, and 26.3 for the Seniors ages 65 and older.

In the listening session on campus, College personnel were concerned that residents in several zip codes in the College's service area may not be as likely to attend the College or recommend their children attend the College. Net Promoter Scores were calculated for each zip code in the College's service area and the results are presented in Map 1 (on the following page). The respondents to the survey were mapped by zip code and color coded to represent the Net Promoter Score for the zip code. Please note that the mapping software will only map by full zip code and that for those zip codes that are only partially included in the College's District, even if the respondents lived in 60089 (Buffalo Grove) that is in the District, the entire zip code will be shown. Also please note there were a few individuals in the College's service area in pieces of zip codes that are only a small part of the district and the map represents the individuals surveyed, and not the exact representation of the district. For example, when two zip codes have the same name like Lake Barrington and Wauconda, the full 60084 zip code will be shown.

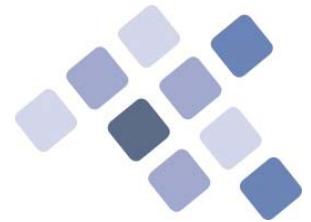


Map 1. Harper College’s Net Promoter Score By Zip Code In College’s Service Area



HARPER COLLEGE COMMUNITY SURVEY 2019

As seen in Map 1, red (-100) and orange shades represented the negative Net Promoter Scores, yellow represented a 0 Net Promoter Score, and from light green to dark green (100) represented a positive Net Promoter Score. The area encompassing the Learning and Career Center had a Net Promoter Score of -100 meaning no one would recommend Harper College. In the areas closest to the Palatine campus, the Net Promoter Scores were all very positive. It appeared the farther away from the Palatine campus, the lower the Net Promoter Scores.



ACCOUNTABILITY

Not only is it important for Harper College to understand the attitudes of the residents toward its programs and services, but given the College is supported by local tax dollars, it is important to understand whether the residents in the District think that the College is a good steward of that investment. These questions were first asked in the 2016 Community Scan and had responses for 2019 as well.

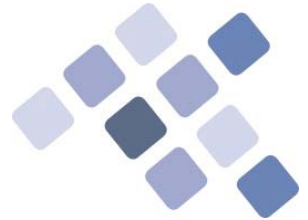
Following are a few statements about Harper College. Please indicate your agreement with each statement.

Table 3. Attitudes Toward Harper College’s Community Interaction And Fiscal Management – 2016 And 2019 (Percent Strongly Agree/ Agree)

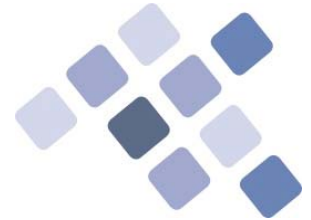
	2016 Residents	2019 Residents
Harper College is an important contributor to the economy of my community.	60.8	63.6
Residents’ opinions are considered important when Harper College makes decisions about new programs and services.	51.3	53.2
Harper College collaborates and coordinates with community organizations regarding allocation of available resources.	50.1	56.4
The financial resources are well managed at Harper College.	47.8	45.6

Residents were read a series of statements about Harper College and asked to indicate their level of agreement using a scale of strongly agree, agree, about the same, disagree, strongly disagree, or do not know. The percentage of the residents who strongly agreed and agreed was combined with the percentage of the residents who reported about the same (split in half) to provide the 2019 agreement as seen in Table 3 since the scale used in 2016 did not include “about the same” as a response. The majority of residents (61 percent) in the District in 2016 agreed that the College is an important contributor to the economy of the community, 5.5 percent disagreed or strongly disagreed, and 34 percent did not know. In 2019, 64 percent agreed with the statement, only 4.3 percent disagreed, and 24 percent did not know. In 2016, 51 percent of the residents agreed their opinions are considered important when Harper College makes decisions on new programs and services, seven percent disagreed or strongly disagreed, and 41 percent did not know. In 2019, 53 percent agreed that residents’ opinions are considered important by the College, eight percent disagreed, and 30 percent reported they did not know.

In 2016, half of the residents agreed or strongly agreed that Harper College collaborates with community organizations regarding allocation of available resources, six percent disagreed or



strongly disagreed, and 44 percent did not know. In 2019, 56 percent of the residents agreed with the statement, four percent disagreed, and 31 percent did not know. And finally in 2016, 48 percent of residents agreed or strongly agreed that the financial resources at Harper College are well managed, six percent disagreed or strongly disagreed, and 46 percent did not know. In 2019, 46 percent agreed Harper College's financial resources are well managed, six percent disagreed, and 38 percent simply did not know.

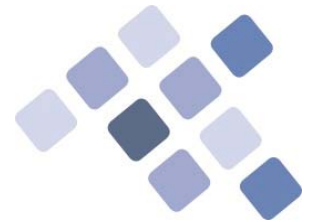


DEMOGRAPHIC CHARACTERISTICS

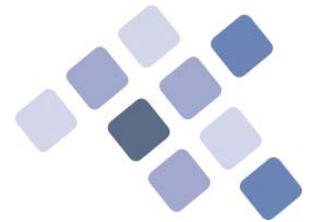
It is important to understand the demographic characteristics of the adults in the District responding to the Community Scan in 2019 and how that sample differed from the 2010, 2013, and 2016 respondents.

Table 4. Demographic Characteristics Of Adults Responding To Community Scan, 2010, 2013, 2016, And 2019

	2010 Residents	2013 Residents	2016 Residents	2019 Residents
Years Lived In District				
Less than five years	3.2	6.5	12.8	15.3
5 to 10 years	8.4	12.0	16.8	16.0
11 to 20 years	22.0	24.0	22.8	20.0
21 years or more	66.4	54.5	41.8	35.7
Age				
18 to 24	0.0	0.8	5.5	15.9
25 to 40	4.8	16.0	29.5	37.6
41 to 54	25.2	30.5	28.3	21.6
55 to 64	25.6	37.8	24.0	15.0
65 and over	44.4	15.0	12.8	10.0
Highest Level Of Education				
Less than high school	0.4	1.0	1.0	1.2
High school graduate	8.0	7.5	7.0	7.7
Some college/ Vocational or technical school	23.6	13.8	16.8	17.8
Associate degree	0.0	6.8	10.3	9.8
College graduate/ Four-year degree	40.0	42.3	39.8	36.5
Post graduate	28.0	28.0	23.8	23.6
Employment Status				
Full-time		46.8	49.5	50.2
Part-time		13.8	12.5	11.5
Self-employed		4.8	5.3	5.3
Not employed, looking for work		3.8	5.3	3.7
Not employed, not looking for work		8.5	4.5	4.3
Student		0.0	3.0	5.8
Retired		21.8	15.5	8.7
Other		0.8	3.3	3.0



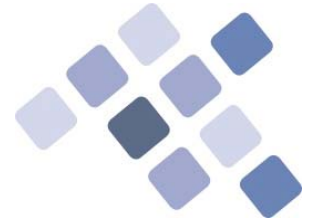
	2010 Residents	2013 Residents	2016 Residents	2019 Residents
Tuition Reimbursement			47.8	42.1
Full reimbursement			13.4	9.7
Partial reimbursement			34.4	32.4
Race Of Respondent				
Caucasian	97.2	87.0	73.5	65.5
African-American	0.0	1.8	1.5	3.0
Hispanic or Latino	0.3	4.3	7.3	9.7
Asian	1.6	5.3	14.6	16.3
American Indian and Alaskan Native				1.2
Native Hawaiian				0.3
Some other race				0.7
Two or more races				2.2
Dominant Language Spoken At Home				
English	99.2	94.0	88.0	83.0
Spanish or Portuguese	0.0	1.0	2.5	2.4
Eastern European language	0.0	1.5	1.3	1.9
Asian language	0.8	2.0	6.3	1.0
Indian	0.0	0.0	0.0	2.0
Annual Family Income				
Under \$30,000	6.0	2.5	9.3	6.8
\$30,000-\$49,000	15.6	6.8	10.3	11.8
\$50,000-\$74,000	18.4	19.3	15.8	16.2
\$75,000-\$99,000	14.8	17.8	18.0	18.5
\$100,000 or over	19.2	38.0	32.8	31.2
Zip Code Of Residence				
60004 Arlington Heights	18.0	8.3	9.0	9.7
60005 Arlington Heights	6.8	4.0	4.5	6.2
60006 Arlington Heights	0.0	0.0	0.0	0.0
60007 Elk Grove Village	6.8	5.5	5.5	6.5
60008 Rolling Meadows	5.2	2.8	2.5	4.0
60009 Elk Grove Village	0.0	0.0	0.0	0.0
60010 Barrington	10.8	7.8	7.8	7.3
60011 Barrington	0.0	0.0	0.3	0.2
60016 Des Plaines	0.0	6.3	7.5	1.5
60017 Des Plaines	0.0	0.0	0.0	0.0
60018 Des Plaines	0.0	8.8	3.5	1.0
60021 Fox River Grove	0.0	0.8	0.5	1.0



	2010 Residents	2013 Residents	2016 Residents	2019 Residents
60056 Mt. Prospect	12.0	7.5	8.0	10.0
60062 Northbrook	0.0	0.0	0.0	0.2
60067 Palatine	8.8	6.0	6.3	7.7
60070 Prospect Heights	2.0	1.8	2.0	2.8
60074 Palatine	8.0	3.8	4.5	7.0
60078 Palatine	0.0	0.0	0.3	0.2
60084 Lake Barrington (Wauconda)	0.0	0.0	2.0	0.7
60089 Buffalo Grove	0.0	6.5	6.8	2.8
60090 Wheeling	4.0	3.8	4.5	7.0
60107 Streamwood	0.0	0.0	0.0	0.3
60133 Hanover Park	0.0	0.0	3.3	1.3
60159 Schaumburg	0.0	0.0	0.3	0.0
60168 Schaumburg	0.0	0.0	0.3	0.0
60169 Hoffman Estates	0.0	3.5	3.5	5.5
60172 Roselle	0.0	3.5	3.8	0.7
60173 Schaumburg	0.0	0.0	0.0	2.8
60192 Hoffman Estates	0.0	0.0	2.5	1.3
60193 Schaumburg	9.2	5.5	5.8	7.5
60194 Schaumburg	5.6	2.3	2.0	3.7
60195 Schaumburg	0.0	0.3	0.3	1.2
Gender Of Respondent				
Male	36.0	34.8	36.8	36.7
Female	64.0	65.0	61.8	55.3

As seen in Table 4, differences were noted demographically between residents in the 2010, 2013, 2016, and 2019 samples. The major differences noted included:

- Residents in the 2019 sample had not lived in the District as long as those in the previous surveys.
- Residents in the 2019 sample were younger and had higher levels of minority participation than those in the previous surveys for 2010, 2013, and 2016. This is due to an improvement in the sampling methods in which younger and minority members were more likely to participate in the panel and the use of cell phone numbers, but it is also due to changing demographics in the service area of the College and the inclusion of all residents and not just taxpayers as was the case in the 2010 and 2013 surveys. The 2016 and 2019 samples more accurately reflected the race composition and changes in the District. Due to the higher level of ethnic diversity in the 2016 and 2019 surveys, more of the residents were likely to speak a language other than English at home.



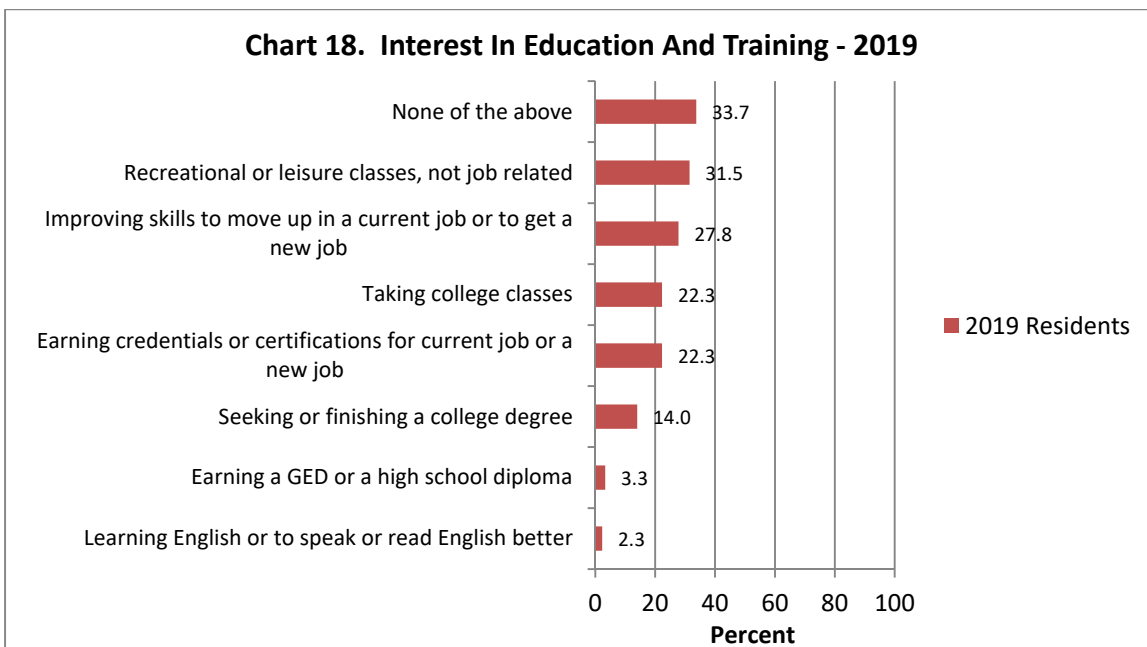
PROFILING THE ADULT STUDENT

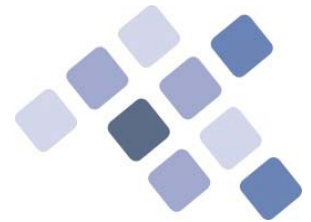
Another goal for the 2016 and 2019 Community Scans was to understand whether adults in the District were interested in attending college or upgrading skills, and of those who were, how they made decisions about what college to attend, what their image was of Harper College, and how the College could successfully market to those adults. During the administration of the Community Scan, adults were asked if they had any interest in education and training in the next year and if so, it branched to more questions about the potential educational enrollment. Longitudinal data was available for 2016 so results will reflect 2016 and 2019 data, where applicable. In the 2019 Community Scan, this section was expanded to include additional questions not asked in the 2016 Community Scan.

INTEREST IN EDUCATION AND TRAINING

Many life issues can stop an adult from attending college – personal issues, financial issues, and academic issues. It is important for Harper College to understand the issues that may affect the adults’ potential college attendance. The adults in the service area for Harper College were asked if they had any interest in education or training in the next year.

In the next year or two, would you have any interest in the following? (Mark all that apply).



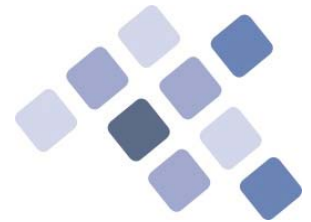


In the 2019 Community Scan, the adults were asked if they had any interest in any area of education and training, and multiple responses were accepted. The results of the adults' interest in education and training are presented in Chart 18 (on the previous page). Overall, 34 percent of the adults surveyed in 2019 did not have any interest in education and training. Those not interested in any education and training were asked if they simply had no interest or if there were barriers facing them – 83 percent simply had no interest but 17 percent noted they did face barriers to education and training. The primary barriers noted by the residents included money (none) and time (not enough), with childcare, family responsibilities, and health issues as other barriers.

Thirty-two percent of the adults in 2019 were interested in taking recreational or leisure classes not job related. Fourteen percent of the residents had an interest in seeking or finishing a college degree and 22 percent were interested in taking college classes. Twenty-two percent were also interested in earning credentials or certifications for a current job or a new job and 28 percent were interested in improving job skills to move up in a current job or to get a new job. Only two percent of the residents were interested in learning English or to speak or read English better and three percent were interested in earning a GED or a high school diploma.

Since the 2019 survey respondents were asked if they were interested in multiple areas, the responses were cross-tabulated by response to provide an indication of the cross interest areas for each group and those results are presented below:

- Learning English or to speak or read English better – 35.7 percent were also interested in improving skills to move up in a current job or to get a new job, 28.6 percent were interested in earning credentials or certifications for a current or new job, 28.6 percent were also interested in recreational or leisure classes not job related, and 21.4 percent were also interested in earning a GED or high school diploma, taking college classes, or seeking or finishing a college degree
- Improving skills to move up in a current job or to get a new job – 49.1 percent were also interested in earning credentials or certifications for a current job or a new job, 40.1 percent were interested in recreational or leisure classes not job related, 38.3 percent were also interested in taking college classes, and 25.7 percent were interested in seeking or finishing a college degree
- Earning credentials or certifications for a current job or a new job – 61 percent were also interested in improving skills to move up in a current job or to get a new job, 43.3 percent were also interested in taking college classes, 37.3 percent were also interested in recreational or leisure classes not job related, and 31.3 percent were also interested in seeking or finishing a degree
- Taking college classes – 47.8 percent were also interested in improving skills to move up in a current job or to get a new job, 43.3 percent were also interested in earning



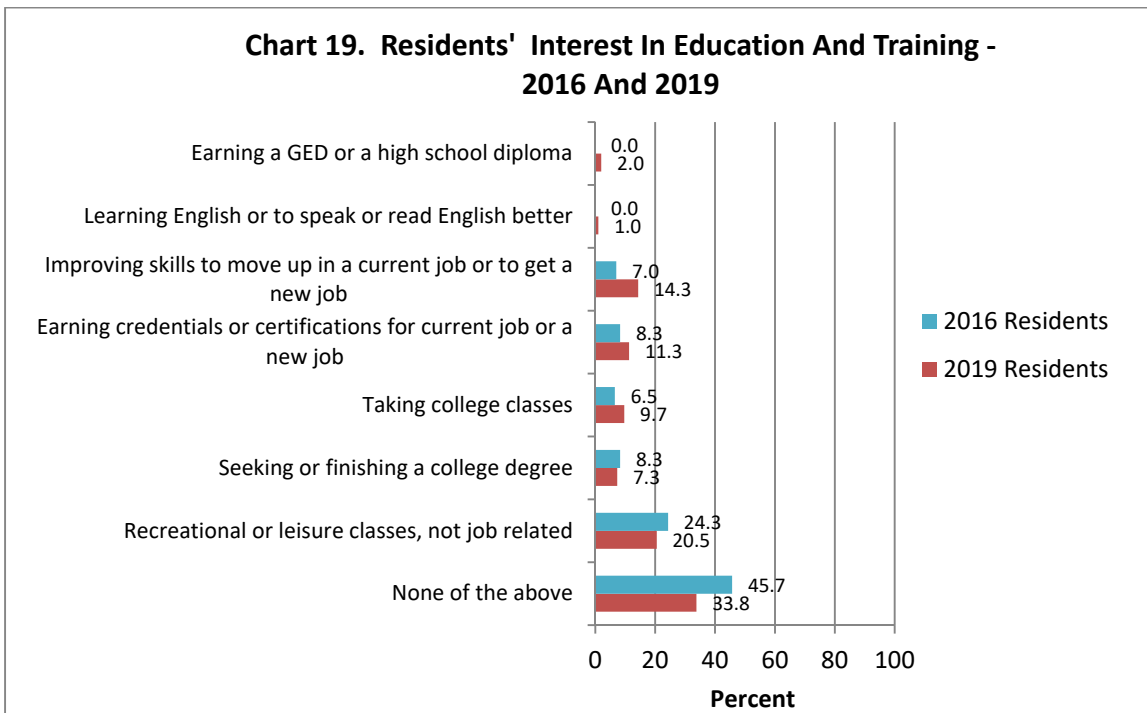
credentials or certifications for a current job or a new job, 38.1 percent were also interested in seeking or finishing a college degree, and 32.1 percent were interested in recreational or leisure classes not job related

- Seeking or finishing a degree – 60.7 percent were also interested in taking college classes, 51.2 percent were also interested in improving skills to move up in a current job or to get a new job, and 50 percent were interested in earning credentials or certifications for a current job or a new job
- Recreational or leisure classes not job related – 35.4 percent were also interested in improving skills to move up in a current job or to get a new job, 26.4 percent were also interested in earning credentials or certifications for a current job or a new job, and 22.8 percent were interested in taking college classes

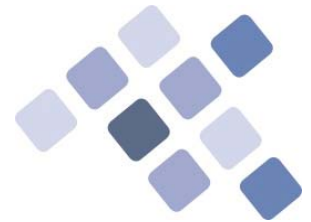
Which would you be most likely to do?

*Why are you interested in pursuing any education or training programs? If not interested, was that due to no interest, or are there barriers to you seeking any education or training?
If interested, what do you consider as barriers or things that are stopping you from attending now?*

Chart 19. Residents' Interest In Education And Training - 2016 And 2019



As seen in Chart 19, more adults in 2019 were interested in seeking education and training than were interested in 2016. In 2016, 46 percent were not interested in seeking any education or



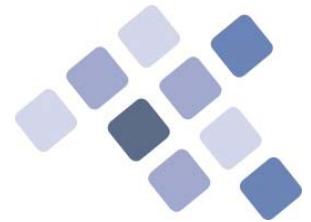
training and in 2019 that decreased to 34 percent. For those not interested in education and training in 2019, they were asked whether that was due to no interest or if there were barriers to them seeking any education or training and 83 percent noted they had no interest but 17 indicated they had barriers preventing their interest – predominantly the cost, time, family obligations, and age (too old).

Two percent were interested in earning a GED or a high school diploma in 2019 and one percent of the adults were interested in learning English to speak or read English better in 2019 (these were not options in 2016). Twice as many adults were interested in improving skills to move up in a current job or get a new job in 2019 (14 percent) as in 2016 (seven percent). Eight percent were interested in earning credentials or certifications in 2016 which increased to 11 percent in 2019. The adults interested in taking college classes in 2019 (10 percent) also increased over those interested in 2016 (6.5 percent). There was a slight reduction in the percentage of adults interested in earning a college degree in 2019 (seven percent) compared to the adults in 2016 (eight percent). The adults interested in recreational or leisure classes in 2016 (24 percent) were greater than those interested in 2019 (20 percent).

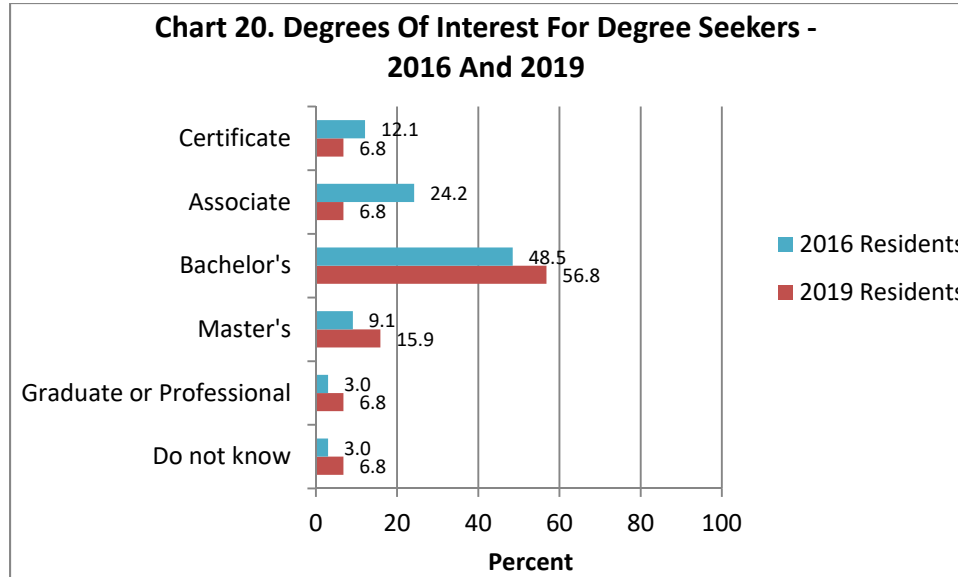
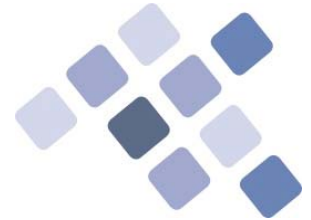
The adults who were interested in pursuing education and training were also asked why they were interested and the answers were as varied as the individual, but several themes emerged in the responses. Advancement of a current career and to move up in a current career were major responses for their interest in education or training programs. A better job was also a key response but also a better life, a better self, and better money the better job would bring to the individual and their family was a key motivator. Other individuals simply wanted to change jobs, change careers, or try something new that was of interest to them. Other individuals noted they simply loved to learn and wanted to be lifetime learners. To have fun, do something challenging, and simply further their knowledge were other reasons for the residents' interest in education and training. And there were other individuals who simply thought their current job was terrible and they hated their jobs so they want the skills to do something else they liked to do.

The individuals who expressed an interest in education and training were also asked what they considered as barriers or things stopping them from attending now and again the answers were as varied as the adults. Money was reported to be the major barrier for the adults from currently attending, as were family and children (time away from them and childcare), a current job and no time for anything other than what they were currently doing.

Residents in each of the specific areas of interest were asked a set of questions in the 2019 Community Scan as to their specific needs for classes and the results of those responses are summarized in the following. Comparisons to 2016 data were noted where applicable:



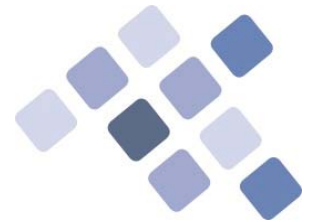
- Earning a GED or high school diploma
 - 25 percent of the residents interested in earning a GED had taken classes previously for a GED and they took them in prison and at MEHS
- Learning English or to speak or read English better
 - English was the native language for 33 percent of the adults interested in learning English or to speak and read English better, and other native languages included French, Hindu, Spanish, and Tamil (17 percent each)
 - 17 percent had taken English classes previously
- Improving skills to move up in a current job or to get a new job
 - Primary classes/ skills reported as needed by the individual to improve their job status included computer classes, business, accounting, graphic design, math, medical, networking, communication, administration, speech, and technical classes.
- Earning credentials or certifications for a current job or a new job
 - The credentials and certifications were as varied as the individuals responding; common areas mentioned for certifications and credentials included: computer credentials (coding, networking, Microsoft, web design), Master's degrees, MBA, CFA, CPA, early childhood, MSL, paralegal, phlebotomy, project management, SHRM, SPHR, teaching certificate, data science, Cisco, surgical technician, forklift, and CNC.
- Taking college classes
 - As for all the other responses, the college classes cited as needed by the adults in the 2019 Scan were as varied as their areas of interest. Common mentions for college classes included: business, biology, economics, history, psychology, math, Spanish, languages, journalism, science, web development, engineering, literature, and medical.
- Seeking or finishing a degree
 - Adults were asked to indicate the degree of interest in both the 2016 and the 2019 Community Scans and the results are shown in Chart 20 on the next page.



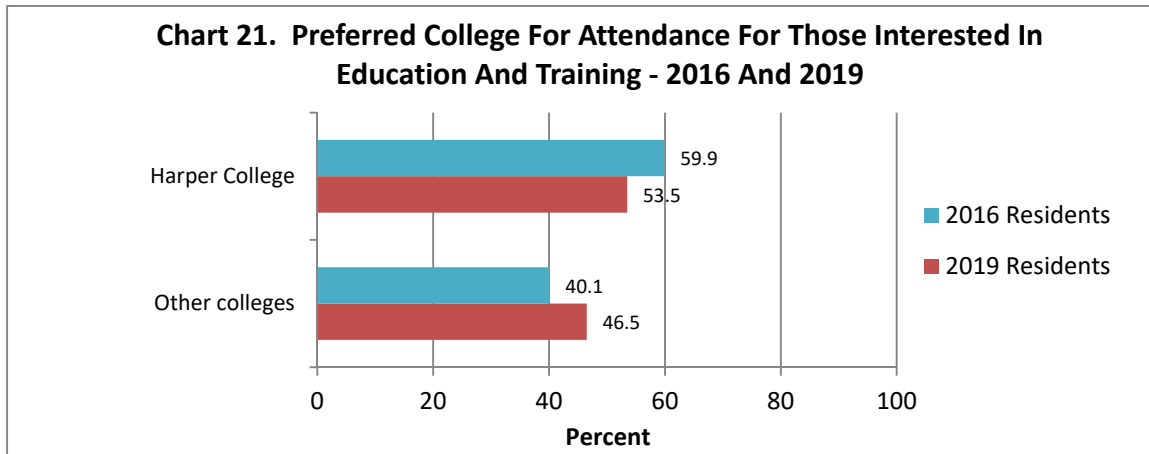
- Overall, as seen in Chart 20, the majority of the individuals seeking or finishing a degree in 2016 (48.5 percent) and in 2019 (56.8 percent) were interested in a Bachelor’s degree. The interest in an associate degree dropped significantly from 2016 (24 percent) to 2019 (6.8 percent). The interest in a certificate also dropped from 12 percent in 2016 to 6.8 percent in 2019. Interest in obtaining a Master’s degree increased from nine percent in 2016 to 16 percent in 2019, as did interest in a graduate or professional degrees (from three percent in 2016 to seven percent in 2019).
- The primary areas of interest for college degrees reported by the adults included: business, engineering, finance, Bachelor’s in Science, and education.
- 64 percent of the individuals interested in a degree had previously earned college credits or a degree to transfer in credits. The credits earned ranged from three credits to 125 credits, with an average of 54.7 credits.
- Recreational or leisure classes not job related
 - The major areas of interest for the adults’ recreational and leisure classes included: art, art history, cooking, baking, computer, exercise/ fitness, languages (French, German, Italian, Japanese, Polish, and Spanish), literature, photography, sign language, writing, and sports.

CHOOSING HARPER COLLEGE

It is important for Harper College to understand where they fit into the adults’ mindset as a college that can deliver education and training opportunities to them. Those adults interested in education and training were asked to indicate what college they planned to attend and why they chose it.



*Where would you seek your education or training of interest?
Which location(s) would be most convenient for you to attend if the programs or services you needed were available?*

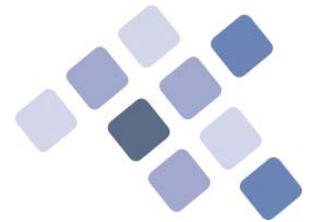


Residents were asked in 2016 and 2019 which college they preferred to attend for their education and training and the results are presented in Chart 21. In 2016, 60 percent preferred to attend Harper College and 40 percent preferred another college (Oakton Community College, College of DuPage, Northwestern University, the University of Illinois – Chicago, DePaul University, Illinois State University, Loyola University, Northern Illinois University, Olivet Nazarene University, Rensselaer Polytechnic Institute, and Roosevelt University), and do not know was not a response. In 2019, 54 percent preferred to attend Harper College and 46 percent preferred to attend another college (College of DuPage, DePaul University, Oakton Community College, Elgin Community College, Northeastern Illinois University, Northern Illinois University, Northwestern University, and various other colleges and universities primarily in Illinois, with a few out of state), as well as do not know.

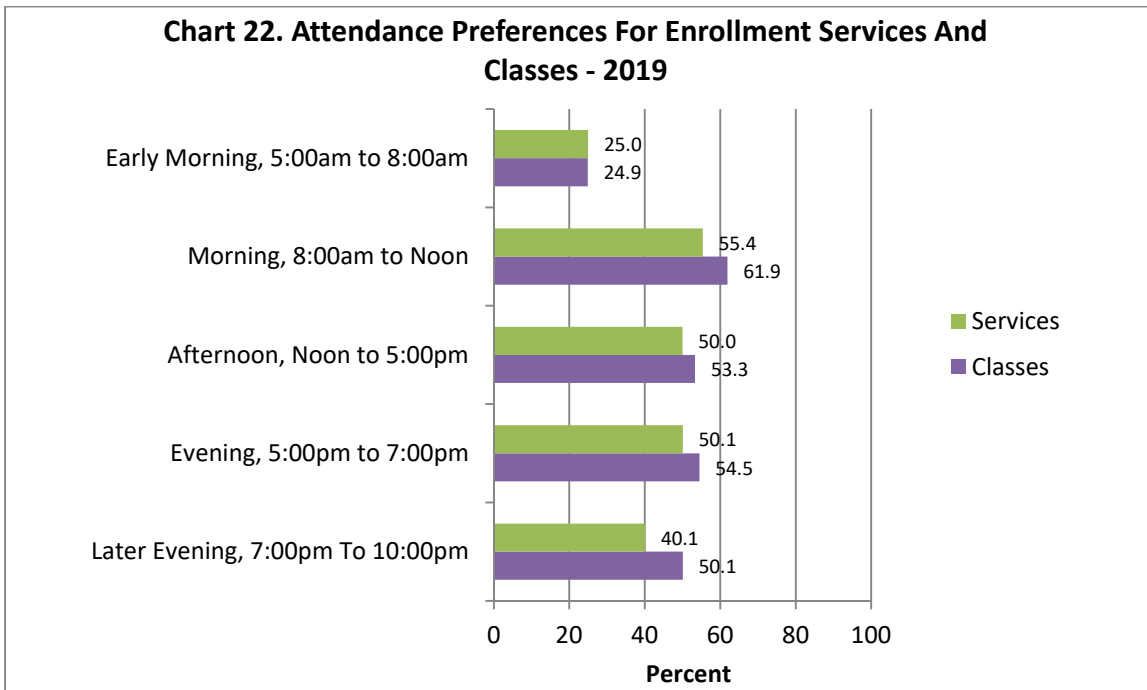
When asked which campus of Harper College the residents interested in attending Harper College would be likely to attend in 2019, the responses were very consistent and the individuals were allowed to choose multiple locations. Eighty percent preferred to attend the campus in Palatine, 26.4 percent would attend the Harper Professional Center, 10.1 percent would attend the Learning and Career Center, and six percent would attend the Education and Work Center.

ATTENDANCE PREFERENCES

When students are interested in attending class should drive the availability of the classes offered. The residents interested in education and training in the 2019 Scan were asked when they

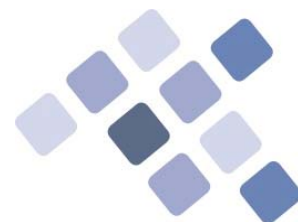


preferred services to be offered and when they would be likely to attend classes. The result of this analysis is presented in Chart 23.



As seen in Chart 22, 25 percent of the adults interested in education and training preferred access to services and would attend classes in the early morning, from 5:00am to 8:00am. The days preferred for services in the early morning included 48 percent Monday, 44 percent Wednesday, 39 percent Thursday, and 34 percent Tuesday and Friday, while 29 percent reported a need for services on Saturday and 21 percent on Sunday. Days preferred for class attendance in the early morning included 50 percent on Monday, 48 percent on Wednesday, and slightly more than one-third on the other weekdays, while 34 percent preferred Saturday and 24 percent preferred Sunday.

Fifty-six percent of the residents interested in education and training reported a need for services in the morning, 8:00am to Noon, and 62 percent of the residents noted they would attend classes during this time frame. More than 40 percent of the residents noted any day from Monday (49 percent) to Thursday would be preferred for services, 39 percent preferred Friday, and 40 percent indicated a need for services on Saturday morning and 26 percent on Sunday morning. Slightly more than 40 percent of the potential morning attendees preferred to attend classes on Monday to Thursday and 36 percent on Friday, while 42 percent preferred Saturday morning and 25 percent preferred Sunday morning.



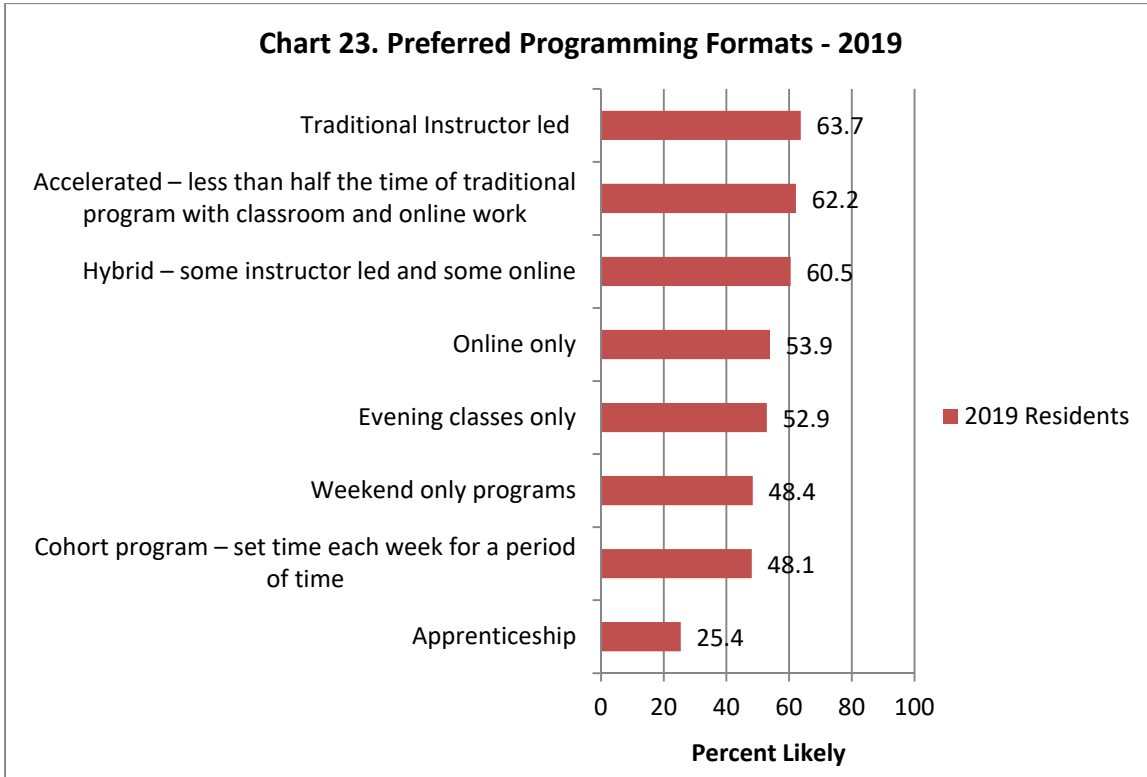
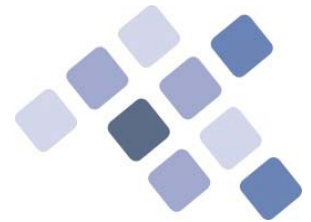
Half of the adults reported a need for services in the afternoon, from Noon to 5:00pm, and 53 percent of the adults noted they would attend classes during that time frame as well. Slightly more than 40 percent noted any day between Monday (48 percent) and Friday would be preferred for services, with 38 percent preferring Saturday and 25 percent Sunday. Slightly more than 40 percent of the potential afternoon attendees preferred to attend classes Monday to Thursday and 38 percent on Friday, while 42 percent preferred Saturday afternoon and 31 percent preferred Sunday afternoon.

Half of the adults reported a need for services in the evening from 5:00pm to 7:00pm and 54 percent noted they would also attend classes during that time frame. More than 60 percent of the adults interested in evening services would prefer services offered Tuesday and Wednesday, 59 percent Monday, 56 percent Thursday, 49 percent Friday, with only 26 preferring Saturday services available and 19 percent Sunday. More than 60 percent of the adults who would attend evenings preferred to attend Monday to Wednesday, 58 percent Thursday, 44 percent Friday, 23 percent on Saturday, and 19 percent on Sunday.

Only 40 percent of the adults reported a need for services during the late evening from 7:00pm to 10:00pm, but half of the residents interested in education and training preferred to attend classes during the late evening. The same pattern for services was seen for the late evening as the evening – more than half of the adults interested in evening services would prefer services offered Monday to Thursday, 49 percent on Friday, with only 26 preferring Saturday services available and 19 percent Sunday. More than 60 percent of the potential late evening enrollees reported they would attend classes on Monday, Wednesday, and Thursday, while 59 percent would attend Tuesday and 52 percent Friday, but only 25 percent would attend late evening on Saturday and 17 percent Sunday late evening.

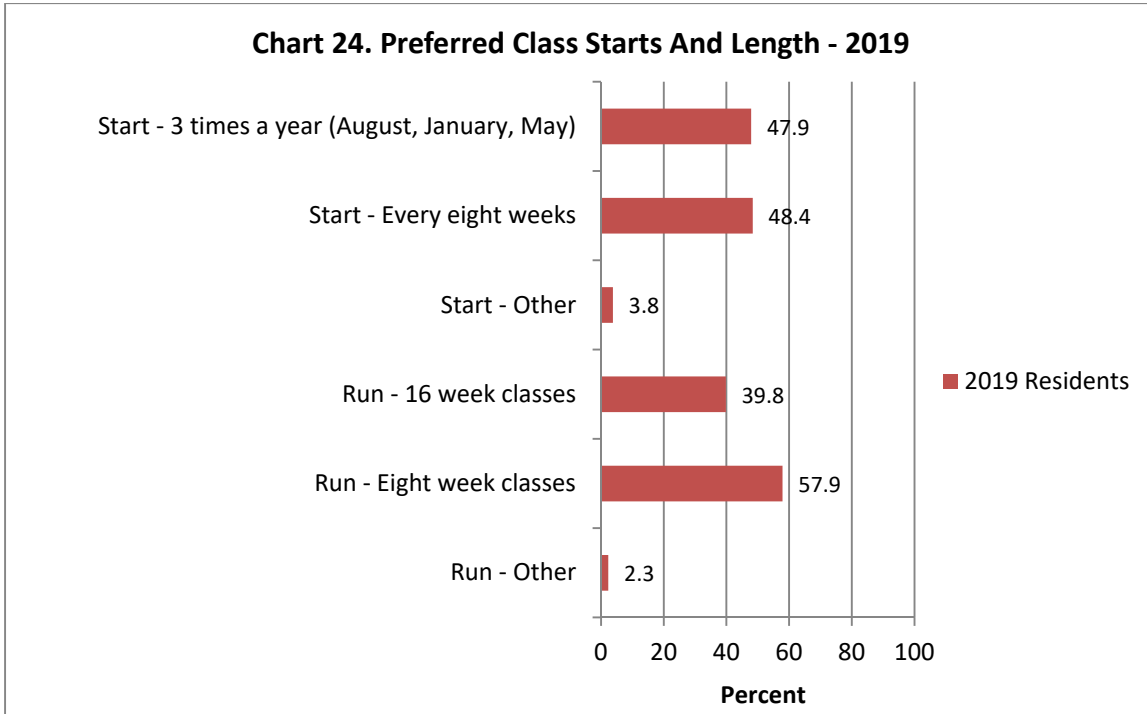
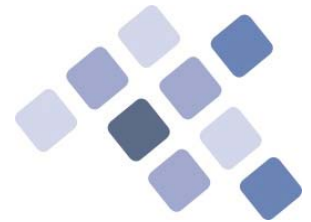
Programming can be delivered in various ways to make it more convenient for you to attend. How likely would you be to enroll in the following delivery formats?

In 2016, the adults interested in education and training who were interested in seeking a degree were asked if alternative delivery formats would make them more likely to attend. For the 2019 Community Scan, this question was expanded and all adults interested in education and training was asked if various programming delivery methods would make them more likely to enroll.



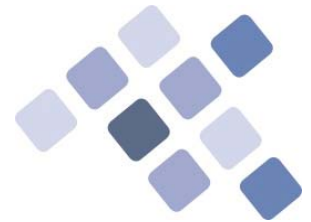
The results for the 2019 preferred programming delivery options are presented in Chart 23. Overall, 64 percent of the adults would be more likely to enroll if the classes were offered in a traditional instructor led delivery. But 62 percent of the adults would be more likely to enroll if accelerated programs were offered and 61 percent would be more likely to enroll in hybrid programs. Fifty-four percent would be more likely to enroll in online only programs and 53 percent would be more likely to enroll in evening only classes. Forty-eight percent of the adults would be more likely to enroll if cohorts or weekend only programs were offered. Only 25 percent would be more likely to enroll in apprenticeships but it may be that the adults were not familiar with the benefits of an apprenticeship program.

*When would you prefer classes to start?
How long do you prefer classes to run?*



Two new questions on the 2019 Community Scan asked the adults interested in education and training when they would like to start classes and how long they preferred the classes to run, and the results are shown in Chart 24. Forty-eight percent of the adults preferred classes start three times a year in August, January, and May (traditional semesters) but 48 percent preferred classes start every eight weeks – in January, March, May, July, September, and November – and four percent preferred another start (depended on the classes, self-paced, no preference, or year-long). Fifty-eight percent of the adults interested in education and training preferred classes to run for eight weeks rather than the traditional 16 week classes (preferred by 40 percent), and two percent preferred another length – they noted it depended on the class or preferred continuous.

Implication: Adults are looking for degree programming that will fit into their lives – but they want them shorter in length and want more frequent beginnings. For many, waiting from January to August to begin a program of interest is simply too long.



*How are you most likely to pay for your education or training?
How do you prefer to get information about classes you are interested in taking?*

Finally, the adults interested in education and training were asked two final questions on the 2019 Community Scan – how they were likely to pay for classes and how they gained information about classes they were interested in. With respect to paying for classes, many of the residents noted they would simply pay by cash/ check or credit card – in other words a majority would be self-pay. Some noted they would apply for loans and scholarships and any financial aid that would be available for them. Others noted that friends and family would help, or their current job and possibly a second job could help pay for their education. But overall, the majority will be paying for college out of their own pockets.

When asked how they preferred to get information, the answers also varied by the individuals who responded. Overall, about half preferred to get electronic communication – email and going online to get information. Some preferred to get something in the mail or in print (brochure, catalog, flyer), and others want to get information in person (visit college, talk to someone, in class, counselor, etc.).

DEMOGRAPHIC CHARACTERISTICS OF POTENTIAL ADULT LEARNERS

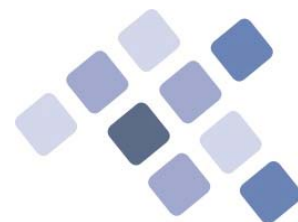
The adults interested in education and training varied demographically depending on their areas of interest. A summary profile of the demographic characteristics for the adult learners by area of interest follows:

- ***Earn A GED Or High School Diploma***

The adults interested in a GED or high school diploma were likely to live in Elk Grove Village, Wheeling, Hoffman Estates, Rolling Meadows, Des Plaines, Prospect Heights, Hanover Park, and Schaumburg. One-third of these residents had lived in the area for less than five years and 25 percent had lived in the area for 5 to 10 years. One third of the residents were White, one-third Hispanic, and one-third Asian. Eighty-three percent of the residents were 18 to 34 years of age. Educational levels for this group included 25 percent each with less than high school, high school, and Bachelor's degree. Twenty-five percent were employed full-time and 17 percent part-time, but only 20 percent had any tuition reimbursement (full). Forty-two percent of the potential enrollees were male.

- ***Learn English Or To Speak Or Read English Better***

The adults interested in learning English were likely to live in Des Plaines, Prospect Heights, Palatine, Hanover Park, Hoffman Estates, and Schaumburg. One-third of these



residents had lived in the area for less than five years and 17 percent had lived in the area for five to 10 years, 11 to 20 years, or 21 years or more, respectively. One-third of the residents were Hispanic and 17 percent Asian. Sixty-seven percent of the residents were 18 to 34 years of age with one-third 50 or older. Educational levels for this group included 50 percent with a Bachelor's degree and 33 percent with an associate degree. One-third were employed full-time and 17 percent part-time, but only 33 percent had any tuition reimbursement (partial). One-third percent of the potential enrollees were male.

- ***Improve Skills To Move Up In A Current Job Or Get A New Job***

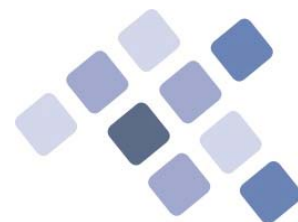
The adults interested in improving skills for a job were likely to live in Mount Prospect, Arlington Heights, Schaumburg, Wheeling, Elk Grove Village, Palatine, and Buffalo Grove. Twenty-six percent of these residents had lived in the area for 21 years or more, 21 percent had lived in the area for five years or less, and 24 percent had lived in the area for 5 to 10 years. Fifty-seven percent of the residents in this group were White, 22 percent Asian, nine percent Hispanic, and six percent African-American. Forty-six percent of the residents were 18 to 34 years of age and 38 percent were 35 to 49 years of age. Educational levels for this group included 46 percent with a Bachelor's degree and 19 percent with a Master's degree. Sixty percent were employed full-time and 14 percent part-time, and of those working 40 percent had tuition reimbursement (nine percent full and 31 percent partial). Thirty-six percent of the potential enrollees were male.

- ***Earn Credentials Or Certifications For Current Job Or New Job***

The adults interested in earning credentials or certifications were likely to live in Arlington Heights, Palatine, Rolling Meadows, Fox River Grove, Wheeling, Schaumburg, and Hoffman Estates. Twenty-four percent of these residents had lived in the area for less than five years, 25 percent had lived in the area for 21 years or more, and 25 percent had lived in the area for 5 to 10 years. Sixty-three percent of the residents in this group were White, 18 percent Asian, and 12 percent Hispanic. Fifty-seven percent of the residents were 18 to 34 years of age and 28 percent were 35 to 49 years of age. Educational levels for this group included 41 percent with a Bachelor's degree and 24 percent with a Master's degree. Sixty-three percent were employed full-time and 10 percent part-time, and of those working 54 percent had tuition reimbursement (18 percent full and 36 percent partial). Thirty-eight percent of the potential enrollees were male.

- ***Take College Classes***

The adults interested in taking college classes were likely to live in Mount Prospect, Wheeling, Arlington Heights, Schaumburg, Hoffman Estates, Arlington Heights, Barrington, and Buffalo Grove. Thirty-four percent of the residents had lived in the area for 11 to 20



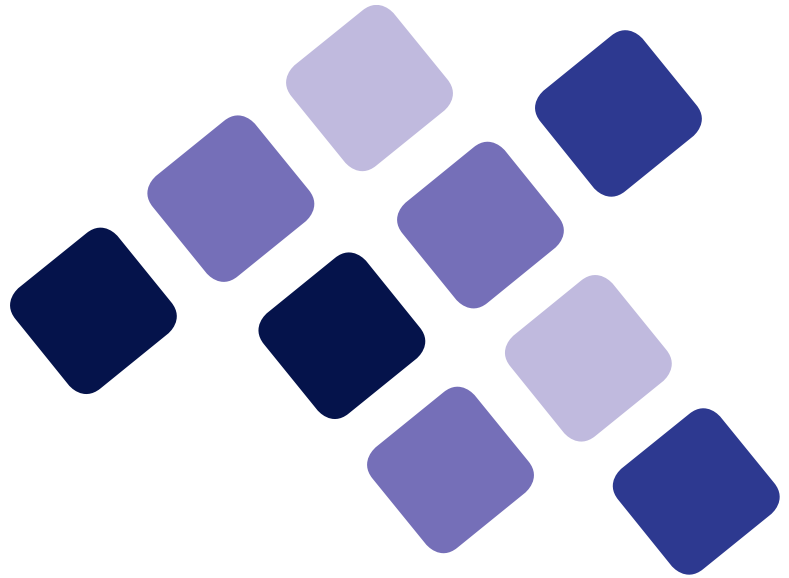
years, 21 percent had lived in the area for 21 years or more, and 17 percent had lived in the area for 5 to 10 years. Fifty-five percent of the residents in this group were White, 12 percent Asian, 17 percent Hispanic, and five percent African-American. Seventy-one percent of the residents were 18 to 34 years of age, 16 percent were 50 to 64 years of age, and 12 percent were 35 to 49 years of age. Educational levels for this group included 26 percent with some college and no degree, 24 percent with a Bachelor's degree, 16 percent with high school only (GED), and 12 percent with an associate degree. Thirty-eight percent were employed full-time, 12 percent part-time, and 24 percent were students, but of those working only 31 percent had tuition reimbursement (10 percent full and 21 percent partial). Forty-one percent of the potential enrollees were male.

- ***Seeking Or Finishing A Degree***

The adults interested in seeking or finishing a degree were likely to live in Arlington Heights, Hoffman Estates, Mount Prospect, Wheeling, and Palatine. Twenty-seven percent of these residents had lived in the area for five to 10 years and another 27 percent had lived in the area for 11 to 20 years. Forty-five percent of the residents in this group were White, 20 percent Asian, and 20 percent Hispanic. Eighty percent of the residents were 18 to 34 years of age and 20 percent were 35 to 49 years of age. Educational levels for this group included 41 percent with some college and no degree, 20 percent with an associate degree, and 18 percent a Bachelor's degree. Forty-two percent were employed full-time, 24 percent part-time, and 24 percent were students, but of those working 40 percent had tuition reimbursement (seven percent full and 33 percent partial). Thirty percent of the potential enrollees were male.

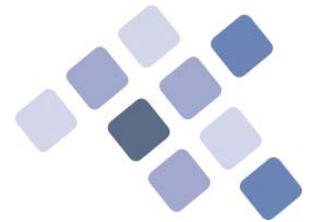
- ***Take Recreational Or Leisure Classes***

The adults interested in taking recreational or leisure classes were likely to live in Palatine, Mount Prospect, Arlington Heights, Barrington, Hoffman Estates, and Schaumburg. Almost half of these residents had lived in the area for 21 years or more. Eighty-one percent of the residents in this group were White and 12 percent Asian. Thirty-four percent of the residents were 35 to 49 years of age, 33 percent were 50 to 64 years of age, and 20 percent were 65 years of age and older. Educational levels for this group included 46 percent with a Bachelor's degree and 33 percent with a Master's degree. Fifty percent were employed full-time and 11 percent part-time while 20 percent were retired, but of those working 47 percent had tuition reimbursement (11 percent full and 36 percent partial). Thirty-seven percent of the potential enrollees were male.



EMPLOYER SURVEY

Harper College Community Scan 2019



STUDY DESIGN

To remain in sync with the constituents of Harper College, and ensure that their needs are being met and their voices heard, the College conducts a community survey every three years. For the 2013 Community Scan, it was important to not only understand the needs of the community, but also the needs of the employers in the District. Harper College knows the value of providing a skilled, well-trained workforce targeted to meet the needs of businesses for its District. However, to meet employers' educational needs, Harper College has to understand employers' educational and training needs. Due to the ever-changing needs of employers in its District, Harper College decided to replicate the Employer Scan in 2016 and 2019, but each time the survey methodology changed as did a number of the questions for the surveys.

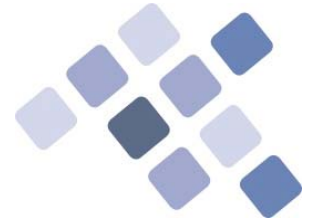
GOALS OF SCAN

In developing the 2019 Employer Scan, several areas of interest were replicated from the 2013 and 2016 Employer Scans, but major changes were made to the 2019 Employer Scan to reflect the current needs of employers in the District. Specifically, the research goals for the survey of employers in the District for 2019 included:

- Employers' difficulty in recruiting applicants or filling positions at their companies in the last year
- Difficulties encountered in filling vacant positions in the last year, educational levels of those positions, as well as skills and credentials needed
- Identifying skills gaps for the employers and their interest in having Harper College conduct a skills gap analysis
- Employer training needs and preferences for delivering that training
- Current levels of college participation by employees and the support employers provide employees to pursue educational opportunities
- Knowledge of Harper College's programming and services available to employers and interest in assistance from the College
- Current usage of Harper College as an educational or training resource by the employers, their satisfaction with the College's services, and their projected use

INSTRUMENT DESIGN

To start the 2019 Employer Scan, a series of listening sessions were held with personnel at Harper College on October 16 and 17, 2018. A summary was prepared for the listening sessions which outlined the information gathered in the 2016 Employer Scan and the participants were asked to indicate what was still relevant from the 2016 Scan for replication and what new issues should be addressed in the 2019 Employer Scan.



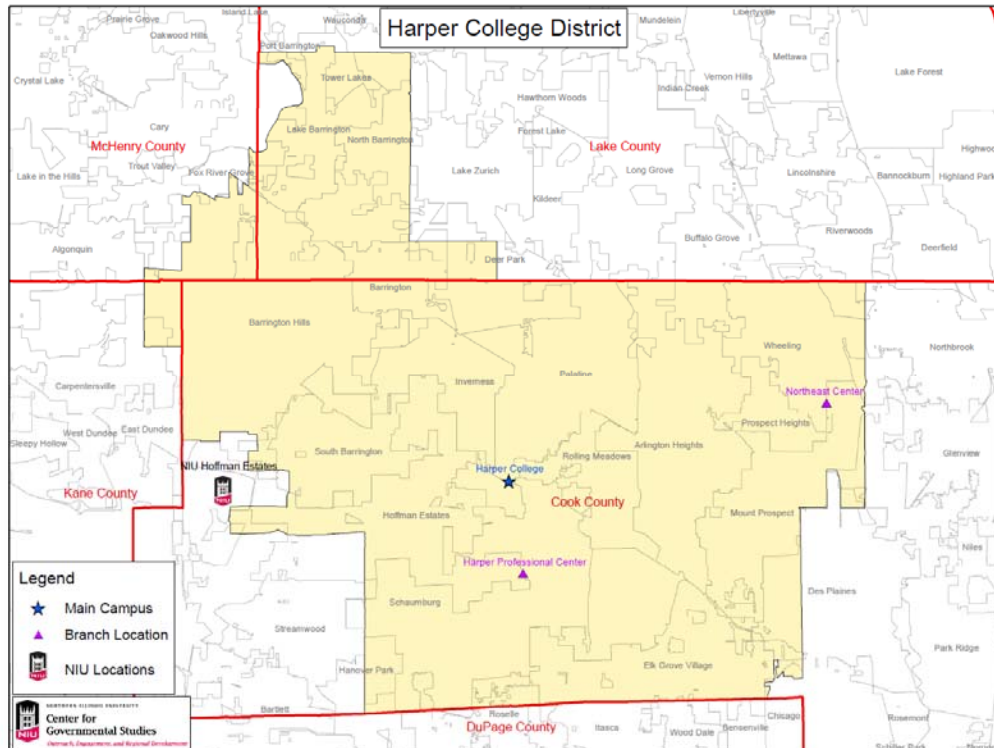
Based on the information gathered in the listening sessions, a draft of the Employer Scan was developed and presented to the administrative leadership at Harper College. CLARUS Corporation and Harper College reviewed this draft in detail for additions, deletions, and revisions. Feedback was given by the College and incorporated into the survey. A final copy of the employer questionnaire is presented in Appendix D (Employer Scan - Questionnaire).

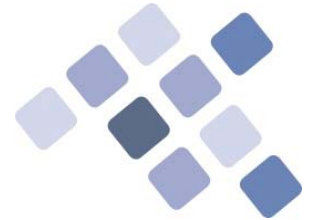
It was the responsibility of CLARUS Corporation to write and sequence the questions in such a way that any respondent bias was minimized and the questions were technically correct. The final survey was pretested to ensure that question wording and sequencing were structured as needed prior to moving to the field. The questionnaire consisted of a few open-ended questions, many multichotomous questions, and rating scales.

SAMPLE FRAME

One of the difficulties in developing a representative sample for a community college in Illinois is because of the way the colleges’ districts were developed – they were defined by school district boundaries and not traditional geographic representations like zip codes or counties, as seen in Exhibit 3 below.

Exhibit 3. Harper College Geographic District

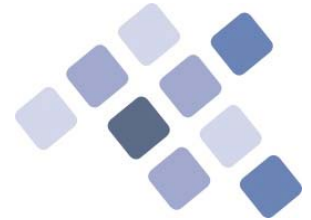




For example as seen in the top right of Exhibit 3 (on previous page), only the lower portion of the zip code which defines Buffalo Grove is in Harper College's District. This is also the case for several of the zip codes across the District – the entire zip code is not included in the District. Since the majority of sample frames are created by zip code and measured by employers in a zip code for representation, developing a sample frame for the College based on partial zips defined by school boundaries created a challenge. Working with *Marketing Systems Group*, a global sampling systems firm who has defined the boundaries of the school districts in Illinois, an attempt was made to include employers in the District when the list of employers was obtained. But please note that employers may have multiple locations and when calling interviewers are redirected to other location or branches for information so it is not a perfect science.

The population of interest for the 2019 Employer Scan was the employers located in the Harper College District. The cities and zip codes defined as the service area for Harper College included the following and an * is used for those zip codes which are partial zips (not fully contained in the District): 60004 (Arlington Heights), 60005 (Arlington Heights), 60006 (Arlington Heights), 60010 (Barrington, Barrington Hills, Deer Park*, Inverness, Lake Barrington, North Barrington, South Barrington, Tower Lakes), 60011 (Barrington), 60089* (Buffalo Grove), 60016* (Des Plaines), 60017* (Des Plaines), 60018* (Des Plaines), 60007 (Elk Grove Village), 60009 (Elk Grove Village), 60021* (Fox River Grove), 60133* (Hanover Park), 60169* (Hoffman Estates), 60192 (Hoffman Estates), 60084 (Lake Barrington), 60056 (Mount Prospect), 60062 (Northbrook), 60067 (Palatine, Inverness), 60074 (Palatine), 60078 (Palatine), 60095 (Palatine), 60070 (Prospect Heights), 60008 (Rolling Meadows), 60172* (Roselle), 60159 (Schaumburg), 60168 (Schaumburg), 60173 (Schaumburg), 60193 (Schaumburg), 60194 (Schaumburg), 60195 (Schaumburg), 60107 (Streamwood), and 60090 (Wheeling). But also note that all employers in the zip codes were not represented due to the District boundaries

In 2018, there are 24,427 employers in the College's service area as defined by the zip codes above. Based on the results of the previous Employer Scans in 2013 and 2016, for the initial proposal a stratified sample of all employers was developed by location and SIC (Standard Industry Classification) Code, the standard used by Federal statistical agencies in classifying businesses. In the 2016, after the listening sessions with the College, the College believed the sample for the 2016 Employer Scan needed to reflect the needs of the largest businesses in the District – those with 25 or more employees. In 2016, there were a total 2,639 employers in the District with 25 or more employees. After the listening sessions for the 2019 Employer Scan, it was determined that the smaller employers – those with 10 or more employees – would be the best group for the 2019 Employer Scan.



A list of employers with 10 or more employees was purchased from a company specializing in business lists for all employers for the zip codes in the District. Quotas were set by SIC Code to develop the sample frame for the Employer Scan and to accurately reflect the types of businesses in the District. The sample frame for the Employer Scan is presented in Exhibit 4.

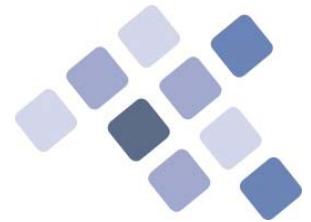
Exhibit 4. Sample Frame For Employer Scan

Industry	SIC Code	Employers With 10+ Employees	Percent	Sample Frame
Agriculture, Forestry, and Fishing/ Mining	01-14	95	1.52%	5
Construction	15-17	347	5.57%	19
Manufacturing	20-39	757	12.15%	42
Transportation, Communications, Electric, Gas, and Sanitary	40-49	261	4.19%	15
Wholesale Trade	50-51	468	7.51%	26
Retail Trade	52-59	1,262	20.25%	71
Finance, Insurance, Real Estate	60-67	405	6.50%	23
Business & Personal Services	70-79	1,043	16.74%	59
Health Services	80	456	7.32%	26
Legal Services	81	27	0.43%	1
Educational/ Social Services	82-83	533	8.55%	30
Art & Membership Services	84-86	91	1.46%	5
Engineering & Accounting & Management Services	87	243	3.90%	14
Miscellaneous Services	88-89	14	0.22%	1
Government	91-97	157	2.52%	9
Nonclassifiable Establishments	91-99	73	1.17%	4
TOTAL		6,232	100.00%	350

Next, the list of employers was sorted by employee size – from largest to smallest employers within each SIC Code. Employers were interviewed starting with the largest employers and moving down the list until the sample quota was completed for each SIC Code. This sample methodology ensures Harper College of successful completion of interviews with a cross-representation of the larger employers across the District.

RELIABILITY ESTIMATION

The reliability estimation for the sample was based on the total number of businesses in the District. The completed sample of 321 employers provided a reliability of 95 percent and a margin of error of ± 5.5 percent. In other words, if 100 different samples of 321 employers in the District



were chosen randomly, 95 times out of 100 the results obtained would vary no more than ± 5.5 percentage points from the results that would be obtained if all of the employers in the District were interviewed.

DATA COLLECTION

Telephone surveys were the primary method of data collection. Each telephone interview lasted approximately 10 to 15 minutes. Employers were first called, told the purpose of the survey, and then asked to set a time convenient for the interview. The interviewers then called the employers back at the appointed time to complete the interview. Three hundred twenty-one surveys were completed from January 25 to April 1, 2019 by CLARUS Corporation interviewers who have previous experience in educational services interviewing with busy business owners and executives. Given the limited size of the sample, all of the 6,232 employers were contacted and the surveys completed reflected those who agreed to participate in the survey.

The interviewers conducting the telephone surveys were subjected to rigorous hiring and training procedures before making their first phone call. Before interviewing began, the interviewers went through a thorough question-by-question briefing of the questionnaire. During actual interviewing, each interviewer was monitored for one complete questionnaire and randomly thereafter.

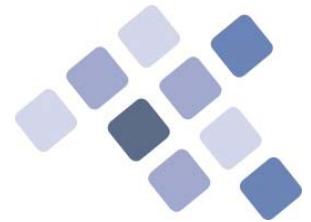
DATA ANALYSIS

After the data were collected, verification of the data began. The data were examined to ensure that procedures were followed in data collection and checked for internal validity by cross-matching answers per respondent. The data were then coded for processing and analysis. SPSS (Statistical Package for the Social Sciences) was used to analyze the data and the data disks will be made available to Harper College for additional subset analyses. In addition, Harper College now has a database, formatted in Excel, which can be used for direct contact with businesses based on their stated needs.

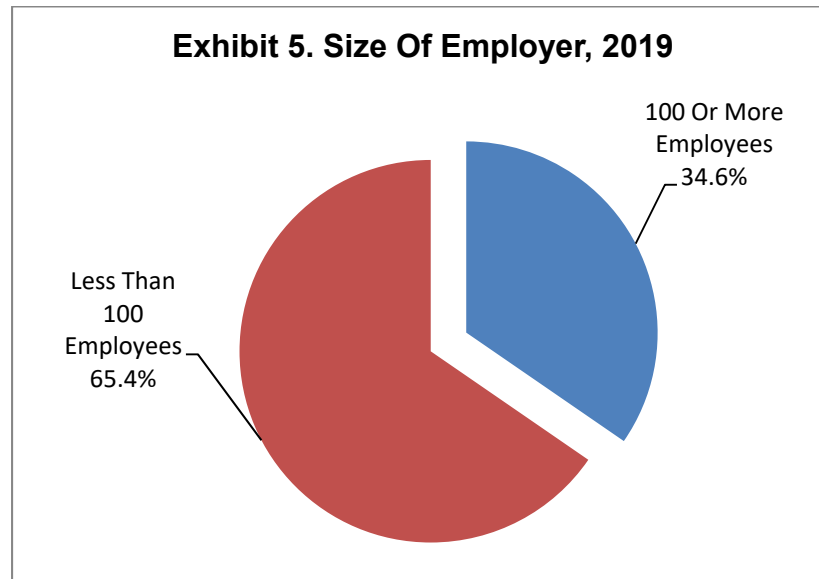
REPORT GENERATION

The results of the data are presented in this narrative report using charts and graphs to present the results. This report focuses on the most meaningful findings of the research. Results from the 2013 and 2016 Employer Scans have been compared where applicable. A complete set of tabular results by frequency and percentage for each of the major classifications of the research is provided in Appendix E (Employer Scan – Tabular Results). The tabular results should serve as reference materials and should be consulted before important conclusions are made.

The results of the data are organized into a graphic and narrative report as well as detailed tabular results. This report focuses on the most meaningful findings of the research. The format used has



the results summarized in a chart or graphic and pertinent comments below. To make reporting the results more meaningful, the results were reported by size of the employer – employers with less than 100 employees and employers with 100 or more employees when replicable data was not available. The number of surveys completed for each group is shown in Exhibit 5.



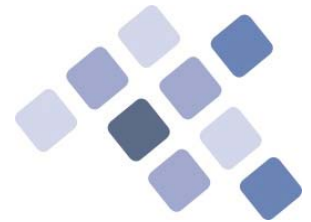
Employers with less than 100 employees:

- Comprised 65.4 percent of the sample representing 210 employers; reliability for this group is 95 percent and the margin of error is ± 6.8 percent.
 - Comparing to the 2016 Employer Survey results, 62.4 percent of the sample was employers with less than 100 employees (194 surveys)

Employers with 100 or more employees:

- Comprised 34.6 percent of the sample representing 111 employers; reliability for this group is 95 percent and the margin of error is ± 9.3 percent.
 - Comparing to the 2016 Employer Survey results, 37.6 percent of the sample was employers with 100 or more employees (117 surveys)

The legends in the charts are titled “Less Than 100 Employees” representing those employers with less than 100 employees, and “100 Or More Employees” representing those employers with 100 or more employees, where applicable. For the longitudinal data, the year of the survey is included in the legend of the charts.

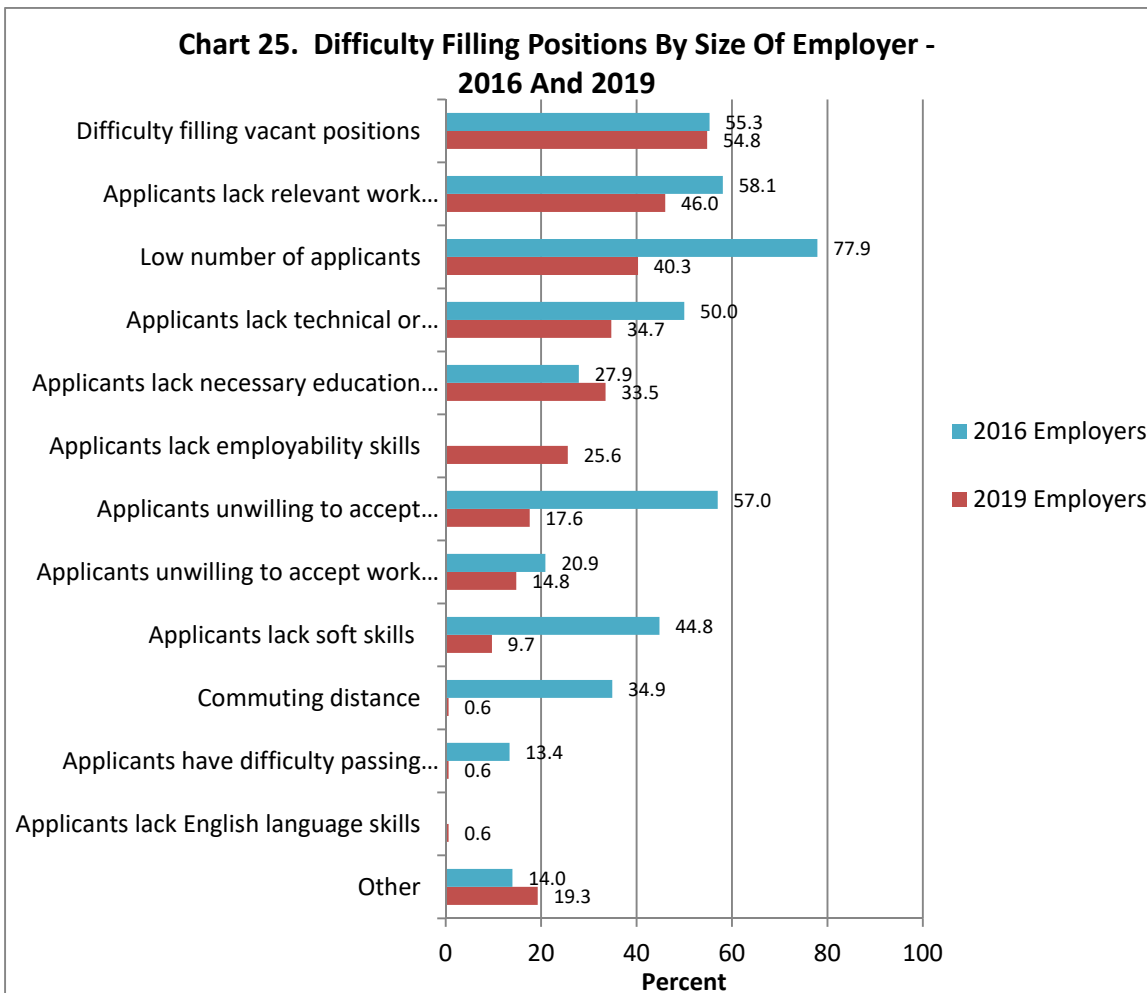


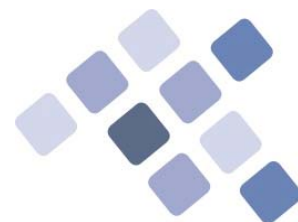
RECRUITMENT AND HIRING

Harper College is interested in understanding the recruitment and hiring challenges facing employers in the District today with respect to growing their businesses and determining if there have been changes since the 2016 Employer Scan.

*Have you had any difficulty in recruiting applicants or filling positions at your company in the last year?
If yes, which of the following are reasons you are having hiring difficulties?*

It is important for Harper College to understand whether the employers in the District are having difficulties in filling positions at their businesses, and whether there are opportunities for Harper College to assist them.

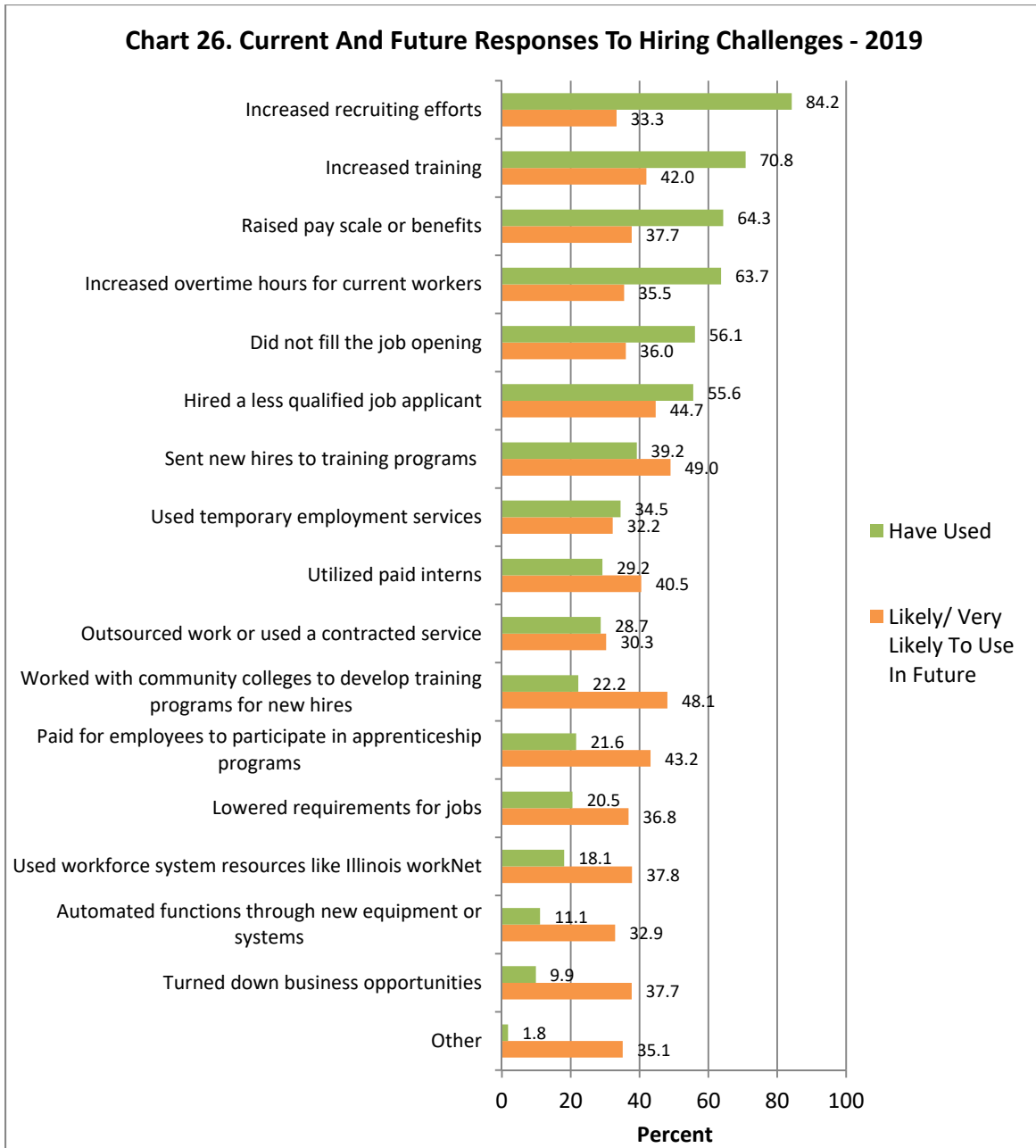
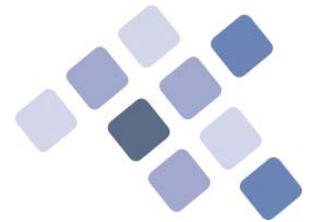




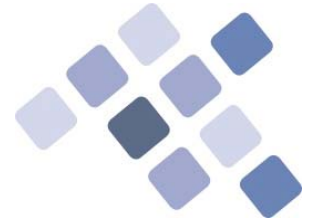
As seen in Chart 25 (on previous page), from the 2016 Employer Scan to the 2019 Employer Scan, difficulty in filling vacant positions had not declined but the reasons for the difficulty had changed. In 2016, 55.3 percent of the employers noted they had difficulty in recruiting applicants or filling positions at their company in the last year compared to 54.8 in 2019. However, the reasons for the reported difficulty in recruiting and hiring have changed since 2016. In 2016, the major reasons the employers were having difficulty recruiting and hiring included: a low number of applicants (78 percent), applicants lacking relevant work experience (58 percent), applicants unwilling to accept offered wages (57 percent), and applicants lacking technical skills (50 percent). By 2019, the major reasons for difficulties in recruiting and hiring cited by the employers included: applicants lacking relevant work experience (46 percent), still a low number of applicants (40 percent) but not as bad as it was three years ago, and applicants lacking the educational level needed (34 percent) and/ or the technical or occupational skills needed (35 percent). A major issue in 2016 which was not as major in 2019 was applicants were unwilling to accept wages offered dropped from 57 percent in 2016 to 18 percent in 2019. Applicants lacking soft skills in 2019 dropped (10 percent) from the high in 2016 (45 percent), and by 2019 commuting distance was a nonfactor in the difficulty in recruiting and hiring employees (only 0.6 percent in 2019 listed it as a difficulty). The statement “applicants lack employability skills” was added in 2019 and 26 percent of the employers noted it was a factor contributing to the difficulty in hiring.

In 2016, 14 percent of the employers cited other reasons for the difficulties in filling vacant positions, primarily competition for applicants as well as bilingual candidates, strict city guidelines, internal growth opportunities are limited, lack of work history, lack of documents to work legally, meeting state requirements, motivation, night shifts hard to fill, part-time versus full-time employment, people don’t stay, right culture fit, seasonal, understand opportunities, compensation package, specialized area, and work ethic. In 2019, the other responses included: competition with other firms, people not wanting to work, many jobs were part-time, jobs were physical, and the scheduling and hours did not work for some applicants.

*In response to your hiring challenges, have you done any of the following?
If not used a solution below, how likely would you be to use this as a response to your workforce
challenges using the scale of Very Likely, Likely, Unlikely, Very Unlikely, or do not know?*



The employers were asked to describe what actions they had taken in response to their hiring difficulties and the results are presented in Chart 26. Eighty-four percent of the employers increased their recruiting efforts in response to their hiring difficulties and 71 percent increased training to help offset the hiring difficulties. Sixty-four percent of the employers raised their pay scale or benefits and increased overtime hours for current workers in response to the shortage of



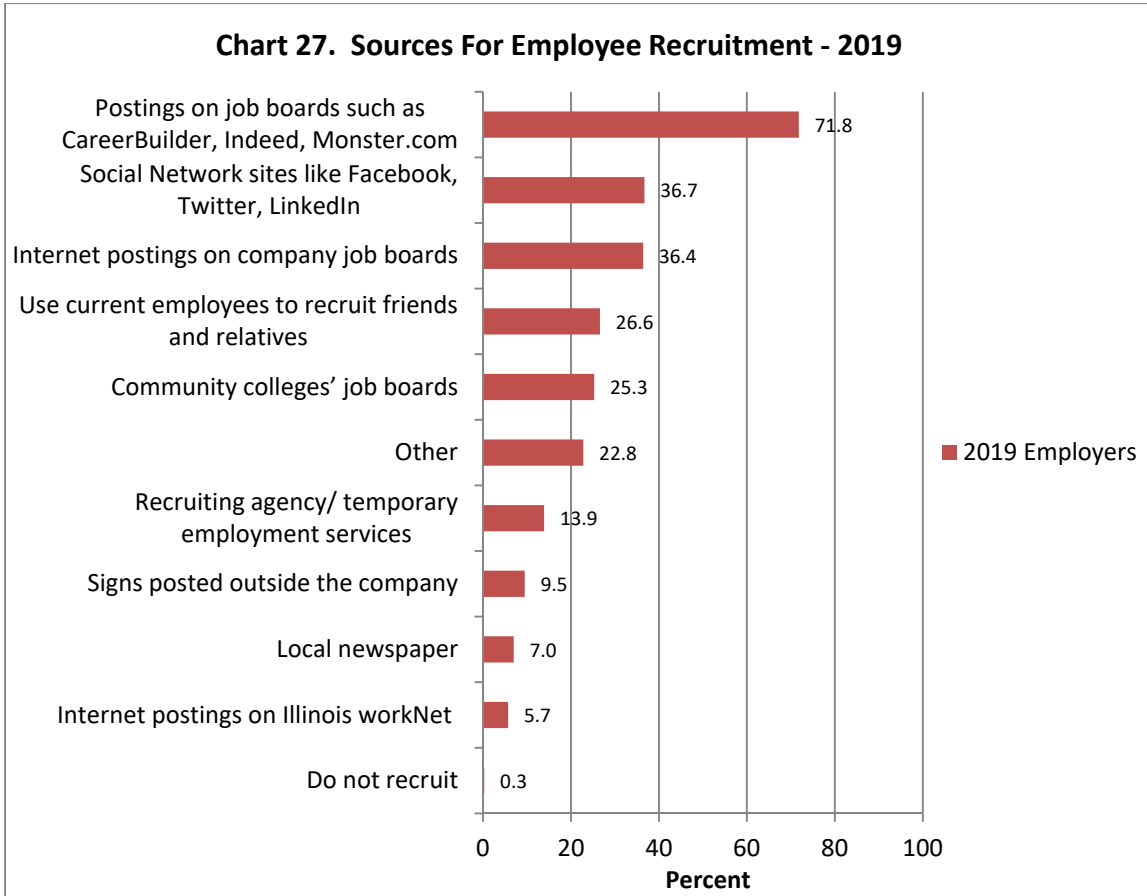
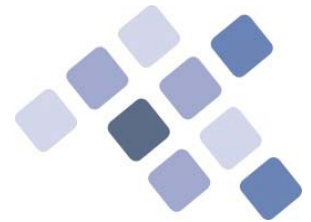
applicants and employees. But unfortunately, more than half of the employers did not fill the job opening or hired a less-qualified job applicant, and slightly more than one-third of the employers sent new hires to training programs and/ or used temporary employment services to solve their employee issues.

Less than 30 percent of the employers utilized paid interns, outsourced work or used a contracted service, worked with community colleges to develop training programs for new hires, paid for employees to participate in apprenticeship programs, lowered requirements for jobs, used workforce system resources like Illinois workNet, and automated functions through new equipment or systems to solve their hiring difficulties. The last resort for all employers was to turn down business due to a shortage of employees, but only two percent have used that as a strategy.

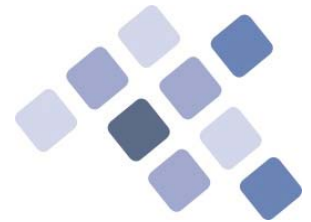
The employers who have not utilized one of the strategies listed in Chart 26 (on previous page) were asked how likely they would be to use those strategies in the future to solve their recruiting and hiring issues. The strategies that more than 40 percent of the employers would be likely or very likely to utilize in the future to solve their hiring issues included: sending new hires to training programs (49 percent), working with community colleges to develop training programs for new hires (48 percent), hiring a less-qualified job applicant (45 percent), paying for employees to participate in apprenticeship programs (43 percent), increasing training (42 percent), and utilizing paid interns (40.5 percent).

Implication: As it continues to be more difficult to hire employees and employers turn to more training opportunities for those they do hire, Harper College has an opportunity to be the major provider of training new hires for the employers in the District.

From where are you most likely to recruit applicants?



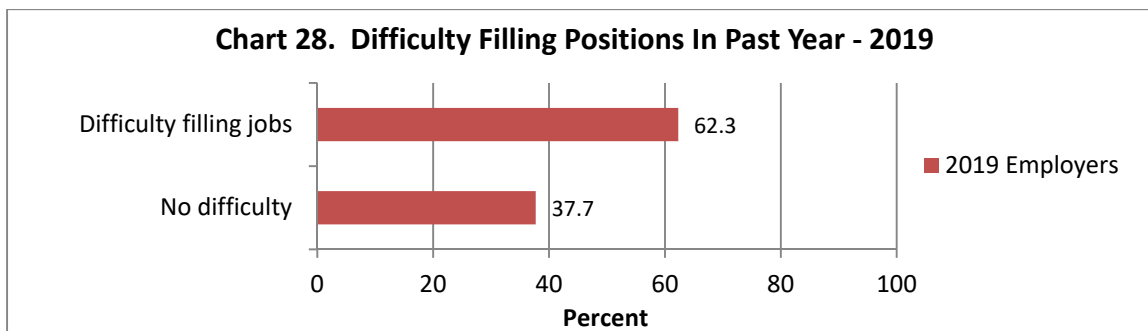
Employers in the 2019 Scan were asked from where they were most likely to recruit applicants, and the results are presented in Chart 27. Seventy-two percent of the employers posted on job boards like CareerBuilder, Indeed, and Monster.com and that was the major source for recruitment for the employers. One-third of the employers also utilized social network sites to recruit employees, as well as internet postings on company job boards. One-fourth of the employers posted on community college job boards and used current employees to recruit friends and relatives. Twenty-three percent of the employers utilized other methods which included a broad range of recruitment activities: churches, career fairs, college fairs, at high schools, associations, radio, unions, and word of mouth. The employers were least likely to have used recruiting agencies, signs posted outside of company, the local newspaper, and internet postings on Illinois workNet.



JOBS NEEDED

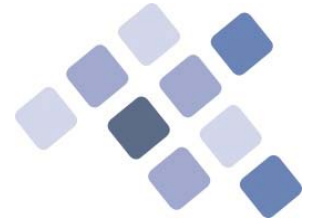
Employers were asked to share in the 2016 and the 2019 Employer Scans the jobs they currently had difficulty filling at their firms or the jobs they have had difficulty filling in the past year. In 2016, the employers were asked about the difficulty in filling jobs in specific job categories such as information technology, management, business or finance, etc. In the 2019 Employer Scan, the employers were not provided job categories but were allowed to provide any jobs they deemed as needed for their firms. Where possible, the 2016 information will be utilized for longitudinal information.

What are the jobs you currently have or have had difficulty filling in the past year? How many are needed now? Is this job needed primarily due to business growth, replacing a retiring worker, or turnover? What is the average hourly rate paid for this position? What is the required education level? What specific degree? What are the key skills or knowledge needed for this job upon hiring, so the employee could start with minimal training? Are there any certifications or industry credentials needed for this job?

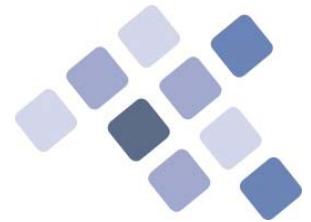


As seen in Chart 28, 62 percent of the employers surveyed reported difficulty in filling positions in the last year, and especially the larger employers. Seventy-three percent of the employers with 100 or more employees reported difficulty filling jobs available in the last year as did 57 percent of the employers with less than 100 employees. The employers listed 294 job titles which were difficult to fill in the last year. The employers were also asked to share the number of positions available for each job title, and the employers reported a need for 1,722 individuals to fill the job positions – 822 vacancies were reported by the employers with less than 100 employees and 900 vacancies were reported by the employers with 100 or more employees. A list of the top 50 job positions employers need to fill with the number of jobs available follows:

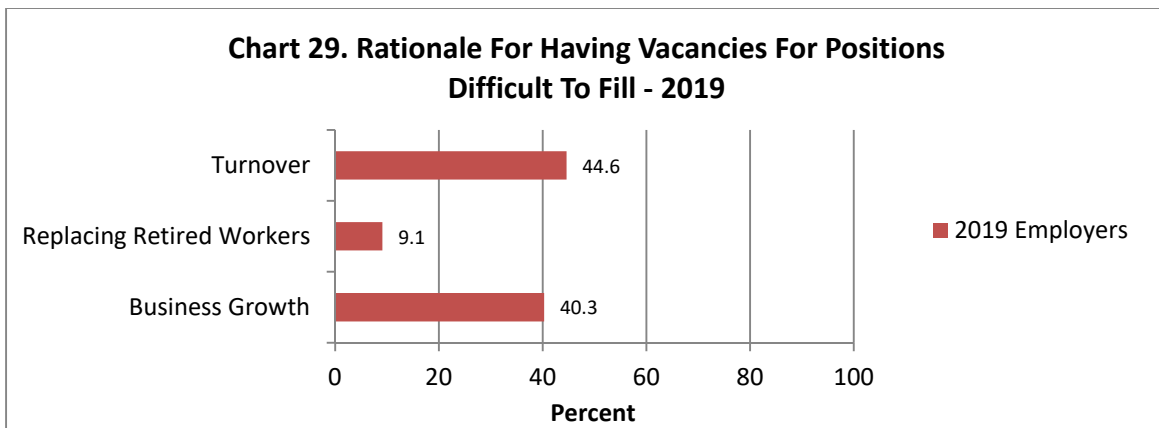
- Nurses (160)
- Lifeguards (105)
- CNA (103)



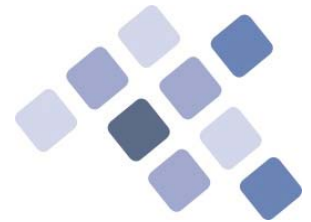
- Environmental services (75)
- Camp counselors (59)
- Direct support professional (50)
- Landscape laborer (40)
- Paraprofessional (40)
- CDL drivers (33)
- Concession stand workers (33)
- Salesperson (25)
- Movers (24)
- Front desk clerk (20)
- Before and after school program (20)
- Nurses – Field (20)
- Head cashiers (20)
- Public health and mosquito control field technician (20)
- Servers (20)
- Grocery bagger (18)
- Counselor Summer Camp (17)
- Banquet facility (15)
- Food server (15)
- Lifeguard/ Swim instructor (15)
- Debt collector (14)
- Housekeeping (14)
- Nurses – LPN (14)
- Deli clerk (13)
- Nurses – RN (13)
- Electrician (12)
- Nurse aides (12)
- Porters (12)
- Packer – Utility clerk (11)
- Caregivers (10)
- Cooks (10)
- Courtesy clerk (10)
- Film crew (10)
- Lifeguard (10)
- Marketing/ Sales (10)
- Net developers (10)



- Package handler (10)
- Packer worker/ Laborer (10)
- Programmers (10)
- Real estate agents (10)
- Web developers (10)
- Wireless cell tower technician (10)
- Line cook (9)
- Cashier (8)
- Customer service representative (8)
- Guest service agent (7)
- Host (7)
- Ice cream scooper (7)
- Line cook (7)
- Machine operator (7)
- Marketing (7)
- Room attendants (7)
- Sales (7)
- Teacher – lead (7)
- Therapist (7)

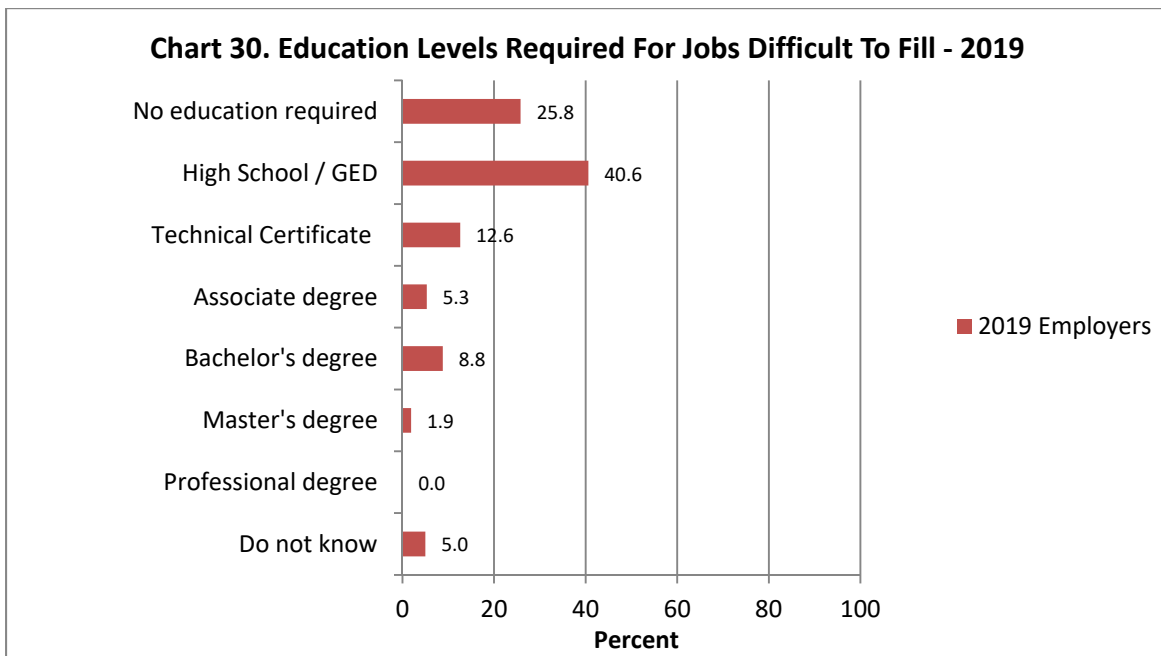


In 2019, the employers who reported difficulty in filling positions were asked why those positions were vacant and the results are shown in Chart 29. For 45 percent of the employers in 2019, turnover was the major reason for having vacant positions – replacing workers who left or were let go. The types of jobs the employers noted were vacant due to turnover was highly concentrated in food service – examples included: nurses – CNA, front desk clerk, servers, cooks, deli clerk,

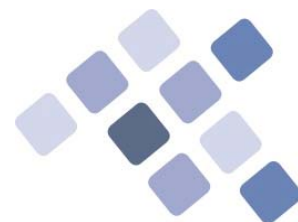


customer service representative, lifeguards, host, line cook, receptionist, bartender, food server, CDL drivers, nurses, and shuttle driver. For 40 percent of the employers, the vacancies were due to business growth or expansion and new personnel were added to the businesses. The types of jobs listed as vacant due to business growth included: Nurses – CNA, front desk clerk, sales – inside representative, accountants, concession workers, customer service representative, estimator, lifeguards, machine operator, nurses, nurses – LPN, nurses – RN, shuttle driver, and welders. Only nine percent of the vacancies were due to retirements or replacing a retired worker and the job vacancies were seen across all jobs listed.

The employers were asked to provide the average hourly wages for the jobs vacant and listed as difficult to fill. The hourly wage ranged from a minimum of \$4.95 per hour to a maximum of \$162.04 per hour with a mean wage of \$19.85. The employers with 100 or more employees had a slightly higher lower average wage per hour at \$17.79 and the average hourly wage for the employers with less than 100 employees was \$21.27.



The employers were also asked for each job they cited as having difficulty in filling the educational levels required for employment and the results are shown in Chart 30. Overall, 41 percent of the employers in 2019 only required a high school diploma or a GED for the vacant positions and 26 percent of the employers did not require any education for the vacant positions – for 67 percent of the positions needed little or no education was needed. For 13 percent of the jobs cited as vacant a technical certificate was required, five percent required an associate degree,



nine percent a Bachelor's degree, and two percent a Master's degree. The degrees cited as required for those jobs which required an educational level higher than a technical certificate included:

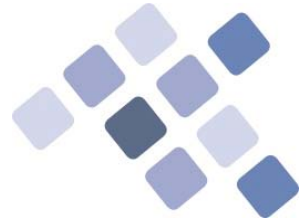
- Primary mentions
 - Nursing, civil engineering, information systems, architecture, business, computer science, LPN/ RN, psychology, social work, business
- Other mentions
 - AAMA, accounting/ finance, agriculture, any degree, biology/ chemistry, CAD/ survey, creative arts, education, electrical engineering, electrical systems, engineering/ structural/ civil, general education, graphic design, hospitality/ business, human resources/ business management with emphasis in human resources, interior design, internal medicine, law enforcement, liberal arts, marketing, nothing specific, occupational therapy, project management, psychology, psychology/ social work, sales/ business/ marketing, science, social services, speech therapy

The employers were also asked for each job cited as needed whether there were any skills needed for the jobs that were vacant and difficult to fill. A summary of the skills cited as needed for the jobs included:

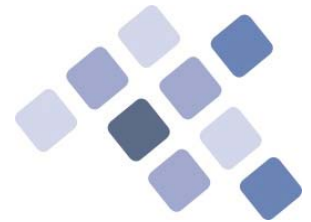
- Customer service skills
- Computer skills/ basic computer/ Excel/ Outlook
- Communication skills
- Attention to detail
- Driver's license
- Experience with ... (job name)
- Math
- Mechanical
- Cash handling
- Accounting
- Bilingual
- Leadership

Finally, the employers were asked for each job cited as needed if there were any certifications or credentials required for the jobs they were having difficulty in filling and the credentials noted included the following:

- Illinois Food Handler/ food handling certificate
- CNA certification



- CDL
- BASSET
- Lifeguard certification
- CPR/ first aid
- Nursing license
- Welding
- HVAC-R
- LPN
- Pharmacy technician
- Real estate license
- ServSafe
- Certified coder



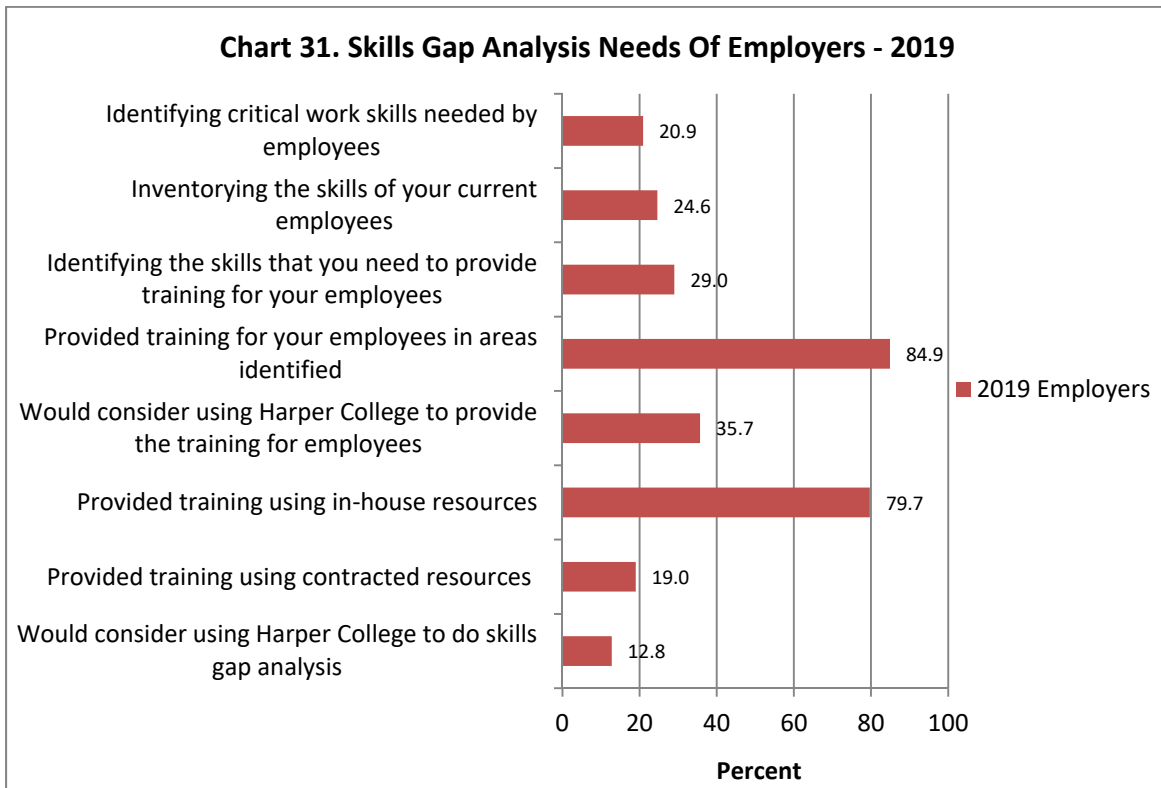
SKILLS GAP

Harper College was interested in 2019 in understanding the needs of the employers in the District for a skills gap analysis – identifying the critical work skills needed by the employees, inventorying the skills of the current employees, and identifying the skills employers need to provide training for current employees.

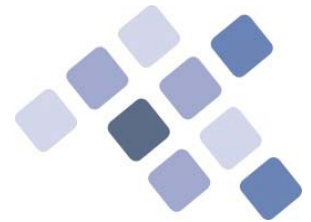
Regarding your current employees, have you ever conducted any of the following components of a skills gap analysis?

What were the primary skills you identified for which you needed to provide training? Have you provided training for your employees in these areas? Would you consider utilizing Harper College to provide the training for your employees? Did you provide the training utilizing in-house resources or contract it out to another firm?

Would you consider utilizing Harper College to conduct a skills gap analysis for your company for a reasonable charge?



The employers in 2019 were asked about their usage of skills gap analysis to identify areas for employee training and their responses are shown in Chart 31. Only 21 percent of the employers

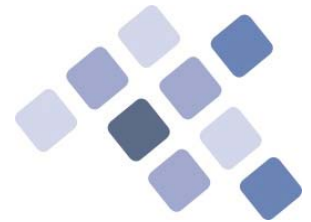


identified critical work skills needed by their employees, 25 percent inventoried the skills of their current employees, and 29 percent identified the skills needed to provide training for their employees. Key skills identified as needed for current employees by the employers included the following, but the majority of the skills listed were very specific to a job:

- Customer Service
- Safety-OSHA 10 And 30
- Communication
- Animal restraint
- AutoCad software
- Drawing blood from animals
- HVAC-R controls training
- Microsoft Office/ Excel
- Computer skills
- Leadership
- Maintenance
- Organizational
- Software training
- Time management
- Accounting systems

Of those employers who identified the skills needed by their current employees, 85 percent provided training to their employees. For the 15 percent of employers who identified skills but have not provided training, 36 percent would consider using Harper College to provide the training. For those employers who would not use Harper College for the training, they noted corporate handles it, is done in-house, Harper does not have the classes needed, and have to meet our custom requirements.

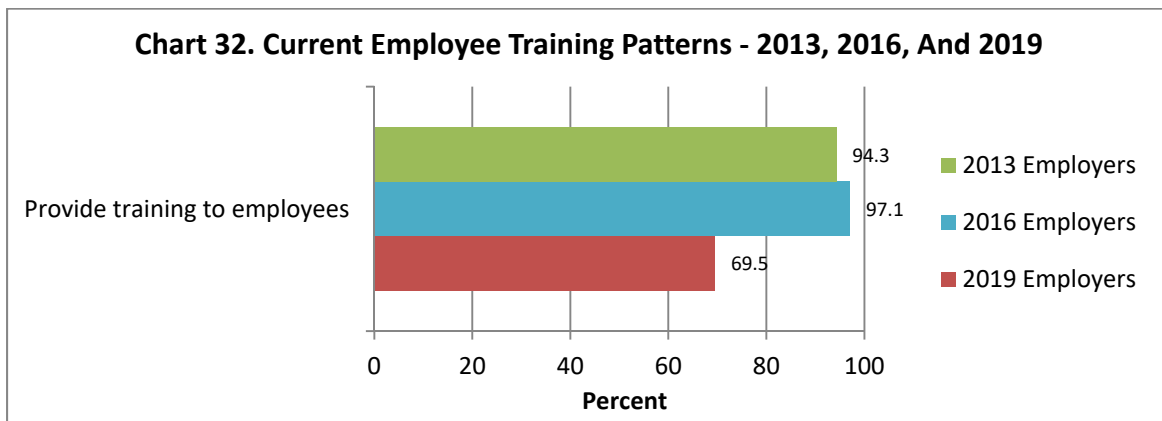
For the 85 percent of employers who identified the skills sets needed by current employees and provided training, 80 percent used in-house resources to provide the training and 19 percent contracted out to a firm. Overall, 13 percent of the employers would consider using Harper College to conduct a skills gap analysis for their companies for a reasonable charge. For the 87 percent of the employers who would not utilize Harper College for a skills gap analysis, the majority noted no need, not necessary, the cost, do in-house, and corporate handles.



EMPLOYER TRAINING

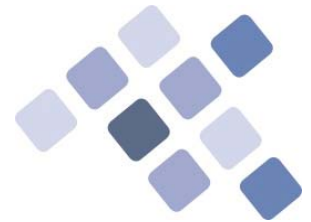
For Harper College to provide training opportunities to the employers in the District, the College has to understand the training needs of the employers in the area as well as their preferences for delivery of that training.

*Did you provide any training programs for your employees last year to improve current skills?
How many individuals do you typically train ... in one year ... in one training?
What were the major training programs offered?*



As seen in Chart 32, 94 percent of the employers in 2013 provided training to their employees as did 97 percent of employers in 2016, but only 70 percent of the employers provided training to their employees in 2019. On average in 2019, the employers typically trained an average of 209 employees per year (ranging from two employees to 15,000 employees) and the average number of individuals trained in one training was 14 (ranging from one to 100 employees). The major areas of training provided to employees in the last year included:

- Safety
- Communications
- Compliance
- Computers/ Excel/ software
- CPR/ first aid
- Customer service
- Forklift safety
- Harassment
- Hazmat
- HIPPA

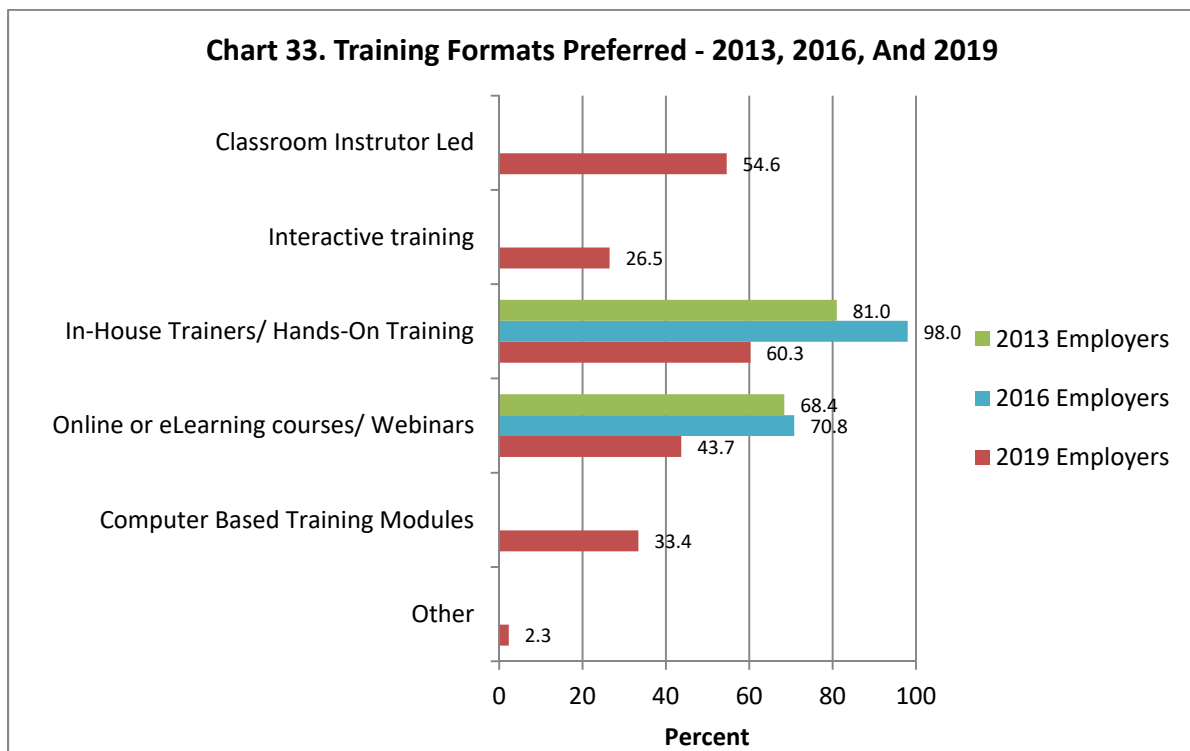


- Leadership
- OSHA 10/ 30
- Policies and procedures
- Product knowledge
- Sales
- Supervisory training

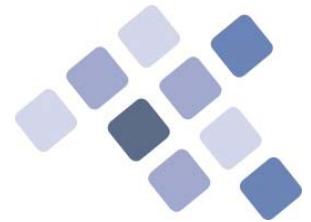
TRAINING DELIVERY PREFERENCES

To assist Harper College in developing training programs for employers, the College needs to understand how the employers want the training delivered.

When conducting a training program to improve skills for employees, what are the preferred delivery methods?

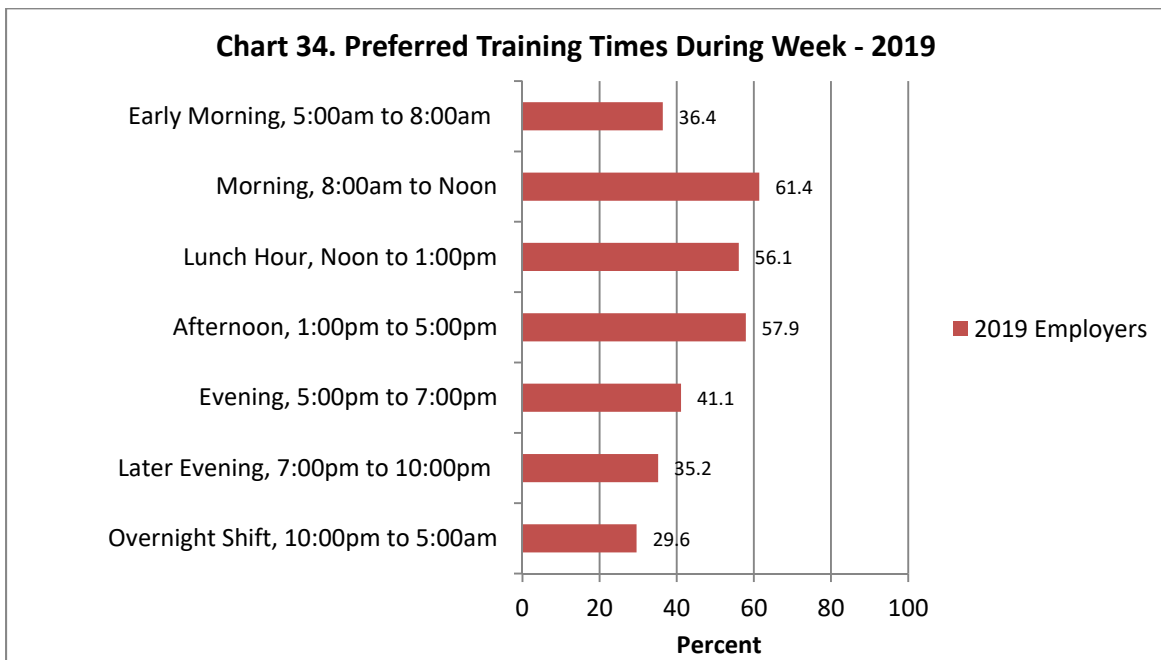


As seen in Chart 33, from 2013 to 2019 there have been some shifts in the way employers in the District have provided training to their employees. In 2013 and 2016, more of the employers were providing in-house training/ hands-on training to employees, 81 percent in 2013 compared to 98

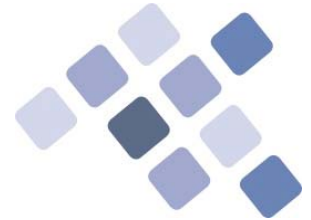


percent in 2016, but that dropped to 60 percent in 2019. The use of online or eLearning courses/webinars also declined over the last three years – 68 percent of the employers used online training in 2013 as did 71 percent in 2016 but that declined to 44 percent in 2019. Three new training delivery methods were added to the 2019 Employer Scan and were favored by the employers. Fifty-five percent of the employers in 2019 preferred to use classroom instructor led training, 33 percent preferred computer-based training modules, and 26 percent preferred interactive training methods. The two percent of the employers in 2019 who noted other delivery methods included one-on-one, outsourced, and seminars.

If you were providing a training for employees, when would be the best times for them to attend?



In 2019, employers were asked to indicate the times during the day and the days of the week that were their preferred delivery times for employee training and the results are presented in Chart 34. Between 8:00am and 5:00pm is still the dominant time preferred for training employees – 61 percent preferred to train employees in the morning from 8:00am to Noon, 56 percent preferred the lunch hour from Noon to 1:00pm, and 58 percent prefer to train employees in the afternoon from 1:00pm to 5:00pm. But 41 percent of the employers also reported a preference for evening training from 5:00pm to 7:00pm, 36 percent preferred training early morning from 5:00am to 8:00am, 35 percent preferred late evening from 7:00pm to 10:00pm, and 30 percent noted a need for training overnight from 10:00pm to 5:00am.



The preferred days for training by the training hours preferred included:

- Early Morning, 5:00am to 8:00am
 - Days preferred included no specific day (90 percent)
- Morning, 8:00am to Noon
 - Days preferred included no specific day (75 percent) and Wednesday (21 percent)
- Lunch Hour, Noon to 1:00pm
 - Days preferred included no specific day (79 percent)
- Afternoon, 1:00pm to 5:00pm
 - Days preferred included no specific day (75 percent) and Wednesday (20 percent)
- Evening, 5:00pm to 7:00pm
 - Days preferred included no specific day (88 percent)
- Later Evening, 7:00pm to 10:00pm
 - Days preferred included no specific day (93 percent)
- Overnight Shift, 10:00pm to 5:00am
 - Days preferred included no specific day (98 percent)

*What is the preferred length of time for a training program to improve skills for employees?
Is there a specific time of year that it works best to provide training to employees?*

The employers in 2019 were asked what their preferred length was for a training which could be done in a day as well as the number of weeks preferred for longer training periods. Overall, the top answer for the number of hours preferred for during a day training was one hour (54 percent), followed by two hours (24 percent), and four hours (eight percent). The number of weeks preferred for long trainings varied greatly among those who responded: 39 percent responded two weeks, 26 percent one week, and 13 percent noted eight weeks.

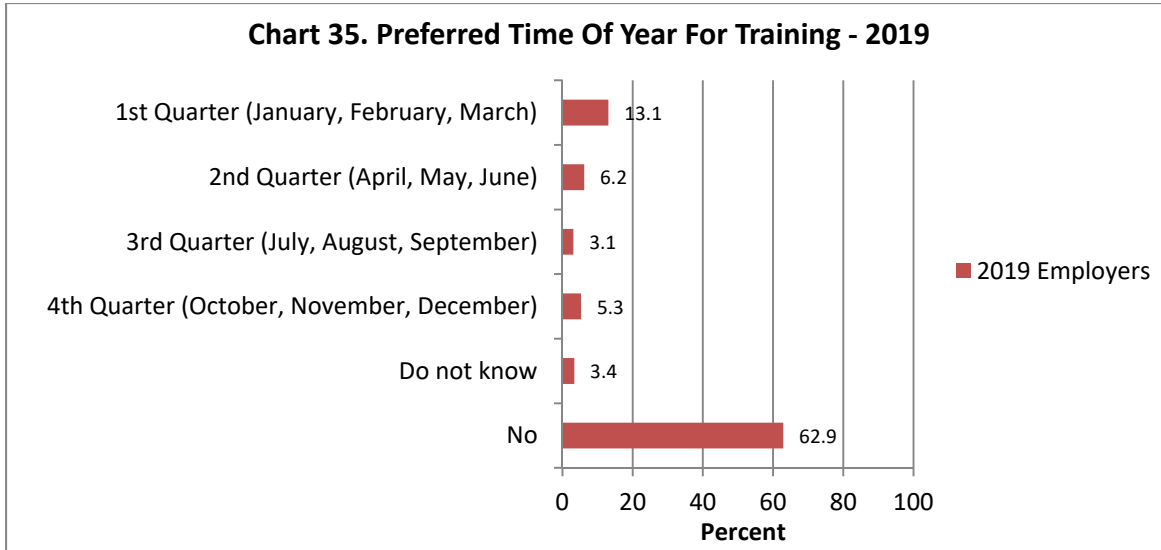
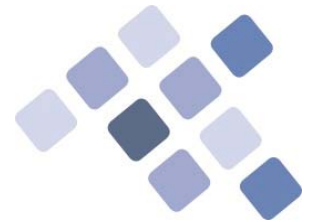
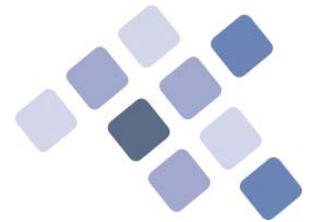


Chart 35 presents the preferred time of the year for training for employees and the majority (two-thirds) reported they did not have a preference for time of the year. For those employers in 2019 who expressed a preference, 13 percent preferred first quarter, six percent second quarter, three percent third quarter, and five percent fourth quarter.



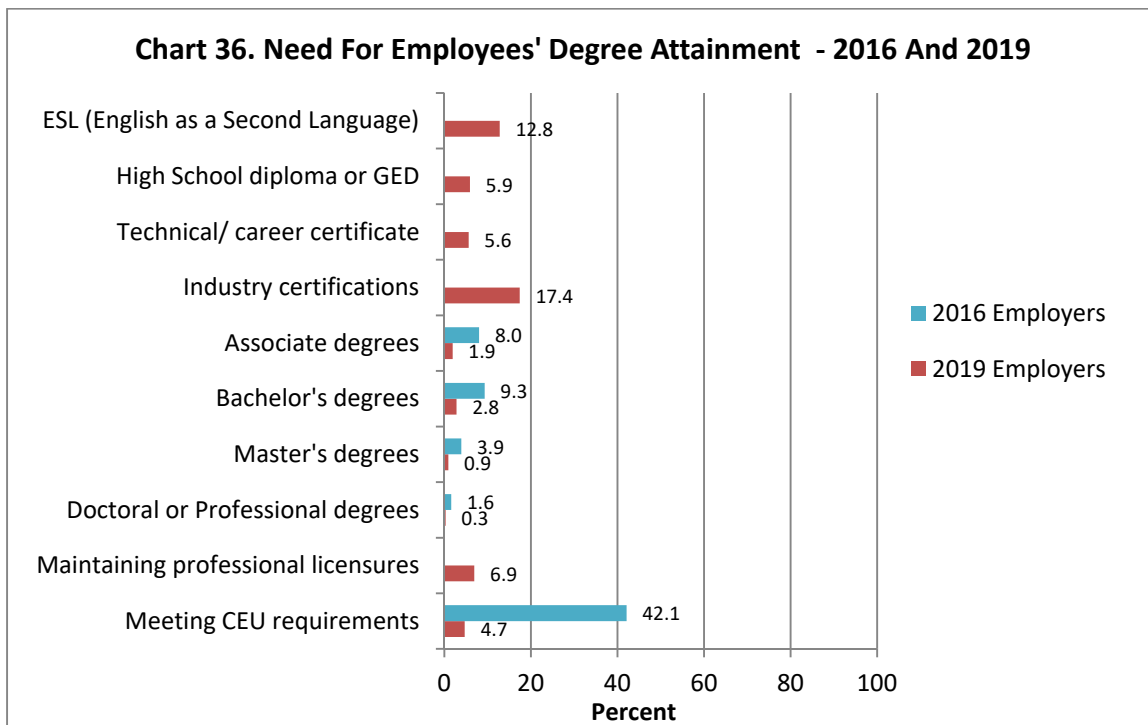
EMPLOYEE DEVELOPMENT

Employees are not likely to continue their educational advancement unless their employers support their progress toward degrees. It is important for Harper College to understand the level of employer support for their employees' educational attainment, and to also understand the employers' needs for increased educational attainment for those employees.

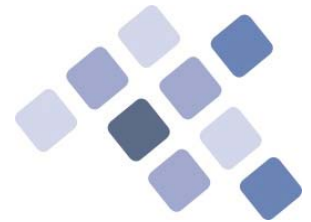
DEGREES NEEDED BY EMPLOYEES

Employers support degree attainment of their employees in many ways. Employers in the 2016 and 2019 Employer Scans were asked whether any of their current employees needed to seek degrees, and if so, what degrees were needed.

Examining your current employees and their educational backgrounds, is there a need for any of your employees to further their education and work on any of the following?



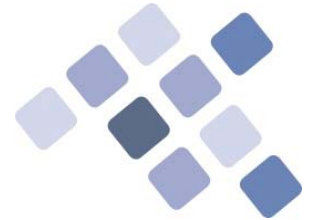
Employers in the 2016 and 2019 Employer Scans were asked if there was a need for any of their employees to further their education and work on attaining college degrees, and if so, what degrees and certifications (new in 2019). The results are presented in Chart 36. Overall in 2016, the majority of the employers (42 percent) noted that their employees had to meet CEU



(Continuing Education Unit) requirements, but in 2019, only five percent of the employers noted any CEU requirements for current employees. Less than 10 percent of the employers in 2016 and 2019 noted a need for their employees to seek any degrees – high school diploma or GED, technical/ career certificate, associate, Bachelor's, Master's, or higher. But 17 percent in 2019 did note a need for industry certifications and 13 percent noted a need for ESL (English as a Second Language) for employees.

The specific degrees and certifications mentioned as needed for current employees by area are presented in the following:

- Technical/ Career Certificate
 - Baking/ floral design/ pharmacy technician, certified veterinary technician, CNA, CNC/ electrical, early childhood development, electrical/ HVAC, HP certificate/ notebook/ server/ storage, HVAC/ carpentry/ electrical/ plumbing/ cabinet installation, HVAC/ CPO, information technology, machining/ drafting, management, manufacturing equipment maintenance, medical assisting, nursing CEU's, pharmacy technician, refrigeration
- Industry Certifications
 - Animal anesthesia/ animal dentistry, CAI/ program for managers, CDL, cellular tower climbing and rescue, certified turf specialist, CIMA/ CFP, CNA, CPR, CRP/ GMS, documentation of contract quality, food handler, food safety, food sanitation, food sanitation/ BASSET, food sanitation/ cake decorating/ baking/ floral design, food sanitation/ handling, forklift, fundraising, hospitality programs, HR/ safety, HVAC-R, HVAC/ electrical, IICRC, Illinois food handler/ BASSET, industrial safety/ first aid, interior design, journey electrical, life and health, lifeguard/ AED, NMLS license, OSHA 10 and 30, pharmacy tech, plumbing, QSTI-qualified source test individual and observer, quality control/ forklift, real estate certifications, real estate license/ ABS/ GRI, roofing installation, sanitation, ServSafe, SQF-safe quality food, teacher qualifications, veterinary medicine, water conditioning, water technician, water-fire-mold remediation
- Associate Degree
 - Business, business finance/ admin, business/ construction management, business/ hospitality, insurance license, nothing specific
- Bachelor's Degree
 - Accounting, business, computer science, construction management, CPAs, education, LPN/ RN
- Master's Degree
 - Architecture, business management, marketing/ finance

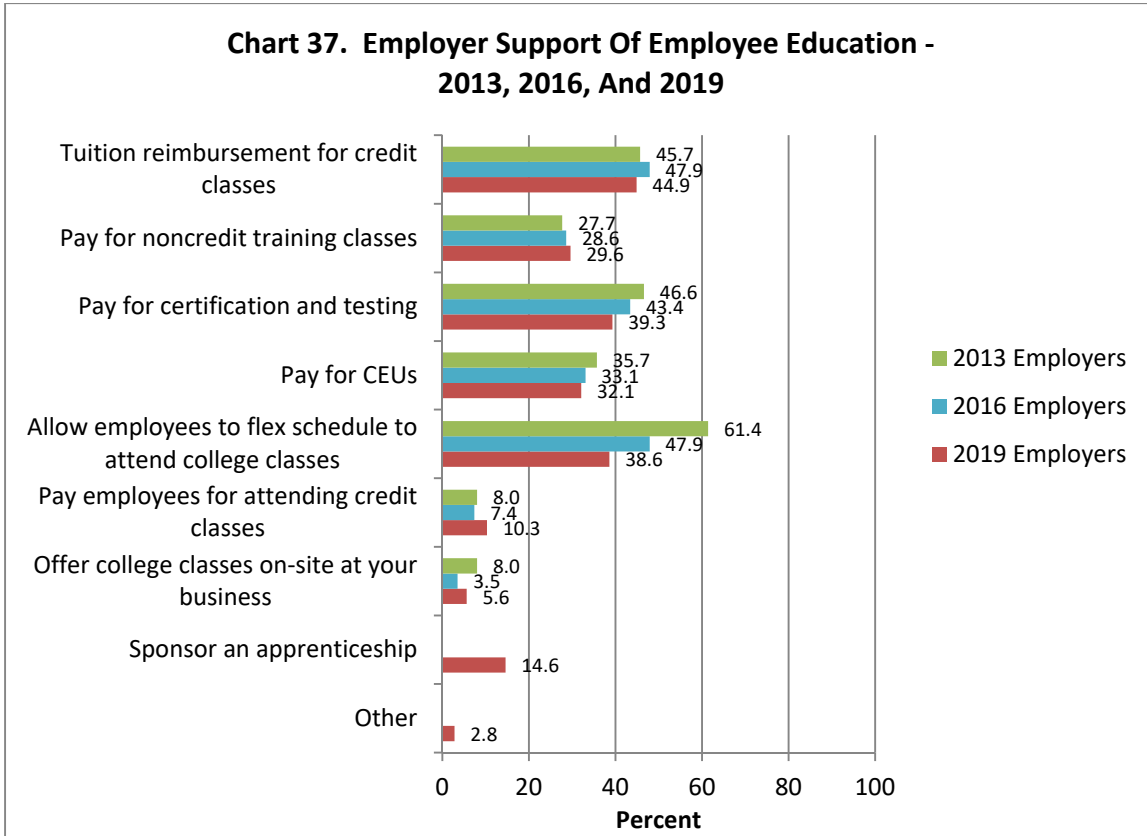
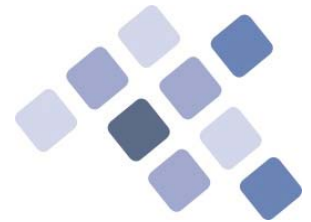


- Doctoral Or Professional Degrees
 - Architecture
- Maintaining Professional Licensures
 - Agriculture-pesticide license, CDL, CDL-C/ CDL-B, CPA, crane operator/ cement mason, finance, food safety/ food sanitation, forklift, freight broker, human resources, Illinois food handler, kitchen design, pharmacy tech, plumbing, polysomnography, professional engineer, safety/ engineering/ human resources, sales/ travel agent, water treatment/ water conditioning, welding
- CEU Requirements
 - Civil engineering, disaster restoration, food sanitation/ pharmacy technician/ management/ liquor training-BASSET, human resources, interior design, OSHA 30/ confined spaces, pharmacy tech, plumbing, polysomnography, safety/ engineering/ human resources, veterinary medicine/ veterinary technician certification, veterinary technician/ veterinary nurse

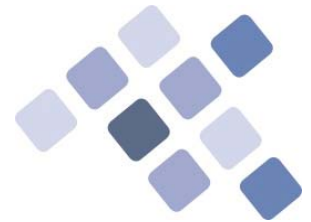
EMPLOYER SUPPORT OF EDUCATION

In the 2013, 2016, and 2019 Employer Scans, employers were asked in what ways they currently support educational attainment of their employees.

Do you offer any of the following incentives to employees to pursue education and training?



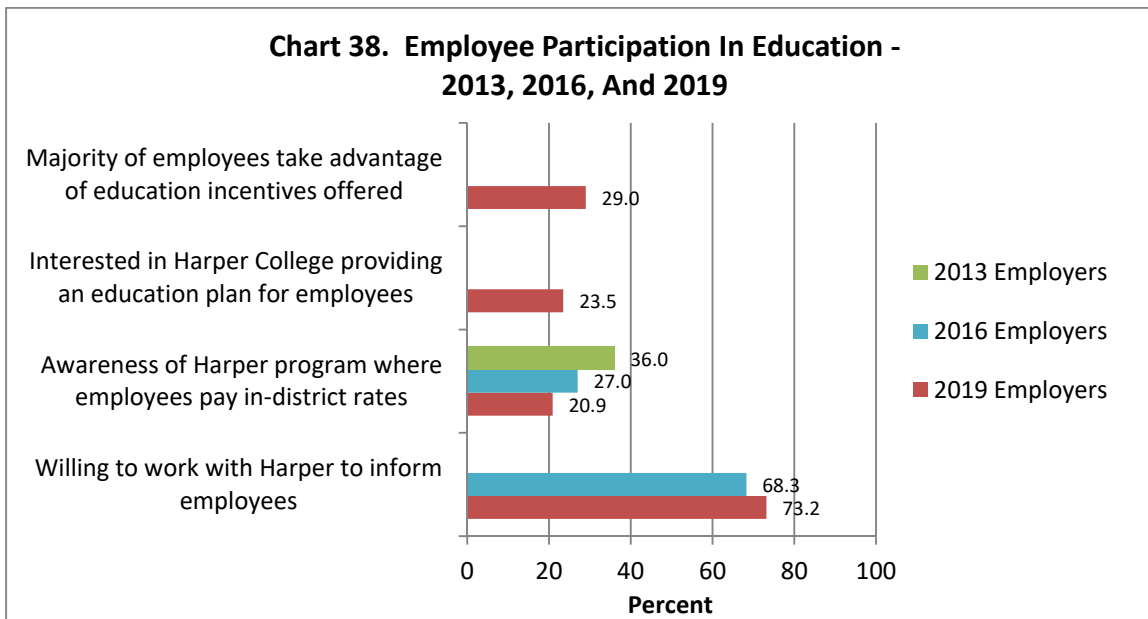
As seen in Chart 37, employer support of employees’ education had not drastically changed since 2013. Slightly less than half of the employers reported they offered tuition reimbursement to employees each year of the Scans, and 45 percent noted they offered it in 2019. Employers were slightly more likely to pay for noncredit training classes in 2019 (30 percent) than in previous years (28 percent in 2013 and 29 percent in 2016). In 2019, employers were slightly less likely to pay for certification and testing (39 percent in 2019 compared to 47 percent in 2013) and were much less likely to allow employees to flex their schedule to attend college classes (down from 61 percent in 2013 to 39 percent in 2019). Approximately one-third of the employers over the last three survey administrations paid for CEUs for their employees. Slightly more employers in 2019 were paying for employees to attend credit classes (10 percent in 2019 compared to eight percent in 2013). Less than 10 percent of employers, regardless of the year of scan administration, offered college classes on-site at their businesses. And new in 2019, 15 percent of the employers reported they would support apprenticeships for employees. Three percent of the employers in 2019 mentioned other incentives and those included paid internships and scholarships.



Do a majority of your employees take advantage of the education incentives you provide? Which of the following are the major barriers you see to employees taking advantage of the education incentives offered?

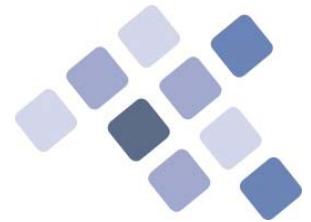
How do you communicate the benefits and education opportunities available to your employees? Would you be interested in Harper College working with you to provide an education plan for your employees interested in advancing their education?

Are your employees aware Harper College has a program where they can pay Harper College’s in-district tuition even if they live outside of the District? Would you be willing to work with Harper College to inform your employees about the program?



Employers were asked if a majority of their employees take advantage of the education incentives offered by the employers and their answers are shown in Chart 38. Overall in 2019, only 29 percent of the employers reported a majority of their employees were taking advantage of the educational incentives offered. The employers were then asked what barriers they saw stopping their employees from participating in education and 20 percent noted work schedules, 22 percent family obligations, 19 percent time away from work, three percent cost, three percent awareness of programs offered, and half noted other barriers – no need, no interest, no incentives offered, and older employees.

The employers in the 2019 Employer Scan were also asked how they communicated the educational incentives offered to employees and the responses were as varied as the companies –



email, meetings, handbooks, bulletin boards, orientation, policy review, posting on online boards, and many others. The employers were also asked if they were interested in Harper College providing an education plan for their employees and only 24 percent reported they would be interested. For the employers with no interest in an education plan for their employees, they noted there was no need, it was not necessary, did in-house, was too small, and was too busy.

Finally employers were asked about their knowledge of Harper College program that offers in-district tuition to any employee of an employer in Harper College's District, even if they do not live in the District. The College was interested in understanding how well the program was known and understood – the Business Edvantage program. As seen in Chart 38 (see previous page), the awareness of the program continued to decline from 2013. In 2013, 36 percent of the employers were aware of the program but by 2016, only 27 percent of employers noted they were aware of the program and 21 percent were aware of the program in 2019. However, in 2016 another question was asked of the employers: "Would they work with Harper College to inform employees about the program?" and the majority (68 percent) would and 73 percent of employers agreed in 2019.

Implication: Harper College needs to work with employers to inform them and their employees about the Business Edvantage program at the College.



KNOWLEDGE OF PROGRAMMING

It is important for Harper College to understand how well the employers in the District know the programming offered by the College. If the employers are not familiar with the programming, then it is imperative for the College to work with them to provide information. Employers cannot use programs of which they have no knowledge.

Please tell me how familiar you are with the following program and services offered by Harper College, using the scale of 5=Very familiar to 1=Not at all familiar.

And then tell me if you would like additional information or contact from Harper College about any of these programs or services.

In 2016, employers were read a list of programs and services offered by Harper College and were asked to rate each program on a familiarity scale of 1 to 5, where “1 = Not At All Familiar” to “5 = Very Familiar.” The results of the employers’ knowledge of Harper College’s programming are presented in Chart 39 (on the next page). In 2019, additional items were added to the list to determine how familiar the employers were with the newer services offered by the College.

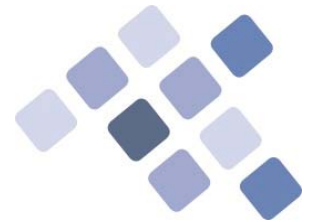
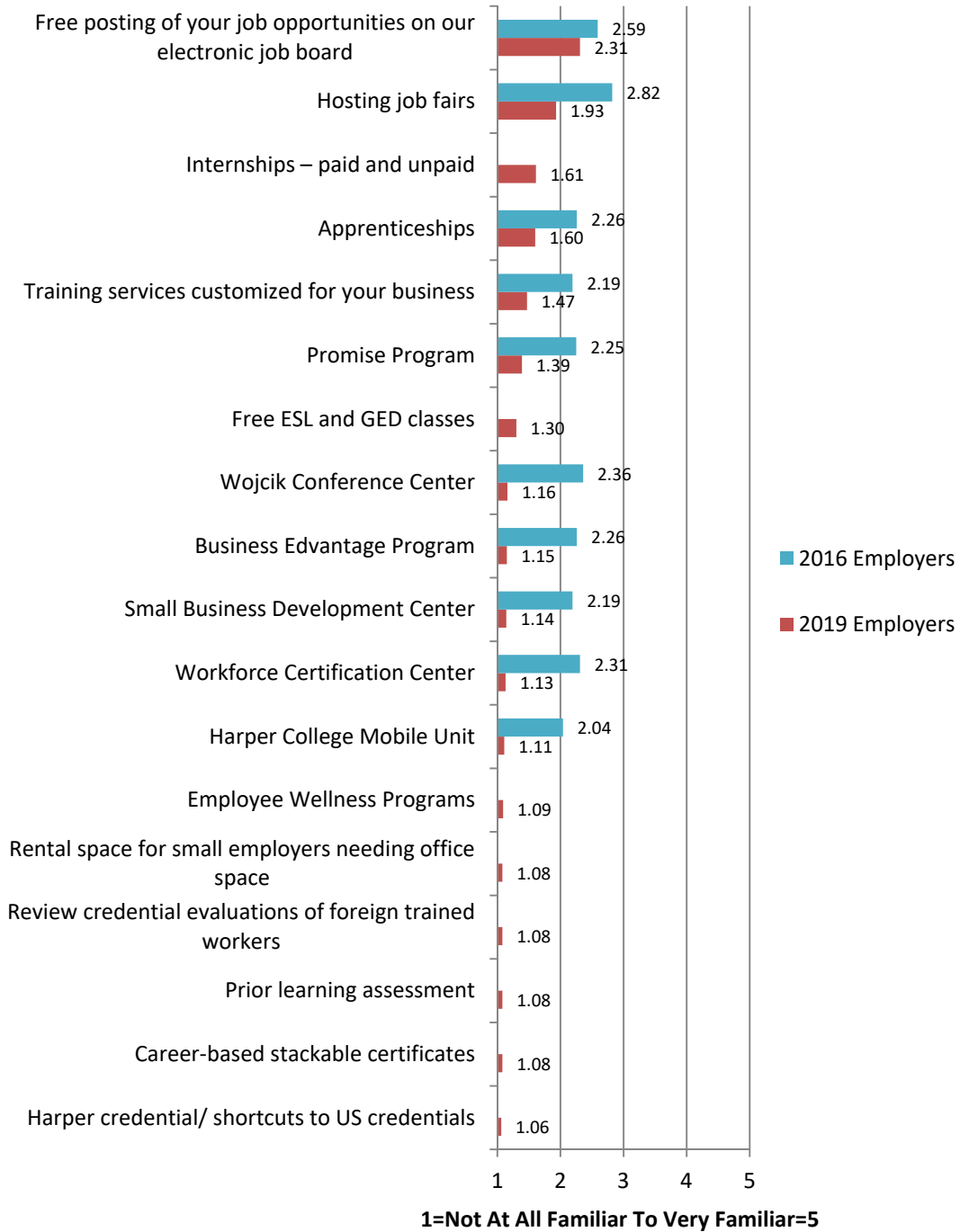
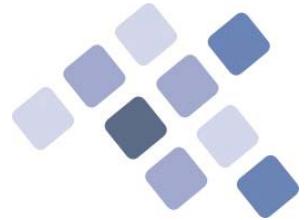


Chart 39. Knowledge Of Harper College's Offerings - 2016 And 2019





Examining the results of the employers' familiarity with the programs and services offered at Harper College, there has been a slight decline in familiarity between 2016 and 2019 on comparable items as seen in Chart 39 (on previous page). While the overall familiarity ratings were lower in 2019, the pattern of familiarity is still the same between 2016 and 2019. In both years, the employers were most familiar with the free posting of job opportunities on the College's electronic job board and Harper College's hosting of job fairs. Overall there is low familiarity of the programs and services that Harper College offers to employers, but it should also be noted that the sample of employers for the Scan in 2019 was comprised of smaller employers who have less chance of interaction with the College than the slightly larger employers in the 2016 Employer Scan.

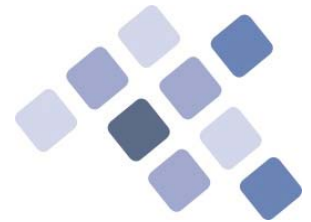
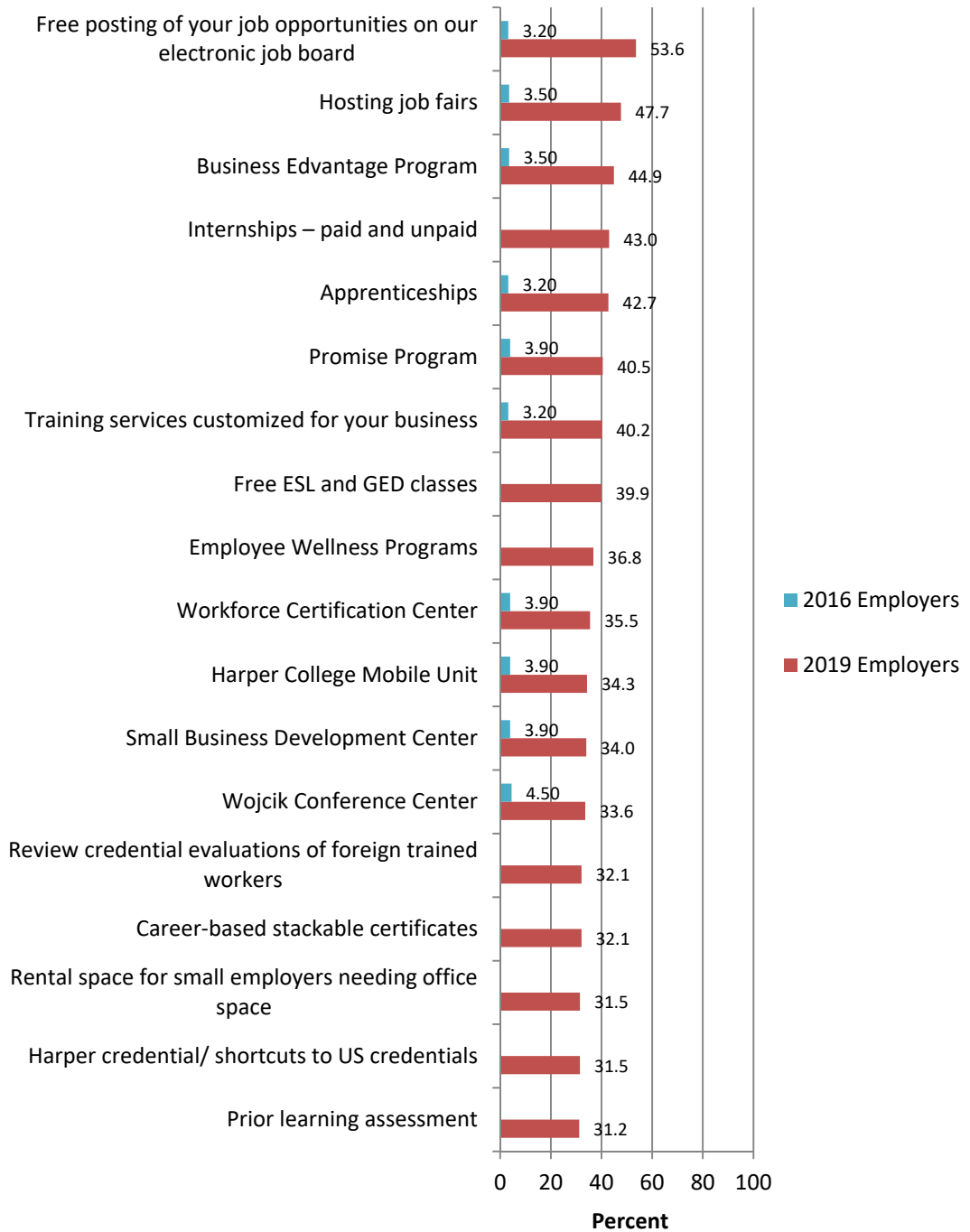
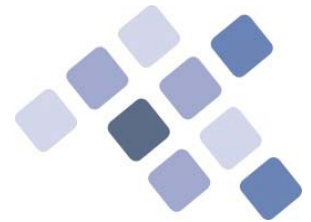


Chart 40. Information Requested About Harper College's Offerings - 2016 And 2019



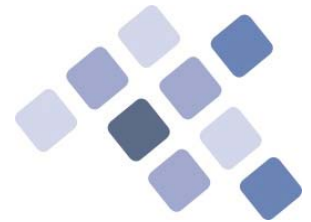


As seen in Chart 40 (on previous page), more employers in 2019 noted they would like information about the programs and services Harper College has to offer than those in 2016. This may be a reflection of the lower initial familiarity in 2019 and more interest by the employers in getting more information about what is available to them. One-third to slightly more than half would like additional information about the programs and services available at the College, specifically information about free posting on the job board, job fairs, and Business Edvantage.

Which location(s) of Harper College would be more convenient for your employees to attend?

The employers were read a list of locations of Harper College in the 2019 Employer Scan and asked to indicate which location would be most convenient for their employees to attend for any needs. The locations noted as most accessible by the employers for the employees included:

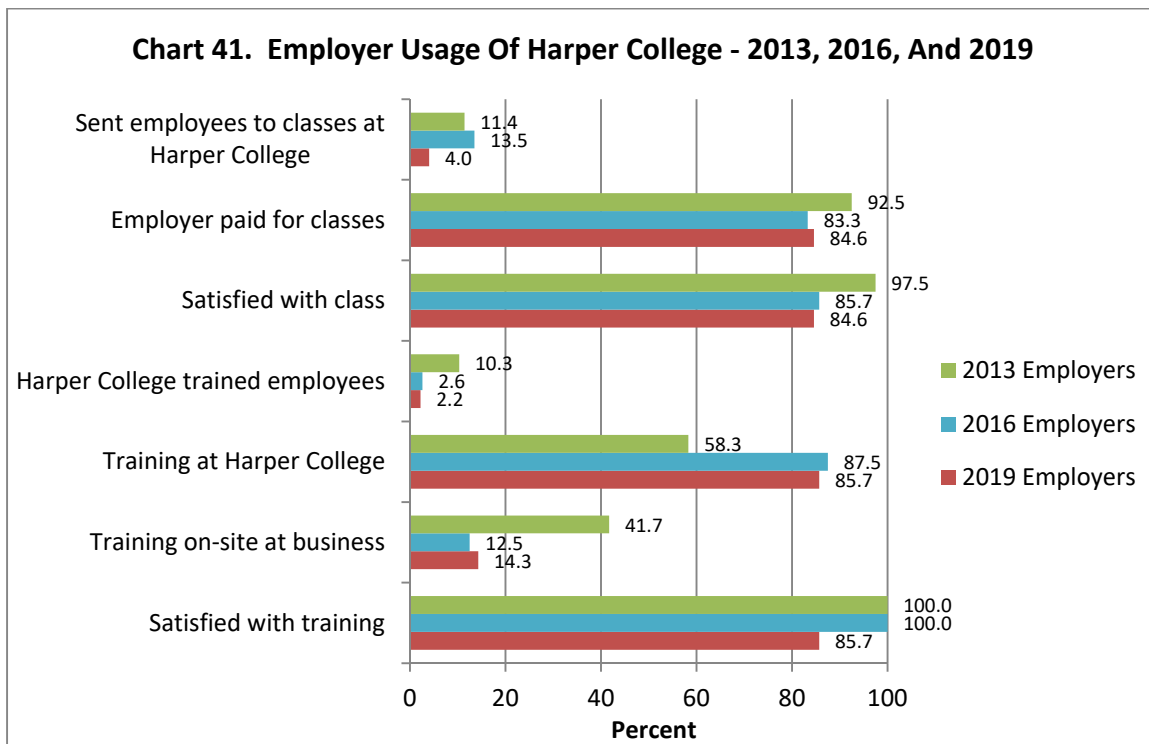
- 54 percent reported the campus in Palatine was the most convenient for their employees
- 35 percent reported the Harper Professional Center would be the most convenient
- 14 percent reported the Learning and Career Center would be the most convenient
- Nine percent reported the Education and Work Center would be the most convenient
- Three percent noted none of the locations were convenient



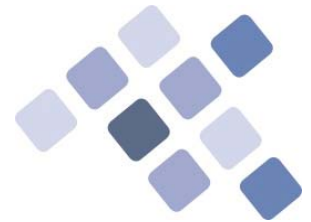
USAGE OF HARPER COLLEGE

At a community college, a major way to keep the academic programming fresh and current is to utilize the workforce development or training arm of the college as an R&D department. But to do that employers have to think about using Harper College – for employee training, for degrees and certificates for their employees, or as a source of employees. If the employers are not using Harper College, then the College is missing opportunities to keep its programming fresh and current. So, are the employers in the District using Harper College as a resource for employer training and employee education?

*Have you ever sent employees to classes at Harper College? Did you pay for the classes?
Have you ever had training provided to your employees by Harper College?*



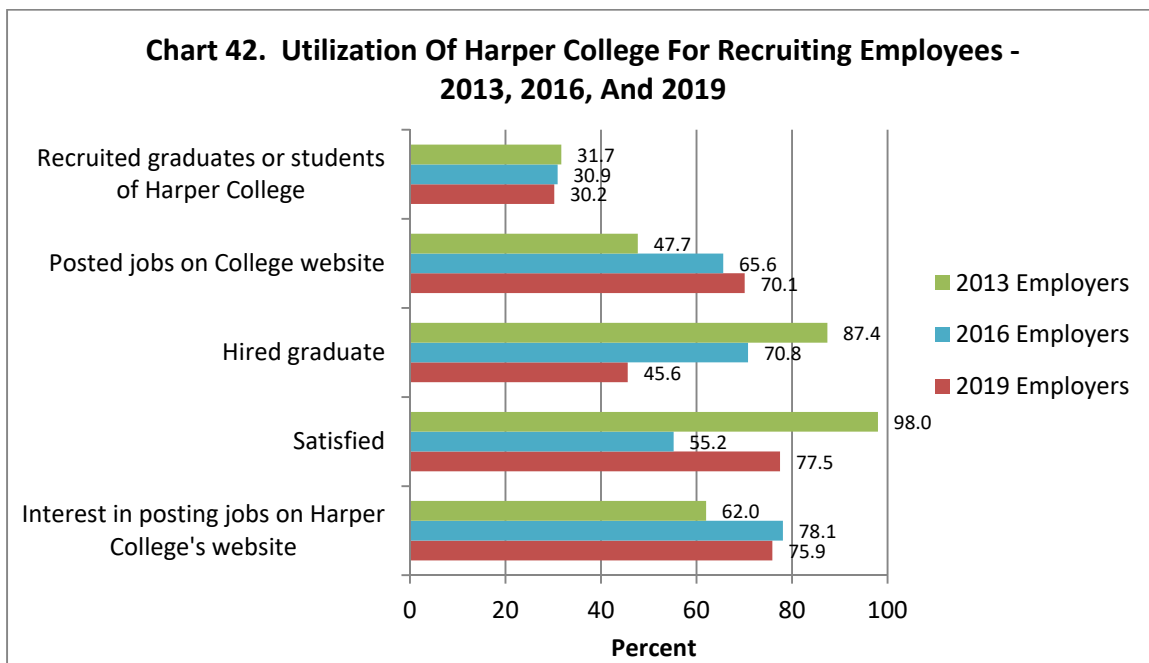
As seen in Chart 41, there was a slight decrease in the percentage of employers sending employees to classes from 2013 and 2016 to 2019 – 14 percent of employers in 2016 sent employees to classes at Harper College as did 11 percent in 2013, compared to only four percent in 2019. It is clear the employers in the 2019 Employer Scan had less interaction with Harper College. But overall, regardless of the year of the Scan, 83 percent or more of the employers paid for the



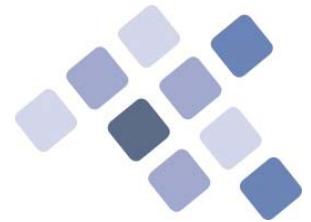
training they sent employees to and were satisfied with the class. The employers who did not send employees to classes in 2019 noted there was no need, not necessary, had no information about it, did not know about it, employees did not know about it, and did in-house.

Even fewer employers reported that Harper College had provided training to their employees in 2016 and 2019; less than three percent of the employers utilized Harper College for employee training in 2016 and 2019 compared to 10 percent in 2013. The 2019 employers who have not used Harper College to train their employees gave the same reasons for not using the College as those employers in 2016 – they noted it was not needed, no need, not necessary, corporate decides, and do their own training. The training offered by the College that the employers did take advantage of included electrician, HVAC, and tape class.

*Have you ever recruited graduates or students from Harper College for employment at your firm?
Did you post the job on Harper College's website? Did you hire the graduate or student?
How satisfied were you with that individual as an employee?*

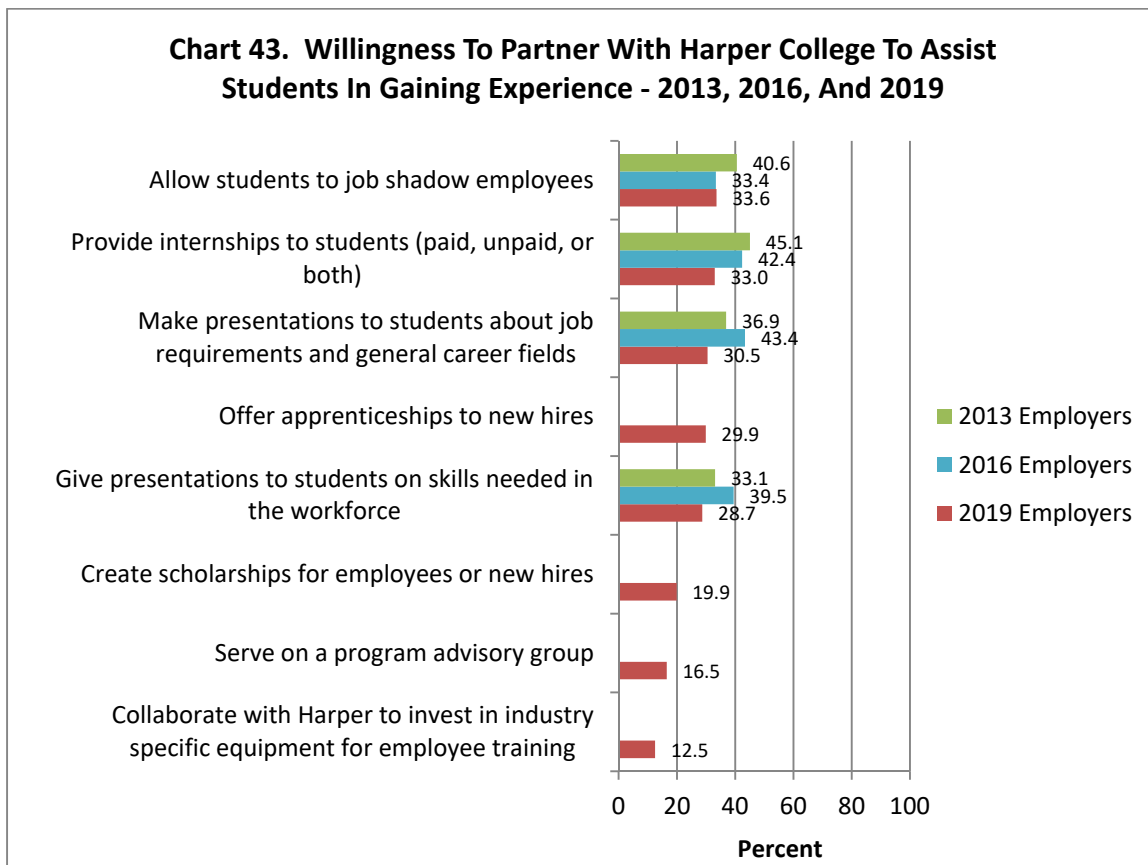


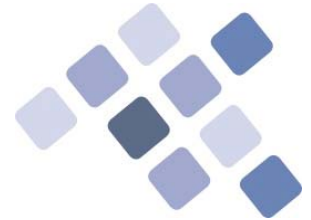
As seen in Chart 42, there was little change from 2013 and 2016 to 2019 with respect to employers recruiting students or graduates from Harper College into positions in their companies. In 2016, 31 percent of the employers had recruited Harper graduates or students for positions in their companies as had 32 percent in 2013, and 30 percent in 2019. In 2019, the employers were



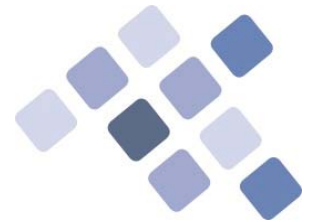
more likely to have posted jobs on the College’s website, especially given the difficulties they were having in recruiting and hiring – 70 percent posted compared to 48 percent in 2013 and 66 percent in 2016. The percentage of the employers who posted and then hired a graduate dropped from 2013 (87 percent) to 2016 (71 percent) to 2019 (46 percent). Employers noted in 2019 their rationale for not hiring a student or graduate included no one responded to the ad or applied (64 percent), did not get strong responses, and responses were not a good fit. The majority of the employers who hired a graduate or student were satisfied – satisfaction was back up to 78 percent in 2019 with only six percent dissatisfied because they did not show up and were not qualified for work. Even though the employers did not get enough applicants in 2019, they still planned to post on the College’s job board (76 percent) in the future.

At what level would you be willing to partner with Harper College to assist students in gaining real work experience?





Employers were asked how willing they would be to partner with Harper College to assist students in gaining real work experience and as seen in Chart 43 (on previous page), employers were slightly more likely to work with the College in 2016 than in 2013 and 2019. Overall, fewer employers were willing to provide internships (paid or unpaid) in 2019 (33 percent) than they were in 2016 (42 percent) and in 2013 (45 percent). Slightly more than 30 percent of the employers in 2013 and 2019 noted they would make presentations to students compared to 40 percent or more of the employers in 2016. Thirty-four percent of the employers in 2019 were willing to allow job shadowing as were the employers in 2016 (33 percent) but not at 2013 levels (41 percent). Four new items were added in 2019 to test the employers' willingness to participate with the College – 30 percent noted they would be willing to offer apprenticeships to new hires, 16 percent would serve on advisory boards, 20 percent would be willing to create scholarships for new hires, and 12 percent would be willing to invest in industry-specific equipment used for employee training.



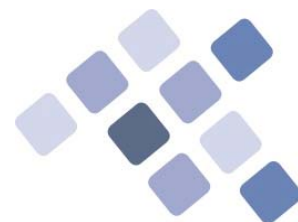
DEMOGRAPHIC CHARACTERISTICS

The demographic characteristics of the employers participating in the Employer Scans in 2013, 2016, and 2019 are presented below.

Table 5. Summary Of Business Characteristics, 2013, 2016, And 2019 (Percent)

	2013 Employers	2016 Employers	2019 Employers
Business Type			
Nonprofit	4.3	7.4	5.6
Government	9.7	10.3	7.5
Sole Proprietorship	7.7	6.4	2.8
Partnership	3.4	2.3	3.7
Corporation	74.9	73.3	70.1
Private	56.8	64.9	74.2
Public	21.4	30.3	21.3
Do Not Know	21.8	4.8	4.4
SIC Code			
01-14 Agriculture, Forestry, And Mining	1.7	1.6	1.9
15-17 Contractors And Construction	8.0	8.0	5.3
20-39 Manufacturing	7.1	13.2	4.7
40-49 Transportation, Communication, And Utilities	5.4	6.1	4.0
50-51 Wholesale Trade	6.9	7.1	4.4
52-59 Retail Trade	18.0	24.4	10.3
60-67 Finance, Insurance, And Real Estate	9.7	5.1	9.7
70-89 Services	38.9	30.9	46.1
91-99 Public Administration, Non-Classifiable	4.3	3.5	4.1
Current And Future Employment			
Current Number of Employees	62,614	50,006	49,074
Percent Forecasting Increase In Employees	38.9	47.9	35.8
Number Of Employees (Increasing)	2,329	2,746	2,977
Percent Forecasting Decrease In Employees	3.1	1.6	0.0
Number Of Employees (Decreasing)	100	128	0

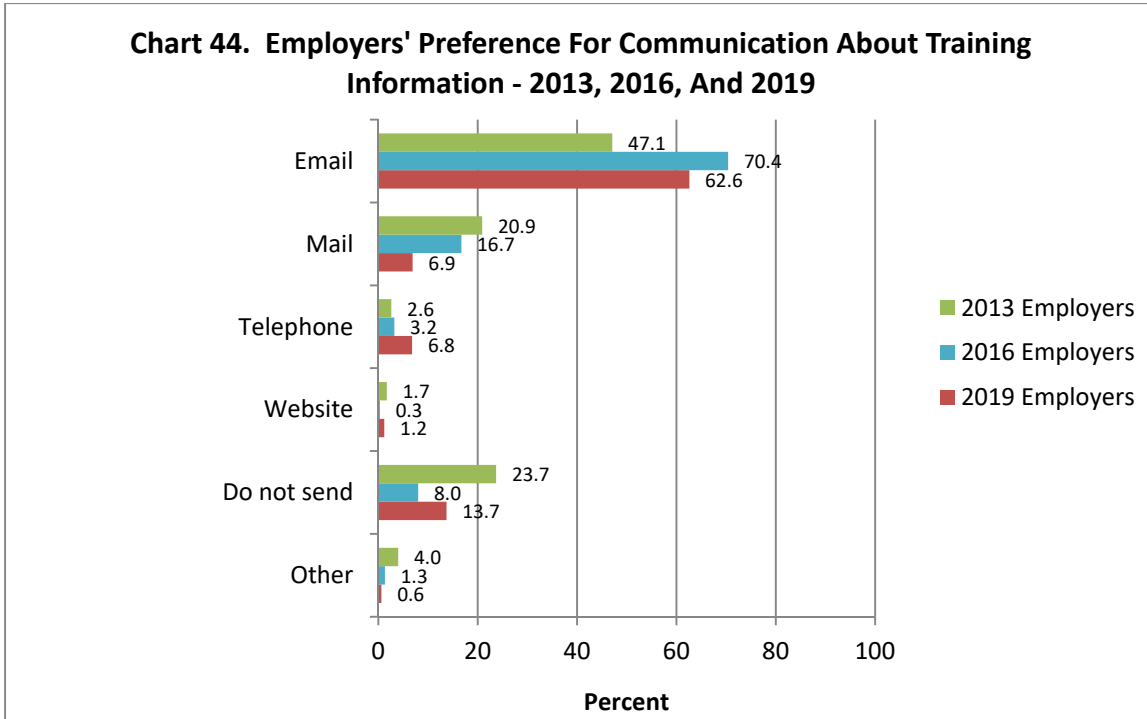
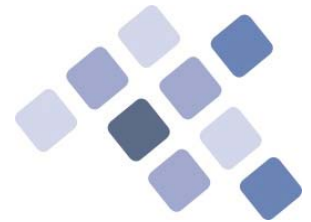
As seen in Table 5, the majority of the employers were legally organized as corporations (75 percent in 2013, 73 percent in 2016, and 70 percent in 2019). But the type of corporation shifted – in 2013, 57 percent were private, 21 percent public, and 22 percent did not know their status. In



2016, 65 percent were private corporations, 30 percent were public, and five percent did not know. By 2019, 74 percent were private, 21 percent public, and four percent did not know. And in 2019, the number of sole proprietorships had declined.

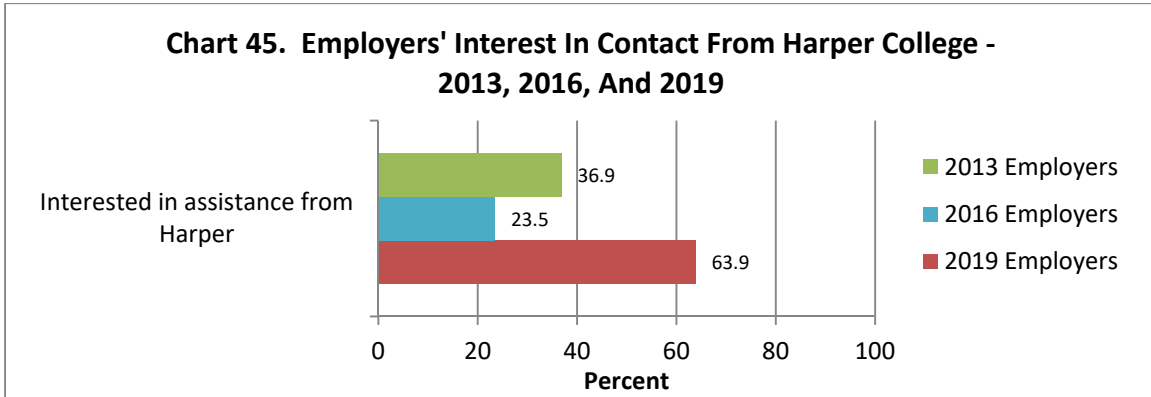
Given the change in the sample frame from 2013 (where a stratified sample of all employers with five or more employees were contacted) to 2016 (where only employers with 25 or more employees were contacted in specific industries) to 2019 where employers with 10 or more employees were contacted, there was also a shift in the type of business interviewed. In the 2013 Scan, 39 percent of the employers were in the service industry; 18 percent in retail trade; 10 percent in finance, insurance, and real estate; eight percent in construction; seven percent in manufacturing; seven percent in wholesale trade; five percent in transportation, communication, and utilities; four percent in public administration; and two percent in agriculture. In 2016, 31 percent of the businesses were services; 24 percent retail trade; 13 percent manufacturing; eight percent construction; seven percent wholesale trade; six percent transportation, communication, and utilities; five percent finance, insurance, and real estate; four percent public administration; and two percent agriculture. In the 2019, 46 percent of the employers were in services (which included healthcare), 10 percent were in retail trade, 10 percent were in finance, insurance, and real estate, five percent were in construction and contractors, and five percent or less were in the remaining SIC codes.

In 2013, the employers surveyed represented 62,614 current employees, and 39 percent forecasted an increase in employees (2,329 new positions). In 2016, the employers surveyed represented 50,006 current employees and almost half of the employers (48 percent) forecasted an increase in employees, for a total of 2,746 new positions. In 2019, the employers surveyed represented 49,074 employees and 36 percent forecasted an increase in employment of 2,977 individuals. Only three percent of employers forecasted a decline in employment in 2013 (100 positions), only two percent forecasted a decline in 2016 (128 positions), and none forecasted a decrease in employment in 2019.

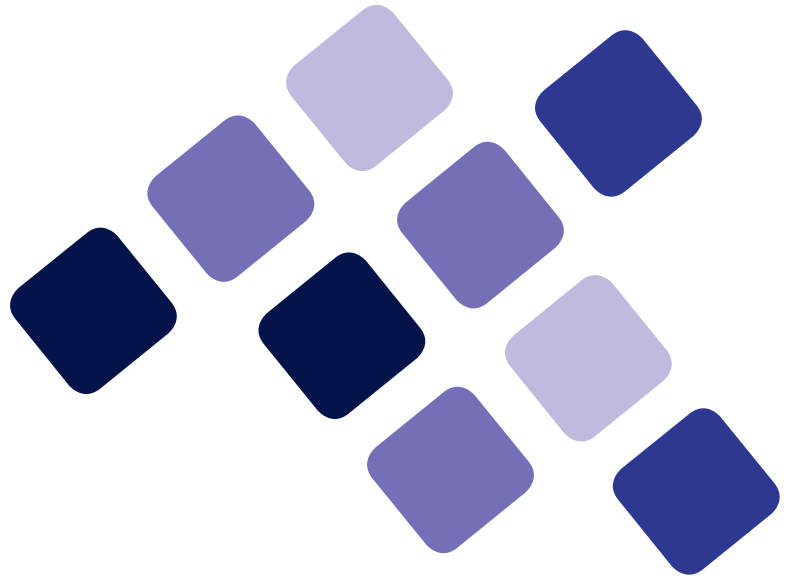


As seen in Chart 44, more of the employers in 2016 and 2019 preferred to be contacted via email (63 percent) than in 2013 (47 percent). Only 21 percent of the employers in 2013 preferred the College contact them about training programs and information using direct mail, 17 percent of the employers still preferred that method in 2016, but only seven percent preferred it in 2019. Less than seven percent of the employers wanted someone calling them (regardless of year except it slightly increased in 2019), and less than two percent said they would go to the College’s website. The major change in communication preferences from 2013 to 2019 was the “do not send” response. In 2013, 24 percent of the employers did not want the College to send them anything and declined to only eight percent in 2016 but increased back to 14 percent in 2019. For the one percent or less in 2016 and 2019 percent who noted they preferred other communication, in 2019 those methods included contact corporate office.

An additional question was added in 2019 which asked the employers if they were interested in using Harper College for any of their workforce needs how they would go about contacting the College. Half of the employers noted that they would call the College for information and one-fourth would email the College.

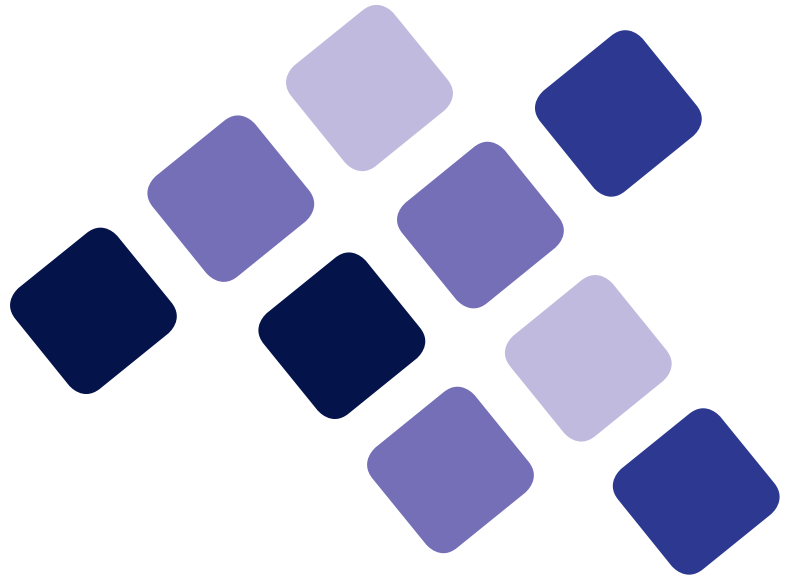


Finally, the employers were asked if they were interested in contact and assistance from Harper College and the results are presented in Chart 45. In 2016, only 24 percent of the employers were interested in contact from Harper College and 37 percent wanted assistance in 2013, but 64 percent of the 2019 employers noted they wanted assistance from the College.



APPENDICES

Harper College Community Scan 2019



APPENDIX A. INTERVIEW SCHEDULE

Harper College Community Scan 2019

Clarus Corporation – Campus Visit October 16 – 17, 2018

Tuesday, October 16, 2018

7:30 a.m. - Arrive on campus—meet in lobby of Wojcik Conference Center (Building W)

8:00 a.m. – 9:30 a.m. (D-239) – Harper Communications and Marketing input session

9:45 a.m. – 11:15 a.m. (D-239) – President’s Cabinet input session

11:30 a.m. – 1:00 p.m. (D-239) –Workforce Solutions input session (includes lunch)

1:15 p.m. – 2:45 p.m. (D-239) – Student Affairs (Enrollment Services, Student Development, and Student Involvement) input session

3:00 p.m. – 4:30 p.m. (D-239) – Adult Education input session

Dinner with Darlene Schlenbecker and Kathy Coy

Wednesday, October 17, 2018

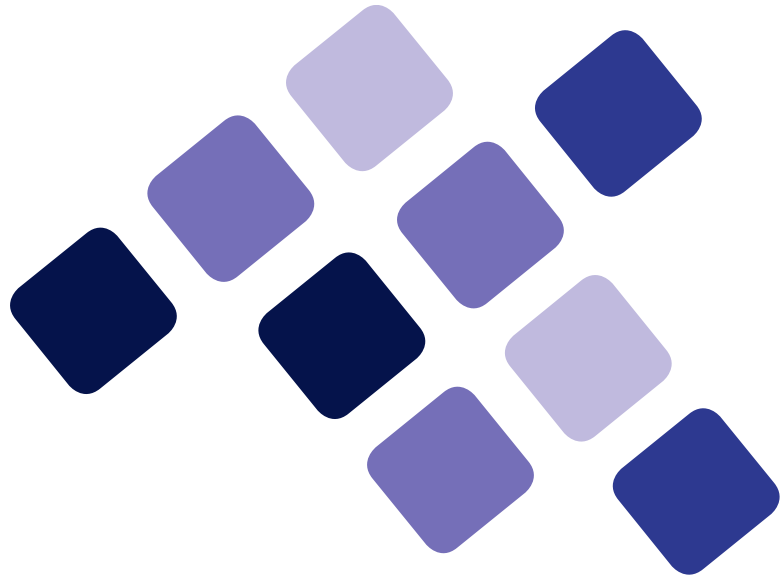
8:30 a.m. – Arrive on campus—meet in lobby of Wojcik Conference Center (Building W)

9:00 a.m. – 9:30 a.m. (W-302) – Executive Council input session

10:00 a.m. – 11:30 a.m. (D-239) – LCC Taskforce input for LCC additional items

Noon – 1:00 p.m. (D-239) –Academic Area of Interest Chairs input session
Includes lunch

1:30 p.m.- 3:00 p.m. – Dean’s Council input session



APPENDIX B. COMMUNITY SURVEY – QUESTIONNAIRE

Harper College Community Scan 2019

INTRODUCTION PAGE

TELEPHONE

Hello, my name is _____ with CLARUS Corporation. We’re conducting an important opinion survey about higher education in your area. We’d like very much to include your household. We are not selling or advertising anything, during this call or afterward. All of your responses will be strictly confidential. We will need only around 10 minutes of your time, depending on your answers.

If you complete the survey, we will email or mail you a \$10 Amazon gift card.

Confirm: Are you willing to participate?

- 1 Yes -> (CONTINUE)
- 2 No -> Is there another adult in the household that would like to respond?
 - 1 Yes -> (WHEN NEW PERSON ON LINE, REPEAT INTRODUCTION)
 - 2 No -> (THANK FOR TIME AND GO TO ANOTHER NUMBER)

ONLINE (VERSION SHOWN BELOW)

We’re conducting an important opinion survey about higher education opportunities in your area. As you move through the screens, please read each question carefully and answer as honestly as you can. Only mark one response per question unless otherwise noted. Your answers will be strictly confidential and results will be summarized as a group. Thank you so much for assisting us!

QQ1. Your zip code of residence is:

ZIP	CITY	QUOTA (+LCC)
60004	Arlington Heights	58+103
60005	Arlington Heights	37
60006	Arlington Heights	0
60007	Elk Grove Village	39
60008	Rolling Meadows	24
60009	Elk Grove Village	0
60010	Barrington (Barrington Hills, Deer Park, Inverness, Lake Barrington, North Barrington, South Barrington, Tower Lakes)	44
60011	Barrington	1
60016	Des Plaines	9
60017	Des Plaines	0
60018	Des Plaines	6
60021	Fox River Grove	6
60056	Mount Prospect	60+107
60062	Northbrook	1
60067	Palatine (Inverness)	46
60070	Prospect Heights	17+30
60074	Palatine	42
60078	Palatine	1

60084	Lake Barrington	4
60089	Buffalo Grove	17+30
60090	Wheeling	42+74
60095	Palatine	0
60107	Streamwood	2
60133	Hanover Park	8
60159	Schaumburg	0
60168	Schaumburg	0
60169	Hoffman Estates	33
60172	Roselle	4
60173	Schaumburg	17
60192	Hoffman Estates	8
60193	Schaumburg	45
60194	Schaumburg	22
60195	Schaumburg	7

None of the above – TO LAST PAGE

QQ2. What is your local high school district?

- 1 D211 (Schaumburg CCSD 54, Palatine CCSD 15)
- 2 D214 (Comm Cons SD 59, Mount Prospect SD 57, Prospect Heights SD 23, River Trails SD 26, Wheeling CCSD 21)
- 3 D220
- 4 Do not know – TO LAST PAGE
- 5 Not listed – TO LAST PAGE

QQ3. Your age is: (DROPDOWN)

Age _____	QUOTAS
1 18-34	162
2 35-49	158
3 50-64	162
4 65+	118

QQ4. Your race/ ethnicity is:

	QUOTAS
1 White	367
2 Black or African American	15
3 Hispanic/ Latino	87
4 Asian	77
ALL BELOW COMBINED	54
5 American Indian and Alaska Native	
6 Native Hawaiian and Other Pacific Islander	
7 Some other race	
8 Two or more races	
9 Prefer not to answer	
10 Other QQ4A LIST	

QUOTAS ARE SET AND IF OVER ON ANY AREA WILL BRANCH TO LAST PAGE

LAST PAGE:

Thank you so much for your interest in our educational survey, but our quotas are full for individuals with your characteristics. Thank you so much for your time!

SECTION A. HIGHER EDUCATION ATTITUDES

Q1. Please indicate your agreement with each statement. (SCALE: Strongly Agree, Agree, About the Same, Disagree, or Strongly Disagree; or Do not know).

- There are lots of good-paying jobs that do not require college.
- It is easier to be successful with a college degree than without.
- Most people who enroll in higher education benefit.
- Vocational and technical programs are not considered “higher education” – only academic programs.

Q2. Please indicate your agreement with each statement about **community colleges**. (SCALE: Strongly Agree, Agree, About the Same, Disagree, or Strongly Disagree; or Do not know).

- Contribute to a strong workforce
- Are worth the cost
- Prepare people to be successful
- Offer high quality academics

Q3. Which of the following programs and services are considered a part of a comprehensive community college? (YES) (MARK ALL THAT APPLY)

- Academic transfer to a four-year college or university
- Career and technical programs leading to a career
- Workforce development programs for adults (Improving current job skills or jobs skills for a new job)
- High school completion and adult basic education
- English as a Second Language (ESL) classes
- Customized training for employees
- Apprenticeships
- College classes for high school students
- Recreational and leisure classes
- Support for community (library, sports, Health and Recreation Center, theater, etc.)
- None of the above

Q4. Please indicate your agreement with each statement about **public four-year colleges or universities**. (SCALE: Strongly Agree, Agree, About the Same, Disagree, or Strongly Disagree; or Do not know).

- Contribute to a strong workforce
- Are worth the cost
- Prepare people to be successful
- Offer high quality academics

SECTION B. AWARENESS

Q5. When you think of colleges and universities in your area, which come to mind?

Q6. If you were to describe those colleges, what word or phrase would you use?

- | | |
|-----------|----------------------|
| COLLEGE 1 | KEYWORD DESCRIPTOR 1 |
| COLLEGE 2 | KEYWORD DESCRIPTOR 2 |
| COLLEGE 3 | KEYWORD DESCRIPTOR 3 |
| COLLEGE 4 | KEYWORD DESCRIPTOR 4 |
| COLLEGE 5 | KEYWORD DESCRIPTOR 5 |

Q7. Which community college serves your area?

- 1 Elgin Community College
- 2 College Of DuPage
- 3 Harper College
- 4 Waubensee Community College
- 5 McHenry County College
- 6 Oakton Community College
- 7 Do not know
- 8 Other Q7A. LIST

SECTION C. ENGAGEMENT

Q8. Have you ever taken courses at Harper College?

- 1 No
- 2 Do not recall/ not sure
- 3 Taken courses

Q8A. At which location(s) of the College? (MARK ALL THAT APPLY)

Harper College, 1200 Algonquin Rd, Palatine, IL 60067

Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, IL 60173

Learning and Career Center, 1375 S Wolf Rd, Prospect Heights, IL 60070

Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133

Do not recall location

Q8B. Did you complete a degree or certificate at Harper College?

- 1 Degree
What program area? Q8C LIST
- 2 Certificate
What program area? Q8D LIST
- 3 No

IF 1 or 2 above, ASK:

Q8E. Did your certificate or degree result in a job, a new job, or a promotion at work?

- 1 No
- 2 Job
- 3 New job
- 4 Promotion
- 5 Other? LIST Q8F

Q9. Have you ever attended an event at Harper College?

- 1 No
- 2 Do not recall/ not sure
- 3 Yes

Q9A. What event? LIST

Q9B. At which location(s) of the College? (MARK ALL THAT APPLY)

Harper College, 1200 Algonquin Rd, Palatine, IL 60067

Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, IL 60173

Learning and Career Center, 1375 S Wolf Rd, Prospect Heights, IL 60070

Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133

Do not recall location

Q10. Have you ever participated in a job training program at Harper College for credit or noncredit, or an employee training provided by Harper College at your place of business?

- 1 No
- 2 Do not recall/ not sure
- 3 Yes

Q10A. What training? LIST

Q10B. Was it for credit or noncredit?

- 1 Credit
- 2 Noncredit
- 3 Do not know

Q10C. Location for training: (READ CHOICES)

- 1 At place of business (employer)
- 2 On-site at a location of Harper College

Q10D. At which location(s) of the College? MARK ALL THAT APPLY

Harper College, 1200 Algonquin Rd, Palatine, IL 60067

Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, IL 60173

Learning and Career Center, 1375 S Wolf Rd, Prospect Heights, IL 60070

Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133

Do not recall location

- 3 Do not recall

Q11. Have you ever visited Harper College to utilize any of the services provided by the College or a partner of the College?

- 1 No
- 2 Do not recall/ not sure
- 3 Yes

Q11A. What service? LIST

Q11B. At which location(s) of Harper College? MARK ALL THAT APPLY

Harper College, 1200 Algonquin Rd, Palatine, IL 60067

Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, 60173

Learning and Career Center, 1375 S Wolf Rd, Prospect Heights, IL 60070

Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133

Do not recall location

SECTION D. INTEREST IN EDUCATION

Q12. What is your highest level of education?

- 1 Less than high school
- 2 High school/ GED
- 3 High school plus some college
- 4 Technical/ Vocational/ Career certificate
- 5 Associate degree
- 6 Bachelor's degree
- 7 Master's degree
- 8 Doctoral degree
- 9 Professional degree (medical, dental, law)
- 10 Prefer not to answer

Q13. In the next year or so, would you have any interest in the following? (MARK ALL THAT APPLY – YES)

- Earning a GED or a high school diploma
- Learning English or to speak or read English better
- Improving skills to move up in a current job or to get a new job
- Earning credentials or certifications for current job or a new job
- Taking college classes
- Seeking or finishing a college degree
- Recreational or leisure classes, not job related
- None of the above (SKIP TO Q14)

ASK IF NO TO ALL SECTIONS ASK:

Q14. Is that due to no interest, or are there barriers to you seeking any education or training? (AFTER QUESTION SKIP TO SECTION F)

- 1 No interest
- 2 Barriers

Q14A. What barriers? LIST

Q15. Which would you be most likely to do? (MARK ONE)

- 1 Earn a GED or a high school diploma (SKIP TO Q16)
- 2 Learn English or to speak or read English better (SKIP TO Q17)
- 3 Improve skills to move up in a current job or to get a new job (SKIP TO Q18)
- 4 Earn credentials or certifications for current job or a new job (SKIP TO Q19)
- 5 Take college classes (SKIP TO Q20)
- 6 Seek or finish a college degree (SKIP TO Q21)
- 7 Take recreational or leisure classes, not job related (SKIP TO Q22)

Q16 – QUESTIONS (Earning a GED or a high school diploma) AFTER SKIP TO SECTION E

Q16A. Have you ever taken any classes for a GED?

- 1 No
- 2 Yes

Q16B. Where did you take them? LIST

Q17 –QUESTIONS (Learning English or to speak or read English better) AFTER SKIP TO SECTION E

Q17A. What is your native language? LIST

Q17B. Have you ever taken ESL classes?

- 1 No
- 2 Yes

Q17C. Where did you take them? LIST

Q18 –QUESTIONS (Improving your skills to move up in a current job or to get a new job) AFTER SKIP TO SECTION E

Q18A. What classes or skills do you need to help you move up in your current job or get a new job?

- LIST
- LIST
- LIST

Q19 – QUESTIONS (Earning credentials or certifications for your current job or a new job) AFTER SKIP TO SECTION E

Q19A. Which certifications or credentials do you need?

LIST

LIST

LIST

Q20 – QUESTIONS (Taking college classes) AFTER SKIP TO SECTION E

Q20A. What college classes are you interested in taking?

LIST

LIST

LIST

Q21 – QUESTIONS (Seeking or finishing a college degree) AFTER SKIP TO SECTION E

Q21A. What degree?

- 1 Certificate
- 2 Associate
- 3 Bachelor's
- 4 Master's
- 5 Doctoral/ Professional
- 6 Do not know/ not sure

Q21B. What program area? LIST

Q21C. Have you already earned some college credits or a degree that you can transfer into a College to jumpstart your degree?

- 1 No
- 2 Do not know
- 3 Yes

Q21D. How many credits have you earned? NUMBER

Q22 – QUESTIONS (Recreational or leisure classes, not job related) AFTER SKIP TO SECTION E

Q22A. What classes are you interested in taking?

LIST

LIST

LIST

SECTION E. DELIVERY

Q23. Where would you seek your education or training of interest?

1 Harper College

Q23A. Which location(s) would be most convenient for you to attend if the programs or services you needed were available? (MARK ALL THAT APPLY)

Harper College, 1200 Algonquin Rd, Palatine, IL 60067

Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, IL 60173

Learning and Career Center, 1375 S Wolf Rd, Prospect Heights, IL 60070

Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133

None of the locations

2 Do not know

3 Other College Q23B. LIST

Q24. When would you be most likely to need enrollment assistance or student services at the College?

	Y	N	M	DROPDOWN WITH DAYS (Monday to Sunday)						
Early Morning, 5:00am to 8:00am	Y	N	M	Tu	W	Th	F	S	Su	
Morning, 8:00am to Noon	Y	N	M	Tu	W	Th	F	S	Su	
Afternoon, Noon to 5:00pm	Y	N	M	Tu	W	Th	F	S	Su	
Evening, 5:00pm to 7:00pm	Y	N	M	Tu	W	Th	F	S	Su	
Later Evening, 7:00pm to 10:00pm	Y	N	M	Tu	W	Th	F	S	Su	

Q25. Programming can be delivered in various ways to make it more convenient for you to attend. How likely would you be to enroll in the following delivery formats? (Coding: Likely = 2, Unlikely = 1, Do Not Know = 3)

- Accelerated – less than half the time of a traditional program with some classroom work and some online work
- Online only
- Traditional Instructor led
- Weekend only programs
- Hybrid – some instructor led and some online
- Evening classes only
- Cohort program – set time each week for a period of time
- Apprenticeship

Q26. When would you be most likely to attend classes?

	Y	N	M	DROPDOWN WITH DAYS (Monday to Sunday)						
Early Morning, 5:00am to 8:00am	Y	N	M	Tu	W	Th	F	S	Su	
Morning, 8:00am to Noon	Y	N	M	Tu	W	Th	F	S	Su	
Afternoon, Noon to 5:00pm	Y	N	M	Tu	W	Th	F	S	Su	
Evening, 5:00pm to 7:00pm	Y	N	M	Tu	W	Th	F	S	Su	
Later Evening, 7:00pm to 10:00pm	Y	N	M	Tu	W	Th	F	S	Su	

Q27. When would you prefer classes to start? (CHOOSE ONE)

- 1 Three start times a year – in August, January, May
- 2 Every eight weeks – in January, March, May, July, September, November
- 3 Other? Q27A. LIST

Q28. How long do you prefer classes to run?

- 1 16 week classes (traditional semester)
- 2 8 week classes
- 3 Other? Q28A. LIST

Q29. Why are you interested in pursuing any education or training programs? LIST

Q30. What do you consider as barriers or things that are stopping you from attending now? LIST

Q31. How are you most likely to pay for your education or training? LIST

Q32. How do you prefer to get information about classes you are interested in taking? LIST

SECTION F. ATTITUDES

Q33. In your opinion, what is Harper College best known for?

LIST

LIST

LIST

Q34. Harper College offers many programs and activities for the residents in the District. Using a 7 point scale, where **7** means **Extremely Important**, and **1** is **Not At All Important**, or you can choose any number in between, please indicate how important the following items are to you. (ROTATE)

Attribute	Extremely Important to Not At All Important							
Convenient Locations	7	6	5	4	3	2	1	DK
Successful Transfer To A Four-Year College After Attending Harper	7	6	5	4	3	2	1	DK
Personal Attention	7	6	5	4	3	2	1	DK
Academic Reputation	7	6	5	4	3	2	1	DK
The Right Courses	7	6	5	4	3	2	1	DK
Cost/ Value For Money/ Affordable/ Financial Aid	7	6	5	4	3	2	1	DK
Classes And Programs Offered At The Times Needed	7	6	5	4	3	2	1	DK
Variety Of Programs	7	6	5	4	3	2	1	DK
Flexible Course Scheduling – Day, Evening, Weekend, Online	7	6	5	4	3	2	1	DK
Career Development	7	6	5	4	3	2	1	DK
Job Training Ties To Job Opportunities For Adults In The Community	7	6	5	4	3	2	1	DK
Offering College Courses To High School Students To Jump Start Their College Career	7	6	5	4	3	2	1	DK
Providing Programs That Lead To Jobs In High Demand Occupations	7	6	5	4	3	2	1	DK
Promise Scholarship Program – opportunity for high school students to earn two free years of college	7	6	5	4	3	2	1	DK
University Center – earning Bachelor’s degrees on-site at Harper College from four-year colleges	7	6	5	4	3	2	1	DK
Health and Recreation Center	7	6	5	4	3	2	1	DK
Apprenticeships	7	6	5	4	3	2	1	DK
Job Placement	7	6	5	4	3	2	1	DK

Q35. Next, please indicate how well Harper College performs in each of these areas using same 7 point scale, where **7** is **Excellent** and **1** is **Poor**, or you can choose any number in between. (ROTATE)

Attribute	Excellent							Poor
Convenient Locations	7	6	5	4	3	2	1	DK

Successful Transfer To A Four-Year College After Attending Harper	7	6	5	4	3	2	1	DK
Personal Attention	7	6	5	4	3	2	1	DK
Academic Reputation	7	6	5	4	3	2	1	DK
The Right Courses	7	6	5	4	3	2	1	DK
Cost/ Value For Money/ Affordable/ Financial Aid	7	6	5	4	3	2	1	DK
Classes And Programs Offered At The Times Needed	7	6	5	4	3	2	1	DK
Variety Of Programs	7	6	5	4	3	2	1	DK
Flexible Course Scheduling – Day, Evening, Weekend, Online	7	6	5	4	3	2	1	DK
Career Development	7	6	5	4	3	2	1	DK
Job Training Ties To Job Opportunities For Adults In The Community	7	6	5	4	3	2	1	DK
Offering College Courses To High School Students To Jump Start Their College Career	7	6	5	4	3	2	1	DK
Providing Programs That Lead To Jobs In High Demand Occupations	7	6	5	4	3	2	1	DK
Promise Scholarship Program – opportunity for high school students to earn two free years of college	7	6	5	4	3	2	1	DK
University Center – earning Bachelor’s degrees on-site at Harper College from four-year colleges	7	6	5	4	3	2	1	DK
Health and Recreation Center	7	6	5	4	3	2	1	DK
Apprenticeships	7	6	5	4	3	2	1	DK
Job Placement	7	6	5	4	3	2	1	DK

Q36. Which programs, opportunities, or offerings do you wish were available at Harper College, but are not currently available?

- LIST
- LIST
- LIST

Q37. Please indicate your agreement with each statement.

(SCALE: Strongly Agree, Agree, About the Same, Disagree, or Strongly Disagree; or Do not know).

Residents’ opinions are considered important when Harper College makes decisions about new programs and services.

Harper College is an important contributor to the economy of my community.

Harper College collaborates and coordinates with community organizations and creates partnerships regarding allocation of available resources.

The financial resources are well managed at Harper College.

Harper College’s credits will transfer to any accredited educational institution – in or out of the state of Illinois.

Anyone can attend Harper College.

Harper College offers courses and programs to help people with limited English skills get a job.

Each year Harper College has scholarship dollars available for high school students and adults that go unused.

The educational quality of classes at Harper College is the same as those classes taken at any public four-year college in Illinois.

Harper College offers technical and career programs that lead to a job but are not college classes.

Q37-A. How likely would you be to recommend Harper College to someone you know using a scale of 10 = Very Likely to 0 = Very Unlikely?

- 10 9 8 7 6 5 4 3 2 1 0

Q38. Have you ever provided support to Harper College by providing funds for scholarships or giving to the College's foundation?

- 1 Yes
2 No

Q39. Would you be likely to support the College in the future?

- 1 No
2 Yes

What types of programs would you provide support for? Q39A. LIST

SECTION G. DEMOGRAPHICS

We're almost done – just a few more questions for classification purposes.

Q40. Approximately how long have you lived in the Harper District?

- 1 Less than 5 years
2 5-10 years
3 11-20 years
4 21 years or more
5 Do not know/ Prefer not to answer

Q41. Are you employed full-time or part-time?

- 1 Full-time (GO TO Q42)
2 Part-time (GO TO Q42)

FOR BELOW ANSWERS SKIP TO Q43

- 3 Self-employed
4 Not employed, looking for work
5 Not employed, not looking for work
6 Student
7 Retired
8 Other Q41A. LIST

Q42. Does your employer provide tuition reimbursement?

- 1 No
2 Do not know
3 Full Reimbursement
4 Partial Reimbursement

Q43. Which is the dominant language spoken in your home? LIST

Q44. Which of the following best describes your family's household income?

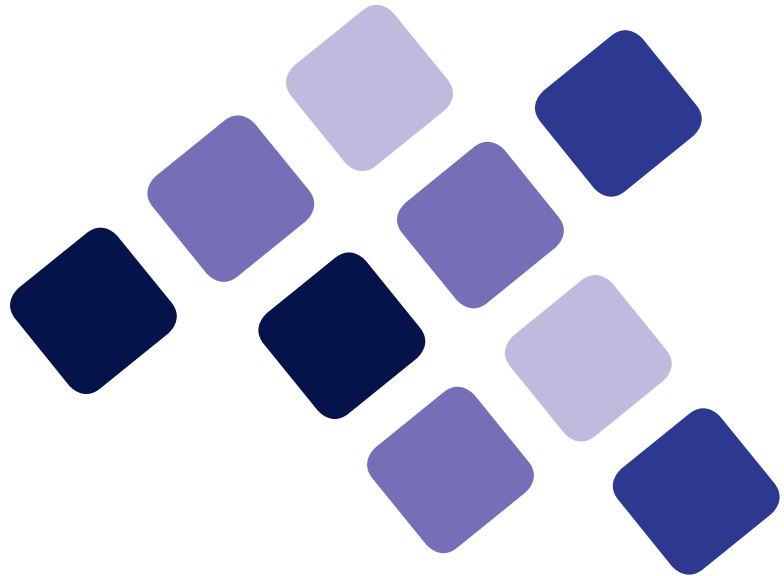
- 1 Under \$30,000
2 \$30,000 to \$49,000
3 \$50,000 to \$74,000
4 \$75,000 to \$99,000

- 5 \$100,000 or over
- 6 Do not know/ Prefer not to answer/ Refused

Q45. Are you:

- 1 Male
- 2 Female
- 3 Prefer not to answer

Thank you very much for your help with this survey. The college will use this valuable information to help with their planning process over the next several months.



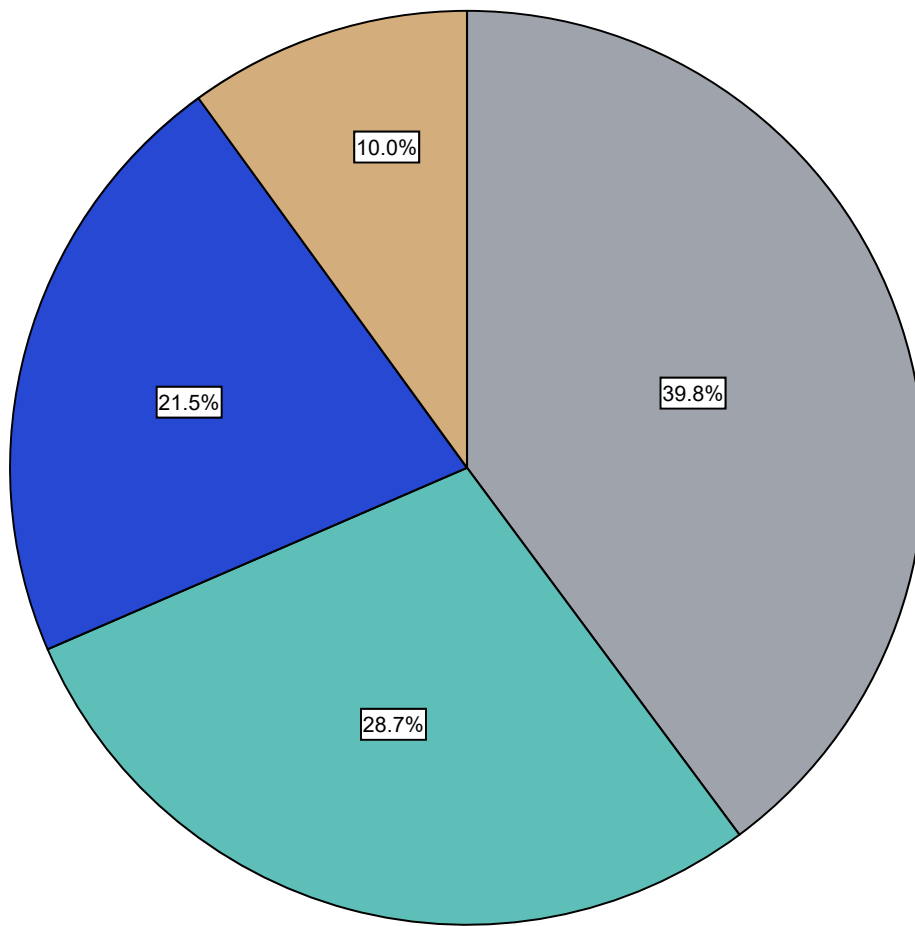
APPENDIX C. COMMUNITY SURVEY – TABULAR RESULTS

Harper College Community Scan 2019

**Harper College
Community Scan
Tabular Results**

Age Segment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18 To 34	239	39.8	39.8	39.8
	35 To 49	172	28.7	28.7	68.5
	50 To 64	129	21.5	21.5	90.0
	65 And Older	60	10.0	10.0	100.0
	Total	600	100.0	100.0	



Age Segment

- 18 To 34
- 35 To 49
- 50 To 64
- 65 And Older

Table 1-A. Verbatim Top Of Mind Awareness With Educational Institutions By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
First College Mentioned	AUGUSTANA	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	BENEDICTINE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	BRADLEY	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	CALIFORNIA UNIVERSITY	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	CHICAGO UNIVERSITY	2	.8%	1	.6%	0	.0%	0	.0%	3	.5%
	COD	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	COLLEGE OF DUPAGE	2	.8%	4	2.3%	0	.0%	0	.0%	6	1.0%
	COLLEGE OF LAKE COUNTY	11	4.6%	1	.6%	2	1.6%	0	.0%	14	2.3%
	DEPAUL	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	DEPAUL UNIVERSITY	3	1.3%	6	3.5%	7	5.4%	1	1.7%	17	2.8%
	DO NOT KNOW	38	15.9%	18	10.5%	10	7.8%	5	8.3%	71	11.8%
	ELGIN COMMUNITY COLLEGE	4	1.7%	2	1.2%	0	.0%	0	.0%	6	1.0%
	ELMHURST COLLEGE	2	.8%	0	.0%	0	.0%	1	1.7%	3	.5%
	HARPER	0	.0%	2	1.2%	2	1.6%	0	.0%	4	.7%
	HARPER COLLEGE	97	40.6%	76	44.2%	63	48.8%	26	43.3%	262	43.7%
	HARPER COMMUNITY COLLEGE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	HARVARD	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	ILLINOIS	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	ILLINOIS CENTRAL COLLEGE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ILLINOIS INSTITUTE OF TECHNOLOGY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ILLINOIS STATE UNIVERSITY	3	1.3%	3	1.7%	1	.8%	0	.0%	7	1.2%
	ITT TECHNICAL INSTITUTE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	LAKE CO COLLEGE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	LOYOLA UNIVERSITY OF CHICAGO	3	1.3%	3	1.7%	5	3.9%	4	6.7%	15	2.5%
	LSU	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	MCHENRY COUNTY COLLEGE	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%
	NATIONAL LOUIS UNIVERSITY	2	.8%	0	.0%	0	.0%	0	.0%	2	.3%
	NONE	15	6.3%	8	4.7%	6	4.7%	3	5.0%	32	5.3%
NORTH CENTRAL	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%	
NORTHEASTERN ILLINOIS UNIVERSITY	1	.4%	1	.6%	0	.0%	1	1.7%	3	.5%	
NORTHERN ILLINOIS UNIVERSITY	5	2.1%	2	1.2%	6	4.7%	1	1.7%	14	2.3%	
NORTHWESTERN UNIVERSITY	6	2.5%	7	4.1%	8	6.2%	9	15.0%	30	5.0%	
NOTRE DAME	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%	

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Table 1-A. Verbatim Top Of Mind Awareness With Educational Institutions By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
First College Mentioned	OAKTON COMMUNITY COLLEGE	6	2.5%	11	6.4%	1	.8%	3	5.0%	21	3.5%
	PAYTON COLLEGE PREPARATORY HIGH SCHOOL	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ROOSEVELT UNIVERSITY	3	1.3%	0	.0%	1	.8%	0	.0%	4	.7%
	STANFORD	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	THE UNIVERSITY OF CHICAGO	2	.8%	5	2.9%	0	.0%	2	3.3%	9	1.5%
	TRINITY CHRISTIAN COLLEGE	0	.0%	0	.0%	1	.8%	1	1.7%	2	.3%
	UIC	8	3.3%	6	3.5%	1	.8%	0	.0%	15	2.5%
	UIUC	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	UNIVERSITY OF CHICAGO	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	UNIVERSITY OF ILLINOIS	12	5.0%	8	4.7%	6	4.7%	1	1.7%	27	4.5%
	UNIVERSITY OF ILLINOIS - URBANA CHAMPAIGN	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	UNIVERSITY OF ILLINOIS AT CHICAGO	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%
	UNIVERSITY OF ILLINOIS AT URBANA CHAMPAIGN	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	UNIVERSITY OF ILLINOIS CHICAGO	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	UNIVERSITY OF ILLINOIS-CHICAGO	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	WHEATON COLLEGE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	WILLIAM RAINEY HARPER COLLEGE	1	.4%	0	.0%	2	1.6%	0	.0%	3	.5%
	YALE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	

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Table 1-A. Verbatim Top Of Mind Awareness With Educational Institutions By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Second College Mentioned	AMERICAN ACADEMY OF ART	0	.0%	0	.0%	1	1.1%	0	.0%	1	.3%
	ART INSTITUTE	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	AURORA UNIVERSITY	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	CHAMBERLAIN	0	.0%	1	.8%	0	.0%	0	.0%	1	.3%
	CLARK	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	COLLEGE OF DUPAGE	7	4.9%	7	5.9%	9	9.6%	5	11.6%	28	7.0%
	COLLEGE OF LAKE COUNTY	5	3.5%	4	3.4%	4	4.3%	0	.0%	13	3.3%
	COLORADO UNIVERSITY ONLINE	0	.0%	1	.8%	0	.0%	0	.0%	1	.3%
	COMMUNITY COLLEGE	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	CONCORDIA RIVER FOREST	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	DEPAUL UNIVERSITY	7	4.9%	6	5.0%	7	7.4%	5	11.6%	25	6.3%
	DES PLAINES	0	.0%	1	.8%	0	.0%	0	.0%	1	.3%
	DEVRY UNIVERSITY	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	DOMINICAN UNIVERSITY	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	EASTERN ILLINOIS UNIVERSITY	0	.0%	1	.8%	2	2.1%	0	.0%	3	.8%
	ELGIN CC	0	.0%	0	.0%	1	1.1%	0	.0%	1	.3%
	ELGIN COMMUNITY COLLEGE	7	4.9%	6	5.0%	6	6.4%	3	7.0%	22	5.5%
	ELMHURST COLLEGE	6	4.2%	0	.0%	2	2.1%	0	.0%	8	2.0%
	HARPER	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	HARPER COLLEGE	19	13.4%	20	16.8%	7	7.4%	6	14.0%	52	13.1%
	HARVARD	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	ILLINOIS INSTITUTE OF ART	0	.0%	0	.0%	1	1.1%	0	.0%	1	.3%
	ILLINOIS STATE UNIVERSITY	5	3.5%	1	.8%	1	1.1%	0	.0%	7	1.8%
	INDIANA	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	IOWA STATE	0	.0%	0	.0%	1	1.1%	0	.0%	1	.3%
	LAKE FOREST ACADEMY	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	LAKE FOREST COLLEGE	2	1.4%	0	.0%	0	.0%	0	.0%	2	.5%
	LOYOLA UNIVERSITY	6	4.2%	5	4.2%	10	10.6%	2	4.7%	23	5.8%
	MCHENRY COUNTY COLLEGE	1	.7%	0	.0%	4	4.3%	1	2.3%	6	1.5%
	MT PROSPECT COMMUNITY COLLEGE	0	.0%	1	.8%	0	.0%	0	.0%	1	.3%
NATIONAL LOUIS UNIVERSITY	1	.7%	1	.8%	0	.0%	0	.0%	2	.5%	
NORTH CENTRAL	0	.0%	0	.0%	1	1.1%	0	.0%	1	.3%	
NORTH CENTRAL COLLEGE	0	.0%	0	.0%	0	.0%	1	2.3%	1	.3%	
NORTHEASTERN ILLINOIS UNIVERSITY	2	1.4%	1	.8%	0	.0%	0	.0%	3	.8%	

Table 1-A. Verbatim Top Of Mind Awareness With Educational Institutions By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Second College Mentioned	NORTHERN ILLINOIS UNIVERSITY	4	2.8%	3	2.5%	7	7.4%	2	4.7%	16	4.0%
	NORTHSIDE COLLEGE PREPARATORY HIGH SCHOOL	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	NORTHWEST SUBURBAN COLLEGE	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	NORTHWESTERN	1	.7%	1	.8%	0	.0%	0	.0%	2	.5%
	NORTHWESTERN UNIVERSITY	9	6.3%	14	11.8%	6	6.4%	5	11.6%	34	8.5%
	NOTRE DAME	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	OAKTON COMMUNITY COLLEGE	10	7.0%	21	17.6%	10	10.6%	3	7.0%	44	11.1%
	OLIVET NAZARENE UNIVERSITY	0	.0%	0	.0%	0	.0%	1	2.3%	1	.3%
	OSMANIA UNIVERSITY	0	.0%	1	.8%	0	.0%	0	.0%	1	.3%
	ROBERT MORRIS UNIVERSITY ILLINOIS	0	.0%	2	1.7%	0	.0%	0	.0%	2	.5%
	ROOSEVELT COLLEGE	0	.0%	1	.8%	0	.0%	0	.0%	1	.3%
	ROOSEVELT UNIVERSITY	8	5.6%	6	5.0%	3	3.2%	1	2.3%	18	4.5%
	SCHOOL OF THE ART INSTITUTE	0	.0%	1	.8%	0	.0%	0	.0%	1	.3%
	THE UNIVERSITY OF CHICAGO	15	10.6%	8	6.7%	5	5.3%	2	4.7%	30	7.5%
	TRINITY CHRISTIAN COLLEGE	0	.0%	1	.8%	0	.0%	0	.0%	1	.3%
	TRITON COLLEGE	0	.0%	0	.0%	2	2.1%	1	2.3%	3	.8%
	UNIVERSITY OF ILLINOIS	6	4.2%	3	2.5%	1	1.1%	3	7.0%	13	3.3%
	UNIVERSITY OF ILLINOIS - URBANA-CHAMPAIGN	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	UNIVERSITY OF ILLINOIS AT CHICAGO	1	.7%	0	.0%	1	1.1%	0	.0%	2	.5%
	UNIVERSITY OF ILLINOIS-CIRCLE CAMPUS	0	.0%	0	.0%	0	.0%	1	2.3%	1	.3%
	UNIVERSITY OF PHOENIX	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	WESTERN ILLINOIS UNIVERSITY	2	1.4%	0	.0%	1	1.1%	0	.0%	3	.8%
	WHEATON COLLEGE	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
WILBUR WRIGHT COLLEGE	0	.0%	1	.8%	0	.0%	1	2.3%	2	.5%	
YALE UNIVERSITY	1	.7%	0	.0%	1	1.1%	0	.0%	2	.5%	
Total	142	100.0%	119	100.0%	94	100.0%	43	100.0%	398	100.0%	

Table 1-A. Verbatim Top Of Mind Awareness With Educational Institutions By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Third College Mentioned	BRADLEY UNIVERSITY	2	1.8%	0	.0%	0	.0%	0	.0%	2	.6%
	CHAMBERLAIN UNIVERSITY	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	CHICAGO CITY COLLEGES	0	.0%	1	1.2%	0	.0%	0	.0%	1	.3%
	CHICAGO MEDICAL	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	COLLEGE OF DUPAGE	3	2.7%	5	6.0%	4	4.9%	1	2.9%	13	4.2%
	COLLEGE OF LAKE COUNTY	2	1.8%	7	8.3%	1	1.2%	2	5.7%	12	3.9%
	COLUMBIA COLLEGE CHICAGO	1	.9%	0	.0%	1	1.2%	0	.0%	2	.6%
	CONCORDIA UNIVERSITY CHICAGO	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	DEPAUL UNIVERSITY	8	7.2%	6	7.1%	13	16.0%	1	2.9%	28	9.0%
	DUPAGE COUNTY	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	ELGIN COMMUNITY COLLEGE	4	3.6%	2	2.4%	1	1.2%	1	2.9%	8	2.6%
	ELMHURST COLLEGE	7	6.3%	1	1.2%	4	4.9%	1	2.9%	13	4.2%
	HARPER	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	HARPER COLLEGE	5	4.5%	4	4.8%	5	6.2%	2	5.7%	16	5.1%
	HARVARD	3	2.7%	0	.0%	0	.0%	0	.0%	3	1.0%
	ILLINOIS STATE UNIVERSITY	3	2.7%	1	1.2%	0	.0%	1	2.9%	5	1.6%
	JUDSON UNIVERSITY	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	KENT COLLEGE OF LAW AT ILLINOIS INSTITUTE OF TECHNOLOGY	0	.0%	0	.0%	0	.0%	1	2.9%	1	.3%
	KNOWLEDGE SYSTEMS INSTITUTE	2	1.8%	0	.0%	0	.0%	0	.0%	2	.6%
	LAKE COUNTY COLLEGE	4	3.6%	0	.0%	0	.0%	1	2.9%	5	1.6%
	LAKE FOREST COLLEGE	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	LEWIS UNIVERSITY	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	LOYOLA	1	.9%	1	1.2%	1	1.2%	0	.0%	3	1.0%
	LOYOLA UNIVERSITY	9	8.1%	12	14.3%	2	2.5%	1	2.9%	24	7.7%
	MCHENRY COUNTY COLLEGE	0	.0%	0	.0%	3	3.7%	0	.0%	3	1.0%
	MIAMI UNIVERSITY	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	MIT	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	MORAIN VALLEY COMMUNITY COLLEGE	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	NATIONAL LOUIS UNIVERSITY	1	.9%	0	.0%	1	1.2%	0	.0%	2	.6%
	NORTH CENTRAL COLLEGE	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
NORTHEASTERN ILLINOIS UNIVERSITY	3	2.7%	3	3.6%	1	1.2%	1	2.9%	8	2.6%	
NORTHERN ILLINOIS	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%	
NORTHERN ILLINOIS UNIVERSITY	3	2.7%	3	3.6%	7	8.6%	4	11.4%	17	5.5%	

Table 1-A. Verbatim Top Of Mind Awareness With Educational Institutions By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Third College Mentioned	NORTHWESTERN ILLINOIS UNIVERSITY	12	10.8%	11	13.1%	7	8.6%	5	14.3%	35	11.3%
	NOTRE DAME	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	OAKTON COMMUNITY COLLEGE	6	5.4%	5	6.0%	3	3.7%	1	2.9%	15	4.8%
	OLIVET NAZARENE UNIVERSITY	1	.9%	0	.0%	2	2.5%	0	.0%	3	1.0%
	ROBERT MORRIS UNIVERSITY	1	.9%	0	.0%	1	1.2%	0	.0%	2	.6%
	ROOSEVELT UNIVERSITY	2	1.8%	7	8.3%	2	2.5%	3	8.6%	14	4.5%
	SOUTHERN ILLINOIS UNIVERSITY	1	.9%	1	1.2%	0	.0%	0	.0%	2	.6%
	THE UNIVERSITY OF CHICAGO	4	3.6%	2	2.4%	2	2.5%	4	11.4%	12	3.9%
	TRINITY CHRISTIAN SCHOOL	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	TRITON COLLEGE	1	.9%	0	.0%	1	1.2%	0	.0%	2	.6%
	UNIVERSAL TECHNICAL INSTITUTE	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	UNIVERSITY OF CHICAGO	0	.0%	0	.0%	1	1.2%	1	2.9%	2	.6%
	UNIVERSITY OF ILLINOIS	3	2.7%	3	3.6%	6	7.4%	1	2.9%	13	4.2%
	UNIVERSITY OF ILLINOIS AT CHICAGO	7	6.3%	6	7.1%	5	6.2%	1	2.9%	19	6.1%
	UNIVERSITY OF PHOENIX	0	.0%	1	1.2%	0	.0%	0	.0%	1	.3%
	USC	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	VALPARAISO	0	.0%	1	1.2%	0	.0%	0	.0%	1	.3%
	WHEATON COLLEGE	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	WHEELING	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	WILBUR WRIGHT COLLEGE	0	.0%	1	1.2%	0	.0%	1	2.9%	2	.6%
WRIGHT	0	.0%	0	.0%	0	.0%	1	2.9%	1	.3%	
Total	111	100.0%	84	100.0%	81	100.0%	35	100.0%	311	100.0%	

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Table 1-A. Verbatim Top Of Mind Awareness With Educational Institutions By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Fourth College Mentioned	AURORA UNIVERSITY	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	COLLEGE OF DUPAGE	1	1.2%	3	4.8%	3	4.8%	1	4.0%	8	3.4%
	COLLEGE OF LAKE COUNTY	0	.0%	2	3.2%	1	1.6%	1	4.0%	4	1.7%
	COLUMBIA COLLEGE CHICAGO	3	3.5%	2	3.2%	0	.0%	1	4.0%	6	2.6%
	CONCORDIA UNIVERSITY CHICAGO	1	1.2%	1	1.6%	1	1.6%	0	.0%	3	1.3%
	DEPAUL UNIVERSITY	12	14.1%	9	14.3%	5	8.1%	5	20.0%	31	13.2%
	DEVRY UNIVERSITY	2	2.4%	2	3.2%	1	1.6%	0	.0%	5	2.1%
	EASTERN ILLINOIS UNIVERSITY	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	ELGIN COMMUNITY COLLEGE	0	.0%	1	1.6%	2	3.2%	0	.0%	3	1.3%
	ELMHURST COLLEGE	0	.0%	0	.0%	1	1.6%	3	12.0%	4	1.7%
	HARPER COLLEGE	5	5.9%	2	3.2%	3	4.8%	0	.0%	10	4.3%
	HARVEST CHRISTIAN ACADEMY	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	ILLINOIS STATE UNIVERSITY	1	1.2%	1	1.6%	3	4.8%	1	4.0%	6	2.6%
	JOLIET JUNIOR COLLEGE	0	.0%	1	1.6%	0	.0%	0	.0%	1	.4%
	JUDSON COLLEGE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	LAKE FOREST COLLEGE	1	1.2%	1	1.6%	0	.0%	0	.0%	2	.9%
	LEWIS UNIVERSITY	1	1.2%	1	1.6%	1	1.6%	0	.0%	3	1.3%
	LOYOLA UNIVERSITY	6	7.1%	1	1.6%	9	14.5%	1	4.0%	17	7.2%
	MARQUETTE	0	.0%	1	1.6%	0	.0%	0	.0%	1	.4%
	MCHENRY COUNTY COLLEGE	0	.0%	0	.0%	2	3.2%	0	.0%	2	.9%
	MIAMI	1	1.2%	0	.0%	1	1.6%	0	.0%	2	.9%
	NATIONAL LOUIS UNIVERSITY	1	1.2%	0	.0%	2	3.2%	0	.0%	3	1.3%
	NORTH CENTRAL COLLEGE	0	.0%	0	.0%	2	3.2%	0	.0%	2	.9%
	NORTH PARK UNIVERSITY	0	.0%	1	1.6%	0	.0%	0	.0%	1	.4%
	NORTH SHORE COLLEGE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	NORTHEASTERN ILLINOIS UNIVERSITY	1	1.2%	5	7.9%	0	.0%	1	4.0%	7	3.0%
	NORTHERN ILLINOIS UNIVERSITY	3	3.5%	2	3.2%	2	3.2%	3	12.0%	10	4.3%
	NORTHWESTERN	0	.0%	0	.0%	1	1.6%	0	.0%	1	.4%
	NORTHWESTERN UNIVERSITY	9	10.6%	8	12.7%	4	6.5%	0	.0%	21	8.9%
	OAKTON COMMUNITY COLLEGE	2	2.4%	3	4.8%	2	3.2%	1	4.0%	8	3.4%
OLIVET COLLEGE	1	1.2%	0	.0%	1	1.6%	0	.0%	2	.9%	
PROVIDENCE BAPTIST COLLEGE	0	.0%	0	.0%	0	.0%	1	4.0%	1	.4%	
ROOSEVELT UNIVERSITY	6	7.1%	4	6.3%	5	8.1%	0	.0%	15	6.4%	

Table 1-A. Verbatim Top Of Mind Awareness With Educational Institutions By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Fourth College Mentioned	SCHOOL OF ART INSTITUTE	0	.0%	0	.0%	1	1.6%	0	.0%	1	.4%
	SOUTHERN ILLINOIS UNIVERSITY	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	THE UNIVERSITY OF CHICAGO	5	5.9%	3	4.8%	3	4.8%	0	.0%	11	4.7%
	TRINITY CHRISTIAN COLLEGE	0	.0%	1	1.6%	1	1.6%	0	.0%	2	.9%
	TRITON COLLEGE	1	1.2%	3	4.8%	1	1.6%	0	.0%	5	2.1%
	UNIVERSAL TECHNICAL INSTITUTE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	UNIVERSITY OF CHICAGO	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	UNIVERSITY OF ILLINOIS	1	1.2%	2	3.2%	2	3.2%	3	12.0%	8	3.4%
	UNIVERSITY OF ILLINOIS AT CHICAGO	10	11.8%	3	4.8%	1	1.6%	2	8.0%	16	6.8%
	UNIVERSITY OF MICHIGAN	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	UNIVERSITY OF ST FRANCIS	0	.0%	0	.0%	0	.0%	1	4.0%	1	.4%
	WHEATON COLLEGE	2	2.4%	0	.0%	1	1.6%	0	.0%	3	1.3%
	Total	85	100.0%	63	100.0%	62	100.0%	25	100.0%	235	100.0%
Fifth College Mentioned	AKRON COMMUNITY COLLEGE	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	BENEDICTINE UNIVERSITY	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	CHICAGO STATE UNIVERSITY	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	COLLEGE OF DUPAGE	3	4.5%	1	2.9%	4	8.7%	0	.0%	8	4.9%
	COLLEGE OF LAKE COUNTY	1	1.5%	1	2.9%	2	4.3%	0	.0%	4	2.5%
	COLUMBIA	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	COLUMBIA UNIVERSITY CHICAGO	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	CONCORDIA UNIVERSITY CHICAGO	1	1.5%	1	2.9%	0	.0%	0	.0%	2	1.2%
	DAYSRING BIBLE COLLEGE & SEMINARY	0	.0%	0	.0%	0	.0%	1	6.3%	1	.6%
	DEPAUL UNIVERSITY	6	9.1%	3	8.6%	3	6.5%	1	6.3%	13	8.0%
	DEVRY UNIVERSITY	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	DOMINICAN UNIVERSITY	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	EASTERN ILLINOIS UNIVERSITY	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	ELGIN COMMUNITY COLLEGE	1	1.5%	0	.0%	2	4.3%	1	6.3%	4	2.5%
	ELMHURST COLLEGE	3	4.5%	1	2.9%	1	2.2%	0	.0%	5	3.1%
	HARPER	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	HARPER COLLEGE	2	3.0%	1	2.9%	2	4.3%	2	12.5%	7	4.3%
	HARRY S TRUMAN COLLEGE	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	IIT	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
ILLINOIS STATE UNIVERSITY	2	3.0%	1	2.9%	0	.0%	0	.0%	3	1.8%	

Table 1-A. Verbatim Top Of Mind Awareness With Educational Institutions By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Fifth College Mentioned	KELLOGG SCHOOL OF MANAGEMENT	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	LAKE FOREST COLLEGE	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	LOS ANGELES	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	LOYOLA UNIVERSITY	11	16.7%	3	8.6%	2	4.3%	1	6.3%	17	10.4%
	MARQUETTE	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	MCHENRY COUNTY COLLEGE	0	.0%	0	.0%	2	4.3%	0	.0%	2	1.2%
	NATIONAL LOUIS UNIVERSITY	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	NORTH CENTRAL COLLEGE	1	1.5%	0	.0%	0	.0%	1	6.3%	2	1.2%
	NORTH PARK UNIVERSITY	1	1.5%	1	2.9%	0	.0%	0	.0%	2	1.2%
	NORTHEASTERN ILLINOIS UNIVERSITY	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	NORTHERN ILLINOIS UNIVERSITY	3	4.5%	3	8.6%	3	6.5%	1	6.3%	10	6.1%
	NORTHWESTERN UNIVERSITY	2	3.0%	3	8.6%	4	8.7%	1	6.3%	10	6.1%
	NOTRE DAME	0	.0%	0	.0%	0	.0%	1	6.3%	1	.6%
	OAKTON COMMUNITY COLLEGE	1	1.5%	2	5.7%	0	.0%	2	12.5%	5	3.1%
	OXFORD HOUSE COLLEGE	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	PRINCETON	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	PURDUE	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	ROOSEVELT UNIVERSITY	3	4.5%	0	.0%	3	6.5%	1	6.3%	7	4.3%
	SCHOOL OF THE ART INSTITUTE	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	SOUTHERN ILLINOIS UNIVERSITY	1	1.5%	1	2.9%	1	2.2%	0	.0%	3	1.8%
	THE UNIVERSITY OF CHICAGO	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	TRITON COLLEGE	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	UCLA	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	UNIVERSITY ILLINOIS	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	UNIVERSITY OF CHICAGO	4	6.1%	5	14.3%	3	6.5%	0	.0%	12	7.4%
	UNIVERSITY OF ILLINOIS	2	3.0%	1	2.9%	0	.0%	1	6.3%	4	2.5%
	UNIVERSITY OF ILLINOIS AT CHICAGO	3	4.5%	2	5.7%	2	4.3%	1	6.3%	8	4.9%
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%	
UNIVERSITY OF WISCONSIN	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%	
WESTERN ILLINOIS UNIVERSITY	1	1.5%	0	.0%	1	2.2%	0	.0%	2	1.2%	
WILBUR WRIGHT COLLEGE	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%	
WISCONSIN	1	1.5%	0	.0%	0	.0%	1	6.3%	2	1.2%	

Table 1-A. Verbatim Top Of Mind Awareness With Educational Institutions By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Fifth College Mentioned	YALE	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	Total	66	100.0%	35	100.0%	46	100.0%	16	100.0%	163	100.0%

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Table 1-B. Verbatim Top Of Mind Awareness With Educational Institutions (CLARIFIED) By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
First College Mentioned - Clarified	AUGUSTANA COLLEGE	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	BENEDICTINE UNIVERSITY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	BRADLEY UNIVERSITY	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	CALIFORNIA UNIVERSITY	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	COLLEGE OF DUPAGE	2	.8%	5	2.9%	0	.0%	0	.0%	7	1.2%
	COLLEGE OF LAKE COUNTY	12	5.0%	1	.6%	2	1.6%	0	.0%	15	2.5%
	DEPAUL UNIVERSITY	4	1.7%	6	3.5%	7	5.4%	1	1.7%	18	3.0%
	DO NOT KNOW	38	15.9%	18	10.5%	10	7.8%	5	8.3%	71	11.8%
	ELGIN COMMUNITY COLLEGE	4	1.7%	2	1.2%	0	.0%	0	.0%	6	1.0%
	ELMHURST COLLEGE	2	.8%	0	.0%	0	.0%	1	1.7%	3	.5%
	HARPER COLLEGE	98	41.0%	79	45.9%	67	51.9%	26	43.3%	270	45.0%
	HARVARD COLLEGE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	ILLINOIS CENTRAL COLLEGE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ILLINOIS INSTITUTE OF TECHNOLOGY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ILLINOIS STATE UNIVERSITY	3	1.3%	3	1.7%	1	.8%	0	.0%	7	1.2%
	ITT TECHNICAL INSTITUTE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	LOUISIANA STATE UNIVERSITY	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	LOYOLA UNIVERSITY	3	1.3%	3	1.7%	5	3.9%	4	6.7%	15	2.5%
	MCHENRY COUNTY COLLEGE	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%
	NATIONAL LOUIS UNIVERSITY	2	.8%	0	.0%	0	.0%	0	.0%	2	.3%
	NONE	15	6.3%	8	4.7%	6	4.7%	3	5.0%	32	5.3%
NORTH CENTRAL COLLEGE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%	
NORTHEASTERN ILLINOIS UNIVERSITY	1	.4%	1	.6%	0	.0%	1	1.7%	3	.5%	
NORTHERN ILLINOIS UNIVERSITY	5	2.1%	2	1.2%	6	4.7%	1	1.7%	14	2.3%	
NORTHWESTERN UNIVERSITY	6	2.5%	7	4.1%	8	6.2%	9	15.0%	30	5.0%	
OAKTON COMMUNITY COLLEGE	6	2.5%	11	6.4%	1	.8%	3	5.0%	21	3.5%	

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Table 1-B. Verbatim Top Of Mind Awareness With Educational Institutions (CLARIFIED) By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
First College Mentioned - Clarified	PAYTON COLLEGE PREPARATORY HIGH SCHOOL	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ROOSEVELT UNIVERSITY	3	1.3%	0	.0%	1	.8%	0	.0%	4	.7%
	STANFORD UNIVERSITY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	TRINITY CHRISTIAN COLLEGE	0	.0%	0	.0%	1	.8%	1	1.7%	2	.3%
	UNIVERSITY OF CHICAGO	4	1.7%	7	4.1%	0	.0%	2	3.3%	13	2.2%
	UNIVERSITY OF ILLINOIS	12	5.0%	8	4.7%	7	5.4%	1	1.7%	28	4.7%
	UNIVERSITY OF ILLINOIS-CHICAGO	9	3.8%	7	4.1%	3	2.3%	0	.0%	19	3.2%
	UNIVERSITY OF ILLINOIS-URBANA CHAMPAIGN	2	.8%	1	.6%	0	.0%	0	.0%	3	.5%
	UNIVERSITY OF NOTRE DAME	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	WHEATON COLLEGE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	YALE UNIVERSITY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Second College Mentioned - Clarified	AMERICAN ACADEMY OF ART	0	.0%	0	.0%	1	1.1%	0	.0%	1	.3%
	AURORA UNIVERSITY	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	CHAMBERLAIN UNIVERSITY	0	.0%	1	.8%	0	.0%	0	.0%	1	.3%
	COLLEGE OF DUPAGE	7	4.9%	7	5.9%	9	9.6%	5	11.6%	28	7.0%
	COLLEGE OF LAKE COUNTY	5	3.5%	4	3.4%	4	4.3%	0	.0%	13	3.3%
	COMMUNITY COLLEGE	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	CONCORDIA UNIVERSITY	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	DEPAUL UNIVERSITY	7	4.9%	6	5.0%	7	7.4%	5	11.6%	25	6.3%
	DEVRY UNIVERSITY	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	DOMINICAN UNIVERSITY	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	EASTERN ILLINOIS UNIVERSITY	0	.0%	1	.8%	2	2.1%	0	.0%	3	.8%
	ELGIN COMMUNITY COLLEGE	7	4.9%	6	5.0%	7	7.4%	3	7.0%	23	5.8%
	ELMHURST COLLEGE	6	4.2%	0	.0%	2	2.1%	0	.0%	8	2.0%
	HARPER COLLEGE	20	14.1%	20	16.8%	7	7.4%	6	14.0%	53	13.3%
	HARVARD COLLEGE	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	ILLINOIS STATE UNIVERSITY	5	3.5%	1	.8%	1	1.1%	0	.0%	7	1.8%
	INDIANA UNIVERSITY BLOOMINGTON	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	IOWA STATE UNIVERSITY	0	.0%	0	.0%	1	1.1%	0	.0%	1	.3%
	LAKE FOREST ACADEMY	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	LAKE FOREST COLLEGE	2	1.4%	0	.0%	0	.0%	0	.0%	2	.5%
LEWIS AND CLARK COMMUNITY COLLEGE	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%	
LOYOLA UNIVERSITY	6	4.2%	5	4.2%	10	10.6%	2	4.7%	23	5.8%	

Table 1-B. Verbatim Top Of Mind Awareness With Educational Institutions (CLARIFIED) By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Second College Mentioned - Clarified	MCHENRY COUNTY COLLEGE	1	.7%	0	.0%	4	4.3%	1	2.3%	6	1.5%
	NATIONAL LOUIS UNIVERSITY	1	.7%	1	.8%	0	.0%	0	.0%	2	.5%
	NORTH CENTRAL COLLEGE	0	.0%	0	.0%	1	1.1%	1	2.3%	2	.5%
	NORTHEASTERN ILLINOIS UNIVERSITY	2	1.4%	1	.8%	0	.0%	0	.0%	3	.8%
	NORTHERN ILLINOIS UNIVERSITY	4	2.8%	3	2.5%	7	7.4%	2	4.7%	16	4.0%
	NORTHSIDE COLLEGE PREPARATORY HIGH SCHOOL	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	NORTHWEST SUBURBAN COLLEGE	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	NORTHWESTERN UNIVERSITY	10	7.0%	15	12.6%	6	6.4%	5	11.6%	36	9.0%
	NOTRE DAME UNIVERSITY	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	OAKTON COMMUNITY COLLEGE	10	7.0%	23	19.3%	10	10.6%	3	7.0%	46	11.6%
	OLIVET NAZARENE UNIVERSITY	0	.0%	0	.0%	0	.0%	1	2.3%	1	.3%
	OSMANIA UNIVERSITY	0	.0%	1	.8%	0	.0%	0	.0%	1	.3%
	ROBERT MORRIS UNIVERSITY	0	.0%	2	1.7%	0	.0%	0	.0%	2	.5%
	ROOSEVELT UNIVERSITY	8	5.6%	7	5.9%	3	3.2%	1	2.3%	19	4.8%
	SCHOOL OF THE ART INSTITUTE OF CHICAGO	0	.0%	1	.8%	0	.0%	0	.0%	1	.3%
	THE ART INSTITUTE OF CHICAGO	1	.7%	0	.0%	1	1.1%	0	.0%	2	.5%
	TRINITY CHRISTIAN COLLEGE	0	.0%	1	.8%	0	.0%	0	.0%	1	.3%
	TRITON COLLEGE	0	.0%	0	.0%	2	2.1%	1	2.3%	3	.8%
	UNIVERSITY OF CHICAGO	15	10.6%	8	6.7%	5	5.3%	2	4.7%	30	7.5%
	UNIVERSITY OF COLORADO	0	.0%	1	.8%	0	.0%	0	.0%	1	.3%
	UNIVERSITY OF ILLINOIS	6	4.2%	3	2.5%	1	1.1%	3	7.0%	13	3.3%
	UNIVERSITY OF ILLINOIS-CHICAGO	1	.7%	0	.0%	1	1.1%	0	.0%	2	.5%
	UNIVERSITY OF ILLINOIS-CIRCLE CAMPUS	0	.0%	0	.0%	0	.0%	1	2.3%	1	.3%
	UNIVERSITY OF ILLINOIS-URBANA CHAMPAIGN	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	UNIVERSITY OF PHOENIX	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	WESTERN ILLINOIS UNIVERSITY	2	1.4%	0	.0%	1	1.1%	0	.0%	3	.8%
	WHEATON COLLEGE	1	.7%	0	.0%	0	.0%	0	.0%	1	.3%
	WILBUR WRIGHT COLLEGE	0	.0%	1	.8%	0	.0%	1	2.3%	2	.5%
	YALE UNIVERSITY	1	.7%	0	.0%	1	1.1%	0	.0%	2	.5%
	Total	142	100.0%	119	100.0%	94	100.0%	43	100.0%	398	100.0%

Table 1-B. Verbatim Top Of Mind Awareness With Educational Institutions (CLARIFIED) By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Third College Mentioned - Clarified	BRADLEY UNIVERSITY	2	1.8%	0	.0%	0	.0%	0	.0%	2	.6%
	CHAMBERLAIN UNIVERSITY	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	CHICAGO MEDICAL SCHOOL	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	CITY COLLEGES OF CHICAGO	0	.0%	1	1.2%	0	.0%	0	.0%	1	.3%
	COLLEGE OF DUPAGE	3	2.7%	5	6.0%	5	6.2%	1	2.9%	14	4.5%
	COLLEGE OF LAKE COUNTY	6	5.4%	7	8.3%	1	1.2%	3	8.6%	17	5.5%
	COLUMBIA COLLEGE CHICAGO	1	.9%	0	.0%	1	1.2%	0	.0%	2	.6%
	CONCORDIA UNIVERSITY	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	DEPAUL UNIVERSITY	8	7.2%	6	7.1%	13	16.0%	1	2.9%	28	9.0%
	ELGIN COMMUNITY COLLEGE	4	3.6%	2	2.4%	1	1.2%	1	2.9%	8	2.6%
	ELMHURST COLLEGE	7	6.3%	1	1.2%	4	4.9%	1	2.9%	13	4.2%
	HARPER COLLEGE	6	5.4%	4	4.8%	5	6.2%	2	5.7%	17	5.5%
	HARVARD COLLEGE	3	2.7%	0	.0%	0	.0%	0	.0%	3	1.0%
	ILLINOIS STATE UNIVERSITY	3	2.7%	1	1.2%	0	.0%	1	2.9%	5	1.6%
	JUDSON UNIVERSITY	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	KENT COLLEGE OF LAW AT ILLINOIS INSTITUTE OF TECHNOLOGY	0	.0%	0	.0%	0	.0%	1	2.9%	1	.3%
	KNOWLEDGE SYSTEMS INSTITUTE	2	1.8%	0	.0%	0	.0%	0	.0%	2	.6%
	LAKE FOREST COLLEGE	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	LEWIS UNIVERSITY	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	LOYOLA UNIVERSITY	10	9.0%	13	15.5%	3	3.7%	1	2.9%	27	8.7%
	MCHENRY COUNTY COLLEGE	0	.0%	0	.0%	3	3.7%	0	.0%	3	1.0%
	MIAMI UNIVERSITY	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	MIT	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	MORAIN VALLEY COMMUNITY COLLEGE	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	NATIONAL LOUIS UNIVERSITY	1	.9%	0	.0%	2	2.5%	0	.0%	3	1.0%
	NORTH CENTRAL COLLEGE	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	NORTHEASTERN ILLINOIS UNIVERSITY	3	2.7%	3	3.6%	1	1.2%	1	2.9%	8	2.6%
	NORTHERN ILLINOIS UNIVERSITY	3	2.7%	3	3.6%	8	9.9%	4	11.4%	18	5.8%
	NORTHWESTERN ILLINOIS UNIVERSITY	12	10.8%	11	13.1%	7	8.6%	5	14.3%	35	11.3%
	NOTRE DAME UNIVERSITY	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
OAKTON COMMUNITY COLLEGE	6	5.4%	5	6.0%	3	3.7%	1	2.9%	15	4.8%	
OLIVET NAZARENE UNIVERSITY	1	.9%	0	.0%	2	2.5%	0	.0%	3	1.0%	

Table 1-B. Verbatim Top Of Mind Awareness With Educational Institutions (CLARIFIED) By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Third College Mentioned - Clarified	ROBERT MORRIS UNIVERSITY	1	.9%	0	.0%	1	1.2%	0	.0%	2	.6%
	ROOSEVELT UNIVERSITY	2	1.8%	7	8.3%	2	2.5%	3	8.6%	14	4.5%
	SOUTHERN ILLINOIS UNIVERSITY	1	.9%	1	1.2%	0	.0%	0	.0%	2	.6%
	TRINITY CHRISTIAN SCHOOL	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	TRITON COLLEGE	1	.9%	0	.0%	1	1.2%	0	.0%	2	.6%
	UNIVERSAL TECHNICAL INSTITUTE	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	UNIVERSITY OF CHICAGO	4	3.6%	2	2.4%	3	3.7%	5	14.3%	14	4.5%
	UNIVERSITY OF ILLINOIS	3	2.7%	3	3.6%	6	7.4%	1	2.9%	13	4.2%
	UNIVERSITY OF ILLINOIS-CHICAGO	7	6.3%	6	7.1%	5	6.2%	1	2.9%	19	6.1%
	UNIVERSITY OF PHOENIX	0	.0%	1	1.2%	0	.0%	0	.0%	1	.3%
	UNIVERSITY OF SOUTHERN CALIFORNIA	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	VALPARAISO UNIVERSITY	0	.0%	1	1.2%	0	.0%	0	.0%	1	.3%
	WHEATON COLLEGE	1	.9%	0	.0%	0	.0%	0	.0%	1	.3%
	WILBUR WRIGHT COLLEGE	0	.0%	1	1.2%	0	.0%	2	5.7%	3	1.0%
Total	111	100.0%	84	100.0%	81	100.0%	35	100.0%	311	100.0%	
Fourth College Mentioned - Clarified	AURORA UNIVERSITY	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	COLLEGE OF DUPAGE	1	1.2%	3	4.8%	3	4.8%	1	4.0%	8	3.4%
	COLUMBIA COLLEGE CHICAGO	3	3.5%	4	6.3%	1	1.6%	2	8.0%	10	4.3%
	CONCORDIA UNIVERSITY	1	1.2%	1	1.6%	1	1.6%	0	.0%	3	1.3%
	DEPAUL UNIVERSITY	12	14.1%	9	14.3%	5	8.1%	5	20.0%	31	13.2%
	DEVRY UNIVERSITY	2	2.4%	2	3.2%	1	1.6%	0	.0%	5	2.1%
	EASTERN ILLINOIS UNIVERSITY	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	ELGIN COMMUNITY COLLEGE	0	.0%	1	1.6%	2	3.2%	0	.0%	3	1.3%
	ELMHURST COLLEGE	0	.0%	0	.0%	1	1.6%	3	12.0%	4	1.7%
	HARPER COLLEGE	5	5.9%	2	3.2%	3	4.8%	0	.0%	10	4.3%
	HARVEST CHRISTIAN ACADEMY	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	ILLINOIS STATE UNIVERSITY	1	1.2%	1	1.6%	3	4.8%	1	4.0%	6	2.6%
	JOLIET JUNIOR COLLEGE	0	.0%	1	1.6%	0	.0%	0	.0%	1	.4%
	JUDSON UNIVERSITY	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	LAKE FOREST COLLEGE	1	1.2%	1	1.6%	0	.0%	0	.0%	2	.9%
	LEWIS UNIVERSITY	1	1.2%	1	1.6%	1	1.6%	0	.0%	3	1.3%
	LOYOLA UNIVERSITY	6	7.1%	1	1.6%	9	14.5%	1	4.0%	17	7.2%
MARQUETTE UNIVERSITY	0	.0%	1	1.6%	0	.0%	0	.0%	1	.4%	
MCHENRY COUNTY COLLEGE	0	.0%	0	.0%	2	3.2%	0	.0%	2	.9%	

Table 1-B. Verbatim Top Of Mind Awareness With Educational Institutions (CLARIFIED) By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Fourth College Mentioned - Clarified	MIAMI UNIVERSITY	1	1.2%	0	.0%	1	1.6%	0	.0%	2	.9%
	NATIONAL LOUIS UNIVERSITY	1	1.2%	0	.0%	2	3.2%	0	.0%	3	1.3%
	NORTH CENTRAL COLLEGE	0	.0%	0	.0%	2	3.2%	0	.0%	2	.9%
	NORTH PARK UNIVERSITY	0	.0%	1	1.6%	0	.0%	0	.0%	1	.4%
	NORTH SHORE COLLEGE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	NORTHEASTERN ILLINOIS UNIVERSITY	1	1.2%	5	7.9%	0	.0%	1	4.0%	7	3.0%
	NORTHERN ILLINOIS UNIVERSITY	3	3.5%	2	3.2%	2	3.2%	3	12.0%	10	4.3%
	NORTHWESTERN UNIVERSITY	9	10.6%	8	12.7%	5	8.1%	0	.0%	22	9.4%
	OAKTON COMMUNITY COLLEGE	2	2.4%	3	4.8%	2	3.2%	1	4.0%	8	3.4%
	OLIVET NAZARENE UNIVERSITY	1	1.2%	0	.0%	1	1.6%	0	.0%	2	.9%
	PROVIDENCE BAPTIST COLLEGE	0	.0%	0	.0%	0	.0%	1	4.0%	1	.4%
	ROOSEVELT UNIVERSITY	6	7.1%	4	6.3%	5	8.1%	0	.0%	15	6.4%
	SCHOOL OF THE ART INSTITUTE OF CHICAGO	0	.0%	0	.0%	1	1.6%	0	.0%	1	.4%
	SOUTHERN ILLINOIS UNIVERSITY	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	TRINITY CHRISTIAN COLLEGE	0	.0%	1	1.6%	1	1.6%	0	.0%	2	.9%
	TRITON COLLEGE	1	1.2%	3	4.8%	1	1.6%	0	.0%	5	2.1%
	UNIVERSAL TECHNICAL INSTITUTE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%
	UNIVERSITY OF CHICAGO	6	7.1%	3	4.8%	3	4.8%	0	.0%	12	5.1%
	UNIVERSITY OF ILLINOIS	1	1.2%	2	3.2%	2	3.2%	3	12.0%	8	3.4%
	UNIVERSITY OF ILLINOIS-CHICAGO	10	11.8%	3	4.8%	1	1.6%	2	8.0%	16	6.8%
UNIVERSITY OF MICHIGAN	1	1.2%	0	.0%	0	.0%	0	.0%	1	.4%	
UNIVERSITY OF ST FRANCIS	0	.0%	0	.0%	0	.0%	1	4.0%	1	.4%	
WHEATON COLLEGE	2	2.4%	0	.0%	1	1.6%	0	.0%	3	1.3%	
Total	85	100.0%	63	100.0%	62	100.0%	25	100.0%	235	100.0%	

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Table 1-B. Verbatim Top Of Mind Awareness With Educational Institutions (CLARIFIED) By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Fifth College Mentioned - Clarified	BENEDICTINE UNIVERSITY	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	CHICAGO STATE UNIVERSITY	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	COLLEGE OF DUPAGE	3	4.5%	1	2.9%	4	8.7%	0	.0%	8	4.9%
	COLLEGE OF LAKE COUNTY	1	1.5%	1	2.9%	2	4.3%	0	.0%	4	2.5%
	COLUMBIA COLLEGE CHICAGO	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	CONCORDIA UNIVERSITY	2	3.0%	1	2.9%	0	.0%	0	.0%	3	1.8%
	DAYSRING BIBLE COLLEGE & SEMINARY	0	.0%	0	.0%	0	.0%	1	6.3%	1	.6%
	DEPAUL UNIVERSITY	6	9.1%	3	8.6%	3	6.5%	1	6.3%	13	8.0%
	DEVRY UNIVERSITY	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	DOMINICAN UNIVERSITY	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	EASTERN ILLINOIS UNIVERSITY	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	ELGIN COMMUNITY COLLEGE	1	1.5%	0	.0%	2	4.3%	1	6.3%	4	2.5%
	ELMHURST COLLEGE	3	4.5%	1	2.9%	1	2.2%	0	.0%	5	3.1%
	HARPER COLLEGE	2	3.0%	1	2.9%	3	6.5%	2	12.5%	8	4.9%
	HARRY S TRUMAN COLLEGE	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	ILLINOIS STATE UNIVERSITY	2	3.0%	1	2.9%	0	.0%	0	.0%	3	1.8%
	ITT TECHNICAL INSTITUTE	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	KELLOGG SCHOOL OF MANAGEMENT	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	LAKE FOREST COLLEGE	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	LOYOLA UNIVERSITY	11	16.7%	3	8.6%	2	4.3%	1	6.3%	17	10.4%
	MARQUETTE UNIVERSITY	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	MCHENRY COUNTY COLLEGE	0	.0%	0	.0%	2	4.3%	0	.0%	2	1.2%
	NATIONAL LOUIS UNIVERSITY	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	NORTH CENTRAL COLLEGE	1	1.5%	0	.0%	0	.0%	1	6.3%	2	1.2%
	NORTH PARK UNIVERSITY	1	1.5%	1	2.9%	0	.0%	0	.0%	2	1.2%
	NORTHEASTERN ILLINOIS UNIVERSITY	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	NORTHERN ILLINOIS UNIVERSITY	3	4.5%	3	8.6%	3	6.5%	1	6.3%	10	6.1%
	NORTHWESTERN UNIVERSITY	2	3.0%	3	8.6%	4	8.7%	1	6.3%	10	6.1%
	NOTRE DAME UNIVERSITY	0	.0%	0	.0%	0	.0%	1	6.3%	1	.6%
	OAKTON COMMUNITY COLLEGE	1	1.5%	2	5.7%	0	.0%	2	12.5%	5	3.1%
OXFORD HOUSE COLLEGE	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%	
PRINCETON UNIVERSITY	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%	
PURDUE UNIVERSITY	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%	
ROOSEVELT UNIVERSITY	3	4.5%	0	.0%	3	6.5%	1	6.3%	7	4.3%	

Table 1-B. Verbatim Top Of Mind Awareness With Educational Institutions (CLARIFIED) By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Fifth College Mentioned - Clarified	SCHOOL OF THE ART INSTITUTE OF CHICAGO	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	SOUTHERN ILLINOIS UNIVERSITY	1	1.5%	1	2.9%	1	2.2%	0	.0%	3	1.8%
	TRITON COLLEGE	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	UNIVERSITY OF AKRON	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	UNIVERSITY OF CALIFORNIA-LOS ANGELES	1	1.5%	0	.0%	1	2.2%	0	.0%	2	1.2%
	UNIVERSITY OF CHICAGO	5	7.6%	5	14.3%	3	6.5%	0	.0%	13	8.0%
	UNIVERSITY OF ILLINOIS	2	3.0%	2	5.7%	0	.0%	1	6.3%	5	3.1%
	UNIVERSITY OF ILLINOIS-CHICAGO	3	4.5%	2	5.7%	2	4.3%	1	6.3%	8	4.9%
	UNIVERSITY OF ILLINOIS-URBANA CHAMPAIGN	1	1.5%	0	.0%	0	.0%	0	.0%	1	.6%
	UNIVERSITY OF WISCONSIN	2	3.0%	0	.0%	0	.0%	1	6.3%	3	1.8%
	WESTERN ILLINOIS UNIVERSITY	1	1.5%	0	.0%	1	2.2%	0	.0%	2	1.2%
	WILBUR WRIGHT COLLEGE	0	.0%	0	.0%	1	2.2%	0	.0%	1	.6%
	YALE UNIVERSITY	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	Total	66	100.0%	35	100.0%	46	100.0%	16	100.0%	163	100.0%

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Table 1-C. Overall Familiarity Of Educational Institutions (CLARIFIED) By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Colleges Mentioned - Multiple Responses	AMERICAN ACADEMY OF ART	0	.0%	0	.0%	1	.2%	0	.0%	1	.1%
	AUGUSTANA COLLEGE	0	.0%	0	.0%	0	.0%	1	.6%	1	.1%
	AURORA UNIVERSITY	2	.3%	0	.0%	0	.0%	0	.0%	2	.1%
	BENEDICTINE UNIVERSITY	1	.2%	0	.0%	1	.2%	0	.0%	2	.1%
	BRADLEY UNIVERSITY	2	.3%	0	.0%	1	.2%	0	.0%	3	.2%
	CALIFORNIA UNIVERSITY	0	.0%	0	.0%	0	.0%	1	.6%	1	.1%
	CHAMBERLAIN UNIVERSITY	1	.2%	1	.2%	0	.0%	0	.0%	2	.1%
	CHICAGO MEDICAL SCHOOL	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	CHICAGO STATE UNIVERSITY	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	CITY COLLEGES OF CHICAGO	0	.0%	1	.2%	0	.0%	0	.0%	1	.1%
	COLLEGE OF DUPAGE	16	2.5%	21	4.4%	21	5.1%	7	3.9%	65	3.8%
	COLLEGE OF LAKE COUNTY	24	3.7%	13	2.7%	9	2.2%	3	1.7%	49	2.9%
	COLUMBIA COLLEGE CHICAGO	4	.6%	5	1.1%	2	.5%	2	1.1%	13	.8%
	COMMUNITY COLLEGE	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	CONCORDIA UNIVERSITY	5	.8%	2	.4%	1	.2%	0	.0%	8	.5%
	DAYSRING BIBLE COLLEGE & SEMINARY	0	.0%	0	.0%	0	.0%	1	.6%	1	.1%
	DEPAUL UNIVERSITY	37	5.8%	30	6.3%	35	8.5%	13	7.3%	115	6.7%
	DEVRY UNIVERSITY	3	.5%	2	.4%	2	.5%	0	.0%	7	.4%
	DO NOT KNOW	38	5.9%	18	3.8%	10	2.4%	5	2.8%	71	4.2%
	DOMINICAN UNIVERSITY	2	.3%	0	.0%	0	.0%	0	.0%	2	.1%
	EASTERN ILLINOIS UNIVERSITY	1	.2%	1	.2%	3	.7%	0	.0%	5	.3%
	ELGIN COMMUNITY COLLEGE	16	2.5%	11	2.3%	12	2.9%	5	2.8%	44	2.6%
	ELMHURST COLLEGE	18	2.8%	2	.4%	8	1.9%	5	2.8%	33	1.9%
	HARPER COLLEGE	131	20.4%	106	22.4%	85	20.6%	36	20.1%	358	21.0%
	HARRY S TRUMAN COLLEGE	0	.0%	1	.2%	0	.0%	0	.0%	1	.1%
	HARVARD COLLEGE	4	.6%	0	.0%	1	.2%	0	.0%	5	.3%
	HARVEST CHRISTIAN ACADEMY	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	ILLINOIS CENTRAL COLLEGE	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
ILLINOIS INSTITUTE OF TECHNOLOGY	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%	
ILLINOIS STATE UNIVERSITY	14	2.2%	7	1.5%	5	1.2%	2	1.1%	28	1.6%	
INDIANA UNIVERSITY BLOOMINGTON	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%	
IOWA STATE UNIVERSITY	0	.0%	0	.0%	1	.2%	0	.0%	1	.1%	
ITT TECHNICAL INSTITUTE	2	.3%	0	.0%	0	.0%	0	.0%	2	.1%	
JOLIET JUNIOR COLLEGE	0	.0%	1	.2%	0	.0%	0	.0%	1	.1%	

Table 1-C. Overall Familiarity Of Educational Institutions (CLARIFIED) By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Colleges Mentioned - Multiple Responses	JUDSON UNIVERSITY	1	.2%	0	.0%	1	.2%	0	.0%	2	.1%
	KELLOGG SCHOOL OF MANAGEMENT	0	.0%	0	.0%	1	.2%	0	.0%	1	.1%
	KENT COLLEGE OF LAW AT ILLINOIS INSTITUTE OF TECHNOLOGY	0	.0%	0	.0%	0	.0%	1	.6%	1	.1%
	KNOWLEDGE SYSTEMS INSTITUTE	2	.3%	0	.0%	0	.0%	0	.0%	2	.1%
	LAKE FOREST ACADEMY	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	LAKE FOREST COLLEGE	5	.8%	1	.2%	0	.0%	0	.0%	6	.4%
	LEWIS AND CLARK COMMUNITY COLLEGE	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	LEWIS UNIVERSITY	1	.2%	1	.2%	2	.5%	0	.0%	4	.2%
	LOUISIANA STATE UNIVERSITY	0	.0%	1	.2%	0	.0%	0	.0%	1	.1%
	LOYOLA UNIVERSITY	36	5.6%	25	5.3%	29	7.0%	9	5.0%	99	5.8%
	MARQUETTE UNIVERSITY	1	.2%	1	.2%	0	.0%	0	.0%	2	.1%
	MCHENRY COUNTY COLLEGE	2	.3%	1	.2%	11	2.7%	1	.6%	15	.9%
	MIAMI UNIVERSITY	2	.3%	0	.0%	1	.2%	0	.0%	3	.2%
	MIT	0	.0%	0	.0%	1	.2%	0	.0%	1	.1%
	MORAIN VALLEY COMMUNITY COLLEGE	0	.0%	0	.0%	1	.2%	0	.0%	1	.1%
	NATIONAL LOUIS UNIVERSITY	6	.9%	1	.2%	4	1.0%	0	.0%	11	.6%
	NONE	15	2.3%	8	1.7%	6	1.5%	3	1.7%	32	1.9%
	NORTH CENTRAL COLLEGE	2	.3%	0	.0%	4	1.0%	2	1.1%	8	.5%
	NORTH PARK UNIVERSITY	1	.2%	2	.4%	0	.0%	0	.0%	3	.2%
	NORTH SHORE COLLEGE	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	NORTHEASTERN ILLINOIS UNIVERSITY	7	1.1%	10	2.1%	2	.5%	3	1.7%	22	1.3%
	NORTHERN ILLINOIS UNIVERSITY	18	2.8%	13	2.7%	26	6.3%	11	6.1%	68	4.0%
	NORTHSIDE COLLEGE PREPARATORY HIGH SCHOOL	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	NORTHWEST SUBURBAN COLLEGE	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	NORTHWESTERN ILLINOIS UNIVERSITY	12	1.9%	11	2.3%	7	1.7%	5	2.8%	35	2.1%
	NORTHWESTERN UNIVERSITY	27	4.2%	33	7.0%	23	5.6%	15	8.4%	98	5.7%
NOTRE DAME UNIVERSITY	2	.3%	0	.0%	0	.0%	1	.6%	3	.2%	
OAKTON COMMUNITY COLLEGE	25	3.9%	44	9.3%	16	3.9%	10	5.6%	95	5.6%	
OLIVET NAZARENE UNIVERSITY	2	.3%	0	.0%	3	.7%	1	.6%	6	.4%	
OSMANIA UNIVERSITY	0	.0%	1	.2%	0	.0%	0	.0%	1	.1%	

Table 1-C. Overall Familiarity Of Educational Institutions (CLARIFIED) By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Colleges Mentioned - Multiple Responses	OXFORD HOUSE COLLEGE	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	PAYTON COLLEGE PREPARATORY HIGH SCHOOL	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	PRINCETON UNIVERSITY	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	PROVIDENCE BAPTIST COLLEGE	0	.0%	0	.0%	0	.0%	1	.6%	1	.1%
	PURDUE UNIVERSITY	0	.0%	0	.0%	1	.2%	0	.0%	1	.1%
	ROBERT MORRIS UNIVERSITY	1	.2%	2	.4%	1	.2%	0	.0%	4	.2%
	ROOSEVELT UNIVERSITY	22	3.4%	18	3.8%	14	3.4%	5	2.8%	59	3.5%
	SCHOOL OF THE ART INSTITUTE OF CHICAGO	0	.0%	1	.2%	2	.5%	0	.0%	3	.2%
	SOUTHERN ILLINOIS UNIVERSITY	3	.5%	2	.4%	1	.2%	0	.0%	6	.4%
	STANFORD UNIVERSITY	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	THE ART INSTITUTE OF CHICAGO	1	.2%	0	.0%	1	.2%	0	.0%	2	.1%
	TRINITY CHRISTIAN COLLEGE	0	.0%	2	.4%	2	.5%	1	.6%	5	.3%
	TRINITY CHRISTIAN SCHOOL	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	TRITON COLLEGE	2	.3%	3	.6%	5	1.2%	1	.6%	11	.6%
	UNIVERSAL TECHNICAL INSTITUTE	2	.3%	0	.0%	0	.0%	0	.0%	2	.1%
	UNIVERSITY OF AKRON	0	.0%	1	.2%	0	.0%	0	.0%	1	.1%
	UNIVERSITY OF CALIFORNIA-LOS ANGELES	1	.2%	0	.0%	1	.2%	0	.0%	2	.1%
	UNIVERSITY OF CHICAGO	34	5.3%	25	5.3%	14	3.4%	9	5.0%	82	4.8%
	UNIVERSITY OF COLORADO	0	.0%	1	.2%	0	.0%	0	.0%	1	.1%
	UNIVERSITY OF ILLINOIS	24	3.7%	18	3.8%	16	3.9%	9	5.0%	67	3.9%
	UNIVERSITY OF ILLINOIS-CHICAGO	30	4.7%	18	3.8%	12	2.9%	4	2.2%	64	3.7%
	UNIVERSITY OF ILLINOIS-CIRCLE CAMPUS	0	.0%	0	.0%	0	.0%	1	.6%	1	.1%
	UNIVERSITY OF ILLINOIS-URBANA CHAMPAIGN	4	.6%	1	.2%	0	.0%	0	.0%	5	.3%
	UNIVERSITY OF MICHIGAN	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%
	UNIVERSITY OF NOTRE DAME	0	.0%	1	.2%	0	.0%	0	.0%	1	.1%
	UNIVERSITY OF PHOENIX	1	.2%	1	.2%	0	.0%	0	.0%	2	.1%
UNIVERSITY OF SOUTHERN CALIFORNIA	1	.2%	0	.0%	0	.0%	0	.0%	1	.1%	
UNIVERSITY OF ST FRANCIS	0	.0%	0	.0%	0	.0%	1	.6%	1	.1%	
UNIVERSITY OF WISCONSIN	2	.3%	0	.0%	0	.0%	1	.6%	3	.2%	
VALPARAISO UNIVERSITY	0	.0%	1	.2%	0	.0%	0	.0%	1	.1%	

Table 1-C. Overall Familiarity Of Educational Institutions (CLARIFIED) By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Colleges Mentioned - Multiple Responses	WESTERN ILLINOIS UNIVERSITY	3	.5%	0	.0%	2	.5%	0	.0%	5	.3%
	WHEATON COLLEGE	4	.6%	0	.0%	2	.5%	0	.0%	6	.4%
	WILBUR WRIGHT COLLEGE	0	.0%	2	.4%	1	.2%	3	1.7%	6	.4%
	YALE UNIVERSITY	2	.3%	1	.2%	1	.2%	0	.0%	4	.2%
	Total	643	100.0%	473	100.0%	412	100.0%	179	100.0%	1707	100.0%

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Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
AMERICAN ACADEMY OF ART	ACCESSIBLE	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
	Total	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
AUGUSTANA COLLEGE	VERY GOOD FOR ACADEMICS	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%
	Total	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%
AURORA UNIVERSITY	COMFORTABLE	1	50.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	HAS ONLINE SCHOOL	1	50.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	Total	2	100.0%	0	.0%	0	.0%	0	.0%	2	100.0%
BENEDICTINE UNIVERSITY	NAPERVILLE	1	100.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	UNIVERSITY	0	.0%	0	.0%	1	100.0%	0	.0%	1	50.0%
	Total	1	100.0%	0	.0%	1	100.0%	0	.0%	2	100.0%
BRADLEY UNIVERSITY	AVERAGE	1	50.0%	0	.0%	0	.0%	0	.0%	1	33.3%
	COSTLY	1	50.0%	0	.0%	0	.0%	0	.0%	1	33.3%
	SMALL	0	.0%	0	.0%	1	100.0%	0	.0%	1	33.3%
	Total	2	100.0%	0	.0%	1	100.0%	0	.0%	3	100.0%
CALIFORNIA UNIVERSITY	WIDE RANGE OF COURSES	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%
	Total	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%
CHAMBERLAIN UNIVERSITY	FOUR-YEAR	1	100.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	NURSING PROGRAM	0	.0%	1	100.0%	0	.0%	0	.0%	1	50.0%
	Total	1	100.0%	1	100.0%	0	.0%	0	.0%	2	100.0%
CHICAGO MEDICAL SCHOOL	KNOWLEDGE	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
CHICAGO STATE UNIVERSITY	BLACK	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
CITY COLLEGES OF CHICAGO	CHALLENGING	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%

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Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
COLLEGE OF DUPAGE	ACCESSIBLE	1	6.3%	0	.0%	0	.0%	0	.0%	1	1.5%
	ACCREDITED	0	.0%	1	4.8%	0	.0%	0	.0%	1	1.5%
	ADVANCED	0	.0%	1	4.8%	0	.0%	0	.0%	1	1.5%
	AFFORDABLE	0	.0%	0	.0%	1	4.8%	1	14.3%	2	3.1%
	ALL-ENCOMPASSING	1	6.3%	0	.0%	0	.0%	0	.0%	1	1.5%
	AWESOME	1	6.3%	0	.0%	0	.0%	0	.0%	1	1.5%
	BEST ELECTIVES	0	.0%	1	4.8%	0	.0%	0	.0%	1	1.5%
	COMMUNITY	5	31.3%	2	9.5%	1	4.8%	0	.0%	8	12.3%
	COMMUNITY COLLEGE	1	6.3%	2	9.5%	4	19.0%	1	14.3%	8	12.3%
	CORRUPT	0	.0%	0	.0%	1	4.8%	0	.0%	1	1.5%
	COUNTY POLITICS	0	.0%	1	4.8%	0	.0%	0	.0%	1	1.5%
	DIVERSE	0	.0%	0	.0%	0	.0%	1	14.3%	1	1.5%
	DO NOT KNOW	2	12.5%	0	.0%	1	4.8%	1	14.3%	4	6.2%
	EDUCATION	0	.0%	1	4.8%	0	.0%	0	.0%	1	1.5%
	FAR	0	.0%	1	4.8%	1	4.8%	0	.0%	2	3.1%
	FOR EVERYONE	0	.0%	1	4.8%	0	.0%	0	.0%	1	1.5%
	GOOD	0	.0%	1	4.8%	1	4.8%	0	.0%	2	3.1%
	GOOD JUNIOR COLLEGE	0	.0%	0	.0%	1	4.8%	0	.0%	1	1.5%
	GOOD SCHOOL	0	.0%	0	.0%	1	4.8%	0	.0%	1	1.5%
	GREAT COLLEGE	0	.0%	0	.0%	1	4.8%	0	.0%	1	1.5%
	GREAT TECHNICAL CLASSES	0	.0%	0	.0%	0	.0%	1	14.3%	1	1.5%
	GREAT/ GOOD	0	.0%	0	.0%	1	4.8%	0	.0%	1	1.5%
	IN THE NEWS	0	.0%	1	4.8%	0	.0%	0	.0%	1	1.5%
	LOCAL	0	.0%	2	9.5%	1	4.8%	1	14.3%	4	6.2%
	MEDIOCRE	0	.0%	0	.0%	1	4.8%	0	.0%	1	1.5%
	MODERN	1	6.3%	0	.0%	0	.0%	0	.0%	1	1.5%
	NICE	1	6.3%	0	.0%	0	.0%	0	.0%	1	1.5%
	NO RESPONSE	0	.0%	1	4.8%	2	9.5%	0	.0%	3	4.6%
	OKAY	0	.0%	1	4.8%	2	9.5%	0	.0%	3	4.6%
	POPULATED	1	6.3%	0	.0%	0	.0%	0	.0%	1	1.5%
	PRACTICAL	0	.0%	0	.0%	0	.0%	1	14.3%	1	1.5%
	QUALITY	0	.0%	1	4.8%	0	.0%	0	.0%	1	1.5%
	QUALITY CLASSES	1	6.3%	0	.0%	0	.0%	0	.0%	1	1.5%
SOLID EDUCATION	0	.0%	1	4.8%	0	.0%	0	.0%	1	1.5%	
VALUE	0	.0%	1	4.8%	0	.0%	0	.0%	1	1.5%	
VERY GOOD	0	.0%	0	.0%	1	4.8%	0	.0%	1	1.5%	
WELL-KNOWN	1	6.3%	0	.0%	0	.0%	0	.0%	1	1.5%	
WHERE I WENT	0	.0%	1	4.8%	0	.0%	0	.0%	1	1.5%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
COLLEGE OF DUPAGE	Total	16	100.0%	21	100.0%	21	100.0%	7	100.0%	65	100.0%
COLLEGE OF LAKE COUNTY	ACCESSIBLE	0	.0%	1	7.7%	0	.0%	0	.0%	1	2.0%
	AFFORDABLE	2	8.3%	2	15.4%	0	.0%	0	.0%	4	8.2%
	AVERAGE	2	8.3%	0	.0%	0	.0%	0	.0%	2	4.1%
	COLLEGE	1	4.2%	0	.0%	0	.0%	0	.0%	1	2.0%
	COMMUNITY	6	25.0%	2	15.4%	0	.0%	0	.0%	8	16.3%
	COMMUNITY COLLEGE	1	4.2%	0	.0%	3	33.3%	0	.0%	4	8.2%
	COMPREHENSIVE	0	.0%	0	.0%	1	11.1%	0	.0%	1	2.0%
	COST FRIENDLY	1	4.2%	0	.0%	0	.0%	0	.0%	1	2.0%
	COUNTY	0	.0%	0	.0%	0	.0%	1	33.3%	1	2.0%
	CURRENT WORKERS TRYING TO ADVANCE	0	.0%	0	.0%	0	.0%	1	33.3%	1	2.0%
	DECENT	0	.0%	1	7.7%	0	.0%	0	.0%	1	2.0%
	FAR	0	.0%	2	15.4%	1	11.1%	0	.0%	3	6.1%
	GOOD	0	.0%	1	7.7%	0	.0%	0	.0%	1	2.0%
	GOOD COMMUNITY COLLEGE THAT PROVIDES A WIDE VARIETY OF CLASSES	0	.0%	1	7.7%	0	.0%	0	.0%	1	2.0%
	HELP PREPARE FOR FOUR-YEAR COLLEGE	0	.0%	0	.0%	1	11.1%	0	.0%	1	2.0%
	HELPFUL	1	4.2%	0	.0%	0	.0%	0	.0%	1	2.0%
	JUNIOR	0	.0%	1	7.7%	0	.0%	0	.0%	1	2.0%
	LARGE COMMUNITY COLLEGE	0	.0%	1	7.7%	0	.0%	0	.0%	1	2.0%
	LOCAL	2	8.3%	0	.0%	0	.0%	0	.0%	2	4.1%
	MEDIOCRE COMMUNITY COLLEGE	1	4.2%	0	.0%	0	.0%	0	.0%	1	2.0%
	NICE	2	8.3%	0	.0%	0	.0%	0	.0%	2	4.1%
	NO RESPONSE	2	8.3%	1	7.7%	1	11.1%	0	.0%	4	8.2%
	PREPARATORY	0	.0%	0	.0%	0	.0%	1	33.3%	1	2.0%
	SETTLING	1	4.2%	0	.0%	0	.0%	0	.0%	1	2.0%
SPECIALIZED	2	8.3%	0	.0%	0	.0%	0	.0%	2	4.1%	
TECHNICAL	0	.0%	0	.0%	1	11.1%	0	.0%	1	2.0%	
VERY GOOD	0	.0%	0	.0%	1	11.1%	0	.0%	1	2.0%	
Total		24	100.0%	13	100.0%	9	100.0%	3	100.0%	49	100.0%

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Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
COLUMBIA COLLEGE CHICAGO	ARTS	1	25.0%	0	.0%	0	.0%	0	.0%	1	7.7%
	ARTS & BROADCASTING	0	.0%	0	.0%	0	.0%	1	50.0%	1	7.7%
	ARTSY	1	25.0%	1	20.0%	1	50.0%	0	.0%	3	23.1%
	DO NOT KNOW	0	.0%	1	20.0%	0	.0%	0	.0%	1	7.7%
	EXCELLENT COMMUNITY COLLEGE	0	.0%	1	20.0%	0	.0%	0	.0%	1	7.7%
	GOOD	0	.0%	0	.0%	0	.0%	1	50.0%	1	7.7%
	LOCAL	0	.0%	0	.0%	1	50.0%	0	.0%	1	7.7%
	MAGNIFICENT	1	25.0%	0	.0%	0	.0%	0	.0%	1	7.7%
	MODERN	0	.0%	1	20.0%	0	.0%	0	.0%	1	7.7%
	NO RESPONSE	1	25.0%	1	20.0%	0	.0%	0	.0%	2	15.4%
	Total	4	100.0%	5	100.0%	2	100.0%	2	100.0%	13	100.0%
COMMUNITY COLLEGE	NO RESPONSE	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
CONCORDIA UNIVERSITY	CONVENIENT	0	.0%	1	50.0%	0	.0%	0	.0%	1	12.5%
	DOWNTOWN	1	20.0%	0	.0%	0	.0%	0	.0%	1	12.5%
	HELP YOUNG CHRISTIANS TO WORK AS CHRISTIAN TEACHERS	0	.0%	0	.0%	1	100.0%	0	.0%	1	12.5%
	LOCAL	1	20.0%	0	.0%	0	.0%	0	.0%	1	12.5%
	LUTHERAN	1	20.0%	0	.0%	0	.0%	0	.0%	1	12.5%
	SMALL	0	.0%	1	50.0%	0	.0%	0	.0%	1	12.5%
	TEACHER'S COLLEGE	1	20.0%	0	.0%	0	.0%	0	.0%	1	12.5%
	VALUE FOCUSED	1	20.0%	0	.0%	0	.0%	0	.0%	1	12.5%
Total	5	100.0%	2	100.0%	1	100.0%	0	.0%	8	100.0%	
DAYSRING BIBLE COLLEGE & SEMINARY	FOCUSED ON CHARACTER BUILDING	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%
	Total	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%

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Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
DEPAUL UNIVERSITY	AFFORDABLE	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	BENEFICIAL	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	BIG EAST	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	BLUE	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	BLUE DEMONS	2	5.4%	1	3.3%	0	.0%	0	.0%	3	2.6%
	BUSINESS	2	5.4%	0	.0%	0	.0%	0	.0%	2	1.7%
	BUSINESS SCHOOL	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	BUSINESS/ PRIVATE/ CATHOLIC	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	CATHOLIC	1	2.7%	1	3.3%	1	2.9%	1	7.7%	4	3.5%
	CATHOLIC INSTITUTION WITH MANY ACADEMIC PROGRAMS	0	.0%	0	.0%	0	.0%	1	7.7%	1	.9%
	CATHOLIC PRIVATE	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	CHICAGO AREA SCHOOL	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	CITY	2	5.4%	1	3.3%	0	.0%	0	.0%	3	2.6%
	CITY CAMPUS	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	CITY COLLEGE	0	.0%	0	.0%	2	5.7%	0	.0%	2	1.7%
	CITY FOUR-YEAR	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	CITY LOCATION	0	.0%	1	3.3%	1	2.9%	0	.0%	2	1.7%
	COMMUTER	0	.0%	0	.0%	0	.0%	1	7.7%	1	.9%
	COMMUTER/ JESUIT/ PRIVATE	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	COMPETITIVE	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%
	COMPUTER SCIENCE	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	DIVERSE	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%
	DIVERSE PRIVATE ACADEMIA	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	DO NOT KNOW	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	DOPE	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	DOWNTOWN	0	.0%	1	3.3%	1	2.9%	0	.0%	2	1.7%
	EASY	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	ELITE	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	EXCELLENT	0	.0%	1	3.3%	2	5.7%	1	7.7%	4	3.5%
	EXPENSIVE	3	8.1%	3	10.0%	2	5.7%	1	7.7%	9	7.8%
EXPENSIVE BUT A GOOD SCHOOL	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%	
EXPENSIVE CITY/ LIBERAL ARTS	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%	
EXPENSIVE SOLID	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%	
FINE PRIVATE COLLEGE	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%	
FOUR-YEAR UNIVERSITY	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
DEPAUL UNIVERSITY	GOOD	0	.0%	0	.0%	1	2.9%	1	7.7%	2	1.7%
	GOOD EDUCATION	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	GOOD REGIONAL	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%
	GOOD REPUTATION	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	GOOD SCHOOL	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	GOOD UNIVERSITY	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%
	GREAT CITY SCHOOL	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	GREAT FOR TECHNICAL MAJOR	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%
	IN THE HEART OF THE CITY/ PROVIDES OPPORTUNITIES FOR GROWTH BEYOND COLLEGE INTO FULL-TIME CAREERS	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	LEARN	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%
	LEGACY SCHOOL	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	LIBERAL	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	LINCOLN PARK OR DOWNTOWN	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	LOCAL	1	2.7%	1	3.3%	0	.0%	0	.0%	2	1.7%
	MEDIUM RESPECTED UNIVERSITY	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	MISCELLANEOUS	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%
	MODERN	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	MUSIC	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	MUSIC PROGRAM	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	NO RESPONSE	1	2.7%	2	6.7%	1	2.9%	1	7.7%	5	4.3%
	NORTH SIDE	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%
	NOT RECIPROCAL WITH OTHER CATHOLIC COLLEGES IN ADJOINING STATES	0	.0%	0	.0%	0	.0%	1	7.7%	1	.9%
	OKAY	0	.0%	0	.0%	0	.0%	1	7.7%	1	.9%
	OVERPRICED	2	5.4%	0	.0%	0	.0%	0	.0%	2	1.7%
	POPULAR	0	.0%	2	6.7%	0	.0%	0	.0%	2	1.7%
	PRICEY	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
	PRIVATE	3	8.1%	1	3.3%	0	.0%	1	7.7%	5	4.3%
	PRIVATE EXPENSIVE	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	QUALITY	0	.0%	0	.0%	2	5.7%	0	.0%	2	1.7%
	QUALITY EDUCATION	0	.0%	0	.0%	0	.0%	1	7.7%	1	.9%
RELIGIOUS	0	.0%	0	.0%	0	.0%	2	15.4%	2	1.7%	
RELIGIOUS CITY	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%	
RESPECTED	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
DEPAUL UNIVERSITY	SELECTIVE	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	SMART	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%
	SUCCESSFUL	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	TRUSTING	0	.0%	0	.0%	1	2.9%	0	.0%	1	.9%
	UNIVERSITY	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%
	URBAN	0	.0%	1	3.3%	2	5.7%	0	.0%	3	2.6%
	VALUE	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%
	VERY SELECTIVE	0	.0%	1	3.3%	0	.0%	0	.0%	1	.9%
	VERY SOLID CITY UNIVERSITY WITH GOOD HISTORY	1	2.7%	0	.0%	0	.0%	0	.0%	1	.9%
Total	37	100.0%	30	100.0%	35	100.0%	13	100.0%	115	100.0%	
DEVRY UNIVERSITY	FOUR-YEAR	1	33.3%	0	.0%	0	.0%	0	.0%	1	14.3%
	NO RESPONSE	1	33.3%	1	50.0%	1	50.0%	0	.0%	3	42.9%
	PRACTICAL	0	.0%	0	.0%	1	50.0%	0	.0%	1	14.3%
	TECH SAVVY	0	.0%	1	50.0%	0	.0%	0	.0%	1	14.3%
	TECHNICAL SCHOOL	1	33.3%	0	.0%	0	.0%	0	.0%	1	14.3%
	Total	3	100.0%	2	100.0%	2	100.0%	0	.0%	7	100.0%
DOMINICAN UNIVERSITY	CATHOLIC	1	50.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	PRIVATE/ SMALL/ JESUIT	1	50.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	Total	2	100.0%	0	.0%	0	.0%	0	.0%	2	100.0%
EASTERN ILLINOIS UNIVERSITY	BASIC COLLEGE	0	.0%	0	.0%	1	33.3%	0	.0%	1	20.0%
	GOOD SCHOOL BUT TOO MUCH OF AN UNKNOWN	0	.0%	0	.0%	1	33.3%	0	.0%	1	20.0%
	NICE	1	100.0%	0	.0%	0	.0%	0	.0%	1	20.0%
	PARTY SCHOOL	0	.0%	1	100.0%	0	.0%	0	.0%	1	20.0%
	QUIET SCHOOL	0	.0%	0	.0%	1	33.3%	0	.0%	1	20.0%
	Total	1	100.0%	1	100.0%	3	100.0%	0	.0%	5	100.0%

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Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

	18 To 34		35 To 49		50 To 64		65 And Older		Total	
	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
ELGIN COMMUNITY COLLEGE										
AFFORDABLE	0	.0%	1	9.1%	2	16.7%	0	.0%	3	6.8%
AVERAGE	2	12.5%	0	.0%	0	.0%	0	.0%	2	4.5%
BUSINESS	0	.0%	0	.0%	0	.0%	1	20.0%	1	2.3%
CHEAP	1	6.3%	0	.0%	1	8.3%	0	.0%	2	4.5%
CLOSE	1	6.3%	0	.0%	0	.0%	0	.0%	1	2.3%
COMMUNITY	1	6.3%	0	.0%	1	8.3%	0	.0%	2	4.5%
COMMUNITY COLLEGE	0	.0%	2	18.2%	1	8.3%	0	.0%	3	6.8%
CONVENIENT	1	6.3%	0	.0%	0	.0%	0	.0%	1	2.3%
COST EFFECTIVE	1	6.3%	0	.0%	0	.0%	0	.0%	1	2.3%
COURSE DRIVEN	0	.0%	0	.0%	1	8.3%	0	.0%	1	2.3%
DECENT	1	6.3%	0	.0%	0	.0%	0	.0%	1	2.3%
DO NOT KNOW	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.3%
FIND YOUR FUTURE	0	.0%	0	.0%	0	.0%	1	20.0%	1	2.3%
GHETTO	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.3%
GOOD	1	6.3%	1	9.1%	3	25.0%	0	.0%	5	11.4%
GOOD COMMUNITY COLLEGE	0	.0%	0	.0%	0	.0%	1	20.0%	1	2.3%
GOOD PROGRAM FOR ADULTS STUDENTS	1	6.3%	0	.0%	0	.0%	0	.0%	1	2.3%
GOOD SCHOOL	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.3%
GOOD START	0	.0%	0	.0%	1	8.3%	0	.0%	1	2.3%
GREAT	1	6.3%	0	.0%	0	.0%	0	.0%	1	2.3%
GROWING EDUCATIONAL COMMUNITY COLLEGE	0	.0%	0	.0%	0	.0%	1	20.0%	1	2.3%
HELPFUL	1	6.3%	0	.0%	0	.0%	0	.0%	1	2.3%
INEXPENSIVE	0	.0%	0	.0%	1	8.3%	0	.0%	1	2.3%
JUNIOR	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.3%
LOW QUALITY	1	6.3%	0	.0%	0	.0%	0	.0%	1	2.3%
NEW	1	6.3%	0	.0%	0	.0%	0	.0%	1	2.3%
NO RESPONSE	1	6.3%	0	.0%	0	.0%	1	20.0%	2	4.5%
NONE	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.3%
NOT AS MUCH AS HARPER	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.3%
THIS UNIVERSITY IS FAR FROM MY HOUSE	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.3%
TWO-YEAR UNIVERSITY	1	6.3%	0	.0%	0	.0%	0	.0%	1	2.3%
UNSURE	0	.0%	0	.0%	1	8.3%	0	.0%	1	2.3%
Total	16	100.0%	11	100.0%	12	100.0%	5	100.0%	44	100.0%

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Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
ELMHURST COLLEGE	BASIC	1	5.6%	0	.0%	0	.0%	0	.0%	1	3.0%
	CHRISTIAN UNIVERSITY	0	.0%	0	.0%	0	.0%	1	20.0%	1	3.0%
	CLOSE	1	5.6%	0	.0%	0	.0%	0	.0%	1	3.0%
	COMMUNITY	2	11.1%	0	.0%	1	12.5%	1	20.0%	4	12.1%
	EXCELLENT	1	5.6%	0	.0%	0	.0%	0	.0%	1	3.0%
	EXCELLENT PRIVATE SCHOOL	0	.0%	0	.0%	1	12.5%	0	.0%	1	3.0%
	EXPENSIVE BUT WORTH IT	1	5.6%	0	.0%	0	.0%	0	.0%	1	3.0%
	FRIENDLY	1	5.6%	0	.0%	0	.0%	0	.0%	1	3.0%
	GOOD	0	.0%	0	.0%	1	12.5%	0	.0%	1	3.0%
	GOOD SCHOOL	0	.0%	0	.0%	1	12.5%	0	.0%	1	3.0%
	GOOD SMALL PRIVATE UNIVERSITY	0	.0%	0	.0%	1	12.5%	0	.0%	1	3.0%
	GREAT	1	5.6%	0	.0%	0	.0%	0	.0%	1	3.0%
	HIGHLY REGARDED	1	5.6%	0	.0%	0	.0%	0	.0%	1	3.0%
	LIBERAL ARTS COLLEGE	0	.0%	0	.0%	1	12.5%	0	.0%	1	3.0%
	LOCAL	2	11.1%	0	.0%	0	.0%	0	.0%	2	6.1%
	MIDDLE LEVEL	1	5.6%	0	.0%	0	.0%	0	.0%	1	3.0%
	NO RESPONSE	1	5.6%	0	.0%	0	.0%	0	.0%	1	3.0%
	OKAY	0	.0%	0	.0%	0	.0%	1	20.0%	1	3.0%
	PASSION	1	5.6%	0	.0%	0	.0%	0	.0%	1	3.0%
	PREMIUM	1	5.6%	0	.0%	0	.0%	0	.0%	1	3.0%
	PRIVATE	0	.0%	2	100.0%	0	.0%	1	20.0%	3	9.1%
	PRIVATE COLLEGE	0	.0%	0	.0%	1	12.5%	0	.0%	1	3.0%
	PRIVATE LIBERAL ARTS	0	.0%	0	.0%	1	12.5%	0	.0%	1	3.0%
SMALL	1	5.6%	0	.0%	0	.0%	1	20.0%	2	6.1%	
SMALL PRIVATE	1	5.6%	0	.0%	0	.0%	0	.0%	1	3.0%	
TOO UP TIGHT	1	5.6%	0	.0%	0	.0%	0	.0%	1	3.0%	
Total	18	100.0%	2	100.0%	8	100.0%	5	100.0%	33	100.0%	

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Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
HARPER COLLEGE	ACADEMIC STUDIES	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	ACCESSIBLE	3	2.3%	1	.9%	0	.0%	0	.0%	4	1.1%
	ADVANCED LEARNING	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	AFFORDABLE	4	3.1%	3	2.8%	4	4.7%	1	2.8%	12	3.4%
	AFFORDABLE COLLEGE PREPARES YOU FOR THE FUTURE	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	AFFORDABLE/ GOOD EDUCATION	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	AMAZING	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	AVERAGE	2	1.5%	0	.0%	0	.0%	0	.0%	2	.6%
	AWESOME	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	BASIC	1	.8%	0	.0%	1	1.2%	0	.0%	2	.6%
	BIG	1	.8%	1	.9%	0	.0%	0	.0%	2	.6%
	BIG COMMUNITY COLLEGE	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	BRAND	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	CAN'T AFFORD OR CAN'T GET IN THE BIG ONES	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	CAREER	0	.0%	0	.0%	1	1.2%	1	2.8%	2	.6%
	CHEAP	3	2.3%	2	1.9%	0	.0%	0	.0%	5	1.4%
	CHILL	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	CLOSE	1	.8%	4	3.8%	2	2.4%	0	.0%	7	2.0%
	CLOSE BY	1	.8%	1	.9%	0	.0%	0	.0%	2	.6%
	CLOSE TO HOME	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	CLOSE TO THE AREA	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	CLOSE/ INEXPENSIVE	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	COLLEGE	0	.0%	1	.9%	0	.0%	1	2.8%	2	.6%
	COMMUNITY	22	16.8%	16	15.1%	6	7.1%	1	2.8%	45	12.6%
	COMMUNITY COLLEGE	9	6.9%	7	6.6%	13	15.3%	0	.0%	29	8.1%
	COMMUNITY ORIENTED	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	COMMUNITY SCHOOL	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	COMMUNITY/ GREAT	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	COMMUTER	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	COMPREHENSIVE	2	1.5%	1	.9%	0	.0%	0	.0%	3	.8%
	CONSIDER	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	CONTINUING EDUCATION	1	.8%	0	.0%	0	.0%	1	2.8%	2	.6%
	CONVENIENT	5	3.8%	3	2.8%	2	2.4%	2	5.6%	12	3.4%
CONVENIENT AND PREPARES FOR	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%	
CONVENIENT/ ESTABLISHED	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
HARPER COLLEGE	CONVENIENT/ PROGRESSIVE	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	CONVENIENTLY LOCATED	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	COOL	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	CORPORATE	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	COSTLY	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	DECENT	1	.8%	3	2.8%	0	.0%	0	.0%	4	1.1%
	DIVERSE	0	.0%	0	.0%	1	1.2%	1	2.8%	2	.6%
	DIVERSIFIED	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	DO NOT KNOW	1	.8%	1	.9%	0	.0%	0	.0%	2	.6%
	EASY	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	ECONOMICAL	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	EDUCATION	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	ESSENTIAL	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	EVOLVING	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	EXCELLENT	2	1.5%	3	2.8%	2	2.4%	0	.0%	7	2.0%
	EXCELLENT CLASSES AT GOOD PRICE	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	EXCELLENT COMMUNITY COLLEGE	0	.0%	1	.9%	0	.0%	2	5.6%	3	.8%
	EXCELLENT EDUCATION	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	EXCELLENT VERY	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	EXPANDING SCOPE	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	EXPENSIVE	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	EXPENSIVE COMMUNITY COLLEGE	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	FAR	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	FLEXIBLE	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	FOR EVERYONE	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	FRIENDLY ENVIRONMENT	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	FULL COLLEGE	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	GIVING BACK	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	GOOD	11	8.4%	4	3.8%	1	1.2%	3	8.3%	19	5.3%
	GOOD COMMUNITY COLLEGE	1	.8%	1	.9%	1	1.2%	0	.0%	3	.8%
GOOD EDUCATION	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%	
GOOD ONE	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%	
GOOD PLACE TO STUDY	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%	
GOOD REPUTATION	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%	
GOOD SCHOOL	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
HARPER COLLEGE	GOOD/ ACCOMMODATING/ POPULAR	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	GREAT	1	.8%	2	1.9%	2	2.4%	0	.0%	5	1.4%
	GREAT COMMUNITY COLLEGE	0	.0%	1	.9%	0	.0%	2	5.6%	3	.8%
	GREAT EDUCATION	2	1.5%	0	.0%	0	.0%	0	.0%	2	.6%
	GREAT STARTING POINT	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	GREAT VALUE	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	GROWING	0	.0%	0	.0%	2	2.4%	0	.0%	2	.6%
	GROWING EDUCATIONAL COMMUNITY COLLEGE	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	HEALTHCARE	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	HELP PREPARE FOR FOUR-YEAR COLLEGE	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	HELPFUL	2	1.5%	0	.0%	0	.0%	0	.0%	2	.6%
	HIGH QUALITY	0	.0%	0	.0%	2	2.4%	0	.0%	2	.6%
	HIGH RANKING	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	HIGHLY SUCCESSFUL	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	HOMETOWN COMMUNITY COLLEGE	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	JUNIOR COLLEGE	0	.0%	1	.9%	3	3.5%	0	.0%	4	1.1%
	KNOWLEDGEABLE	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	LACKING	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	LARGE COMMUNITY COLLEGE	0	.0%	1	.9%	1	1.2%	0	.0%	2	.6%
	LARGE HIGH SCHOOL	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	LEARNING	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	LOCAL	4	3.1%	10	9.4%	8	9.4%	5	13.9%	27	7.5%
	LOCAL COLLEGE	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	LOCAL COLLEGE/ GOOD ALL AROUND EDUCATIONAL STUDIES	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	LOCAL COMMUNITY COLLEGE	1	.8%	3	2.8%	0	.0%	0	.0%	4	1.1%
	LOCAL SCHOOL	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	LOCAL/ FLEXIBLE SCHEDULE CLASSES THAT MAKE IT EASY TO GET A DEGREE WHILE STILL WORKING	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	MASSIVE	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
MEDIOCRE	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%	
MID-SIZE COLLEGE	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%	
MODERN	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%	
NEARBY	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%	
NEIGHBOR	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
HARPER COLLEGE	NICE	1	.8%	2	1.9%	1	1.2%	0	.0%	4	1.1%
	NICE FACILITY	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	NO RESPONSE	9	6.9%	1	.9%	3	3.5%	1	2.8%	14	3.9%
	NOT FAMILIAR	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	NOT TOO PRICEY	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	OKAY	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	OUTREACHING	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	PERSON LOOKING INTO IT AND IT MAKES SENSE AND IT LOOKS WEIRD AND WE DON'T	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	PHENOMENAL	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	POPULAR	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	PRACTICAL	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	PRETTY BIG AND SUCCESSFUL	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	PRICE	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	PROFESSIONAL	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	PROGRESSIVE	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	PROGRESSIVE AND CUTTING EDGE	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	PROMISE PROGRAM	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	QUALITY	3	2.3%	0	.0%	1	1.2%	0	.0%	4	1.1%
	QUALITY COMMUNITY COLLEGE	0	.0%	0	.0%	1	1.2%	1	2.8%	2	.6%
	QUALITY EDUCATION	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	QUESTIONABLE	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	REALLY CLOSE	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	REMEDIAL	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	STEPPING STONE	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	STRONG JUNIOR COLLEGE	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	SUCCESSFUL	0	.0%	3	2.8%	0	.0%	0	.0%	3	.8%
	SUPPORTIVE	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	SURPRISINGLY GOOD	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	TECHNICAL TRAINING	0	.0%	0	.0%	0	.0%	1	2.8%	1	.3%
	TEMPORARY IN-BETWEEN	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
TRADITIONAL	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%	
TRUST	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%	
TWO-YEAR	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%	
UNIQUE	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%	
UNIVERSITY COMPATIBLE	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
HARPER COLLEGE	USEFUL	2	1.5%	0	.0%	0	.0%	0	.0%	2	.6%
	VERY GOOD PROGRAMS	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	VERY GREAT COLLEGE	0	.0%	1	.9%	0	.0%	0	.0%	1	.3%
	WELL-ROUNDED	0	.0%	0	.0%	1	1.2%	0	.0%	1	.3%
	WHEELING	1	.8%	0	.0%	0	.0%	0	.0%	1	.3%
	Total	131	100.0%	106	100.0%	85	100.0%	36	100.0%	358	100.0%
HARRY S TRUMAN COLLEGE	GOOD VALUE/ LOTS OF OFFERS: DEGREE AND NONDEGREE	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
HARVARD COLLEGE	EXCEPTIONAL	1	25.0%	0	.0%	0	.0%	0	.0%	1	20.0%
	GREAT	1	25.0%	0	.0%	0	.0%	0	.0%	1	20.0%
	INTELLIGENT	1	25.0%	0	.0%	0	.0%	0	.0%	1	20.0%
	MEDICAL	0	.0%	0	.0%	1	100.0%	0	.0%	1	20.0%
	SPECIAL	1	25.0%	0	.0%	0	.0%	0	.0%	1	20.0%
	Total	4	100.0%	0	.0%	1	100.0%	0	.0%	5	100.0%
HARVEST CHRISTIAN ACADEMY	FARM	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
ILLINOIS CENTRAL COLLEGE	QUALITY	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
ILLINOIS INSTITUTE OF TECHNOLOGY	QUALITY/ HIGHER EDUCATION/ SCIENCE MAJORS	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%

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Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
ILLINOIS STATE UNIVERSITY	ACADEMIC	0	.0%	1	14.3%	0	.0%	0	.0%	1	3.6%
	BASIC	2	14.3%	0	.0%	0	.0%	0	.0%	2	7.1%
	BASIC COLLEGE	0	.0%	0	.0%	1	20.0%	0	.0%	1	3.6%
	BASKETBALL	0	.0%	0	.0%	1	20.0%	0	.0%	1	3.6%
	BORING	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.6%
	CHEAP STATE SCHOOL	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.6%
	EDUCATIONAL	0	.0%	1	14.3%	0	.0%	0	.0%	1	3.6%
	EXCELLENT UNIVERSITY FOR EDUCATION MAJORS	0	.0%	0	.0%	1	20.0%	0	.0%	1	3.6%
	FLEXIBLE SCHEDULE WITH GREAT CURRICULUM	0	.0%	1	14.3%	0	.0%	0	.0%	1	3.6%
	FUN	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.6%
	GOOD	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.6%
	GORGEOUS CAMPUS	0	.0%	1	14.3%	0	.0%	0	.0%	1	3.6%
	GREAT	0	.0%	0	.0%	1	20.0%	0	.0%	1	3.6%
	GREAT TEACHER'S COLLEGE	0	.0%	0	.0%	0	.0%	1	50.0%	1	3.6%
	GREAT TEACHER'S SCHOOL	0	.0%	0	.0%	0	.0%	1	50.0%	1	3.6%
	I WENT THERE	0	.0%	1	14.3%	0	.0%	0	.0%	1	3.6%
	MIDDLE-OF-THE-ROAD STATE SCHOOL	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.6%
	NICE	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.6%
	NO RESPONSE	3	21.4%	0	.0%	0	.0%	0	.0%	3	10.7%
	OKAY	0	.0%	0	.0%	1	20.0%	0	.0%	1	3.6%
	PUBLIC/ LARGE	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.6%
	STATE SCHOOL	0	.0%	1	14.3%	0	.0%	0	.0%	1	3.6%
	TEACHING	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.6%
	TEACHING DEGREES	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.6%
WELL-ROUNDED	0	.0%	1	14.3%	0	.0%	0	.0%	1	3.6%	
Total	14	100.0%	7	100.0%	5	100.0%	2	100.0%	28	100.0%	
INDIANA UNIVERSITY BLOOMINGTON	COOL	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
IOWA STATE UNIVERSITY	EXPENSIVE	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
	Total	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
ITT TECHNICAL INSTITUTE	GOOD FOR ENGINEERS	1	50.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	PRIVATE COLLEGE	1	50.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	Total	2	100.0%	0	.0%	0	.0%	0	.0%	2	100.0%
JOLIET JUNIOR COLLEGE	WOULD CONSIDER IF I LIVED NEARBY	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
JUDSON UNIVERSITY	CHRISTIAN	0	.0%	0	.0%	1	100.0%	0	.0%	1	50.0%
	PRIVATE	1	100.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	Total	1	100.0%	0	.0%	1	100.0%	0	.0%	2	100.0%
KELLOGG SCHOOL OF MANAGEMENT	GRADUATE	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
	Total	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
KENT COLLEGE OF LAW AT ILLINOIS INSTITUTE OF TECHNOLOGY	GOOD CLOSE BY LAW SCHOOL	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%
	Total	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%
KNOWLEDGE SYSTEMS INSTITUTE	DO NO TKNOW	1	50.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	EASY	1	50.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	Total	2	100.0%	0	.0%	0	.0%	0	.0%	2	100.0%
LAKE FOREST ACADEMY	COMMUNITY COLLEGE	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
LAKE FOREST COLLEGE	DO NOT KNOW	1	20.0%	0	.0%	0	.0%	0	.0%	1	16.7%
	EXCELLENT	0	.0%	1	100.0%	0	.0%	0	.0%	1	16.7%
	EXPENSIVE	2	40.0%	0	.0%	0	.0%	0	.0%	2	33.3%
	GRADUATE PROGRAM	1	20.0%	0	.0%	0	.0%	0	.0%	1	16.7%
	SMALL	1	20.0%	0	.0%	0	.0%	0	.0%	1	16.7%
	Total	5	100.0%	1	100.0%	0	.0%	0	.0%	6	100.0%
LEWIS AND CLARK COMMUNITY COLLEGE	SMART	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
LEWIS UNIVERSITY	AVIATION	0	.0%	0	.0%	1	50.0%	0	.0%	1	25.0%
	BUSINESS	0	.0%	0	.0%	1	50.0%	0	.0%	1	25.0%
	CATHOLIC	0	.0%	1	100.0%	0	.0%	0	.0%	1	25.0%
	LOCAL	1	100.0%	0	.0%	0	.0%	0	.0%	1	25.0%
	Total	1	100.0%	1	100.0%	2	100.0%	0	.0%	4	100.0%
LOUISIANA STATE UNIVERSITY	DO NOT KNOW	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%

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Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
LOYOLA UNIVERSITY	ACADEMIC	0	.0%	2	8.0%	0	.0%	0	.0%	2	2.0%
	ACADEMICALLY STRONG	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	CATHOLIC	1	2.8%	1	4.0%	1	3.4%	0	.0%	3	3.0%
	CATHOLIC EDUCATION	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	CATHOLIC PRIVATE	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	CHICAGO	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	CITY COLLEGE	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	CITY FOUR-YEAR	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	CITY LOCATION	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	DECENT UNIVERSITY	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	DO NOT KNOW	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	DOCTOR	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.0%
	DOPE	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	DOWNTOWN	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	ELITE	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	EXCELLENT	0	.0%	2	8.0%	0	.0%	1	11.1%	3	3.0%
	EXPENSIVE	6	16.7%	1	4.0%	2	6.9%	0	.0%	9	9.1%
	EXPENSIVE/ GOOD SCHOOL	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	EXPENSIVE/ SOCIAL JUSTICE	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	FANCY CITY SCHOOL	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	FOUR-YEAR SCHOOL	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	GOOD	0	.0%	0	.0%	1	3.4%	1	11.1%	2	2.0%
	GOOD EDUCATION	0	.0%	0	.0%	1	3.4%	1	11.1%	2	2.0%
	GOOD REGIONAL	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.0%
	GOOD REPUTATION	0	.0%	0	.0%	1	3.4%	1	11.1%	2	2.0%
	GOOD SCHOOL	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	HEALTH	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	HELPFUL	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	HIGH QUALITY/ EXPENSIVE	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.0%
	ISOLATED	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	JESUIT	0	.0%	1	4.0%	1	3.4%	1	11.1%	3	3.0%
	JESUIT RUN	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.0%
	JOURNALISM - PSYCHOLOGY	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
LOCAL	1	2.8%	1	4.0%	1	3.4%	0	.0%	3	3.0%	
MAJOR UNIVERSITY	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.0%	
MEDICAL	0	.0%	1	4.0%	1	3.4%	0	.0%	2	2.0%	
MEDICINE	3	8.3%	0	.0%	0	.0%	0	.0%	3	3.0%	
MODERN	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
LOYOLA UNIVERSITY	NICE	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	NO RESPONSE	0	.0%	2	8.0%	2	6.9%	0	.0%	4	4.0%
	NURSING	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.0%
	OKAY	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	OUTSTANDING/ VERY DIVERSE AND KNOWLEDGEABLE PROFESSORS	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	OVERPRICED	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.0%
	OVERRATED	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.0%
	PRESTIGIOUS	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	PRESTIGIOUS/ JESUIT/ EXPENSIVE	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	PRIVATE	3	8.3%	0	.0%	1	3.4%	0	.0%	4	4.0%
	QUALITY	1	2.8%	1	4.0%	0	.0%	0	.0%	2	2.0%
	QUALITY EDUCATION	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	RAMBLERS	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	RELIGIOUS	0	.0%	1	4.0%	1	3.4%	0	.0%	2	2.0%
	ROGERS PARK	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.0%
	SCHOOL	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.0%
	SELECTIVE	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	SLIGHTLY RELIGIOUS	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	SMART	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	SOLID	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%
	SPORTS	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.0%
	SPORTY	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	STRONG	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.0%
	TOP CLASS	1	2.8%	0	.0%	0	.0%	0	.0%	1	1.0%
	UNFAMILIAR	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.0%
	UNIVERSITY	1	2.8%	1	4.0%	0	.0%	0	.0%	2	2.0%
WELL ROUNDED EDUCATION	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.0%	
WORLD-RENOWNED	0	.0%	0	.0%	1	3.4%	0	.0%	1	1.0%	
WORTH THE COST	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.0%	
Total		36	100.0%	25	100.0%	29	100.0%	9	100.0%	99	100.0%
MARQUETTE UNIVERSITY	GOOD BUT NEVER GOOD ENOUGH	1	100.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	SPORTS	0	.0%	1	100.0%	0	.0%	0	.0%	1	50.0%
	Total	1	100.0%	1	100.0%	0	.0%	0	.0%	2	100.0%

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
MCHENRY COUNTY COLLEGE	AFFORDABLE	0	.0%	0	.0%	1	9.1%	0	.0%	1	6.7%
	CLUELESS	0	.0%	0	.0%	1	9.1%	0	.0%	1	6.7%
	COMMUNITY COLLEGE	0	.0%	0	.0%	2	18.2%	0	.0%	2	13.3%
	CULINARY PROGRAM	0	.0%	0	.0%	1	9.1%	0	.0%	1	6.7%
	DO NOT KNOW	0	.0%	0	.0%	1	9.1%	0	.0%	1	6.7%
	FAIRLY GOOD/ GETTING BETTER	0	.0%	0	.0%	1	9.1%	0	.0%	1	6.7%
	GOOD	0	.0%	0	.0%	1	9.1%	0	.0%	1	6.7%
	GOOD FOR A LOCAL SCHOOL	0	.0%	0	.0%	1	9.1%	0	.0%	1	6.7%
	HELP PREPARE FOR FOUR-YEAR COLLEGE	0	.0%	0	.0%	1	9.1%	0	.0%	1	6.7%
	OKAY	0	.0%	0	.0%	1	9.1%	0	.0%	1	6.7%
	PRACTICAL	1	50.0%	0	.0%	0	.0%	0	.0%	1	6.7%
	PREPARATORY	0	.0%	0	.0%	0	.0%	1	100.0%	1	6.7%
	QUALITY EDUCATION	0	.0%	1	100.0%	0	.0%	0	.0%	1	6.7%
	USEFUL	1	50.0%	0	.0%	0	.0%	0	.0%	1	6.7%
	Total	2	100.0%	1	100.0%	11	100.0%	1	100.0%	15	100.0%
MIAMI UNIVERSITY	ALMA MATER	0	.0%	0	.0%	1	100.0%	0	.0%	1	33.3%
	INFLATED PARTY SCHOOL	1	50.0%	0	.0%	0	.0%	0	.0%	1	33.3%
	POPULAR	1	50.0%	0	.0%	0	.0%	0	.0%	1	33.3%
	Total	2	100.0%	0	.0%	1	100.0%	0	.0%	3	100.0%
MIT	ENGINEERING	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
	Total	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
MORAIN VALLEY COMMUNITY COLLEGE	FAR	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
	Total	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
NATIONAL LOUIS UNIVERSITY	AFFORDABLE	0	.0%	1	100.0%	0	.0%	0	.0%	1	9.1%
	BASIC	1	16.7%	0	.0%	0	.0%	0	.0%	1	9.1%
	COLLEGE	1	16.7%	0	.0%	0	.0%	0	.0%	1	9.1%
	CONVENIENT	0	.0%	0	.0%	1	25.0%	0	.0%	1	9.1%
	DO NOT KNOW	1	16.7%	0	.0%	0	.0%	0	.0%	1	9.1%
	GOOD PROGRAMS	1	16.7%	0	.0%	0	.0%	0	.0%	1	9.1%
	GRADUATE SCHOOL	0	.0%	0	.0%	1	25.0%	0	.0%	1	9.1%
	MASTER'S DEGREE	0	.0%	0	.0%	1	25.0%	0	.0%	1	9.1%
	MULTIPLE OPTIONS	0	.0%	0	.0%	1	25.0%	0	.0%	1	9.1%
	OKAY	1	16.7%	0	.0%	0	.0%	0	.0%	1	9.1%
	TEACHING	1	16.7%	0	.0%	0	.0%	0	.0%	1	9.1%
Total	6	100.0%	1	100.0%	4	100.0%	0	.0%	11	100.0%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
NORTH CENTRAL COLLEGE	DO NOT KNOW	0	.0%	0	.0%	0	.0%	1	50.0%	1	12.5%
	GOOD PRIVATE SCHOOL	0	.0%	0	.0%	1	25.0%	0	.0%	1	12.5%
	HIGH QUALITY PRIVATE SCHOOL	0	.0%	0	.0%	0	.0%	1	50.0%	1	12.5%
	NAPERVILLE	1	50.0%	0	.0%	0	.0%	0	.0%	1	12.5%
	PRIVATE	0	.0%	0	.0%	1	25.0%	0	.0%	1	12.5%
	PRIVATE LIBERAL ARTS	0	.0%	0	.0%	1	25.0%	0	.0%	1	12.5%
	SMALL	1	50.0%	0	.0%	0	.0%	0	.0%	1	12.5%
	TEACHER'S COLLEGE	0	.0%	0	.0%	1	25.0%	0	.0%	1	12.5%
	Total	2	100.0%	0	.0%	4	100.0%	2	100.0%	8	100.0%
NORTH PARK UNIVERSITY	AVERAGE	0	.0%	1	50.0%	0	.0%	0	.0%	1	33.3%
	DECENT SCHOOL	1	100.0%	0	.0%	0	.0%	0	.0%	1	33.3%
	SMALL PRIVATE COLLEGE	0	.0%	1	50.0%	0	.0%	0	.0%	1	33.3%
	Total	1	100.0%	2	100.0%	0	.0%	0	.0%	3	100.0%
NORTH SHORE COLLEGE	KNOWLEDGE	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
NORTHEASTERN ILLINOIS UNIVERSITY	AFFORDABLE	0	.0%	1	10.0%	0	.0%	0	.0%	1	4.5%
	AFFORDABLE AND PROGRESSIVE	1	14.3%	0	.0%	0	.0%	0	.0%	1	4.5%
	BAD	0	.0%	1	10.0%	0	.0%	0	.0%	1	4.5%
	COMMUTER COLLEGE	1	14.3%	0	.0%	0	.0%	0	.0%	1	4.5%
	DECENT	0	.0%	1	10.0%	0	.0%	0	.0%	1	4.5%
	ECONOMICAL	1	14.3%	0	.0%	0	.0%	0	.0%	1	4.5%
	FOR ADULTS	1	14.3%	0	.0%	0	.0%	0	.0%	1	4.5%
	GOOD EDUCATION	0	.0%	1	10.0%	0	.0%	0	.0%	1	4.5%
	INEXPENSIVE	0	.0%	3	30.0%	0	.0%	0	.0%	3	13.6%
	LOCAL	0	.0%	1	10.0%	1	50.0%	0	.0%	2	9.1%
	LOCAL ILLINOIS UNIVERSITY	0	.0%	1	10.0%	0	.0%	0	.0%	1	4.5%
	NO RESPONSE	0	.0%	1	10.0%	0	.0%	2	66.7%	3	13.6%
	OKAY	1	14.3%	0	.0%	0	.0%	0	.0%	1	4.5%
	PUBLIC	0	.0%	0	.0%	1	50.0%	0	.0%	1	4.5%
	STATE	1	14.3%	0	.0%	0	.0%	0	.0%	1	4.5%
STATE UNIVERSITY	0	.0%	0	.0%	0	.0%	1	33.3%	1	4.5%	
TEACHER SCHOOL/ MASTER'S DEGREES	1	14.3%	0	.0%	0	.0%	0	.0%	1	4.5%	
Total	7	100.0%	10	100.0%	2	100.0%	3	100.0%	22	100.0%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
NORTHERN ILLINOIS UNIVERSITY	ABOVE AVERAGE	0	.0%	0	.0%	0	.0%	1	9.1%	1	1.5%
	ACCEPTABLE	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	ACCOUNTING AND NURSING	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
	AFFORDABLE	0	.0%	1	7.7%	1	3.8%	0	.0%	2	2.9%
	AFFORDABLE/ GREAT EXPERIENCES	0	.0%	1	7.7%	0	.0%	0	.0%	1	1.5%
	ATTAINABLE	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	AVERAGE	0	.0%	1	7.7%	1	3.8%	0	.0%	2	2.9%
	BACKPACK	0	.0%	1	7.7%	0	.0%	0	.0%	1	1.5%
	BASIC	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
	BROAD	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
	BUSINESS	0	.0%	0	.0%	0	.0%	1	9.1%	1	1.5%
	CLOSE	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	COMPREHENSIVE FOUR-YEAR COLLEGE	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	CONVENIENCE	0	.0%	0	.0%	0	.0%	1	9.1%	1	1.5%
	CONVENIENT	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	COST-EFFECTIVE COLLEGE	0	.0%	0	.0%	0	.0%	1	9.1%	1	1.5%
	CPA REVIEW	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	DECENT SCHOOL/ VALUE/ BUT GETS NO PUBLICITY	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	DIRTY BUSES	0	.0%	1	7.7%	0	.0%	0	.0%	1	1.5%
	DO NOT KNOW	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	EXTREMELY LIBERAL PARTY SCHOOL	0	.0%	0	.0%	0	.0%	1	9.1%	1	1.5%
	FOOTBALL	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
	FOUR-YEAR BUT CHEAPER THAN PRIVATE	0	.0%	1	7.7%	0	.0%	0	.0%	1	1.5%
	FOUR-YEAR COLLEGE	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	FOUR-YEAR STATE	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
	GOOD	2	11.1%	0	.0%	1	3.8%	0	.0%	3	4.4%
	GOOD CHOICE	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	GOOD EDUCATION BUT NOT ALWAYS SAFE	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	GOOD REPUTATION WITH WIDE RANGE OF DEGREES	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	GOOD SCHOOL	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
GOOD STATE UNIVERSITY	0	.0%	0	.0%	0	.0%	1	9.1%	1	1.5%	
GOOD TRAINING	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%	
GOOD VALUE FOR RESIDENTS	0	.0%	0	.0%	0	.0%	1	9.1%	1	1.5%	
GOOD/ AWAY/ \$\$\$	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
NORTHERN ILLINOIS UNIVERSITY	GREAT FOUR-YEAR UNIVERSITY	0	.0%	0	.0%	0	.0%	1	9.1%	1	1.5%
	GREAT UNIVERSITY	0	.0%	0	.0%	0	.0%	1	9.1%	1	1.5%
	HOME	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
	HUMBLE	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
	LARGER UNIVERSITY	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
	LEARN	0	.0%	1	7.7%	0	.0%	0	.0%	1	1.5%
	LESS PRESTIGIOUS COLLEGE	0	.0%	1	7.7%	0	.0%	0	.0%	1	1.5%
	NICE	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
	OKAY	0	.0%	0	.0%	1	3.8%	1	9.1%	2	2.9%
	OLD	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
	PARTY SCHOOL	0	.0%	2	15.4%	0	.0%	0	.0%	2	2.9%
	PRETTY GOOD	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	PUBLIC COLLEGE	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
	QUALITY	0	.0%	1	7.7%	0	.0%	0	.0%	1	1.5%
	QUALITY SCHOOL	0	.0%	0	.0%	0	.0%	1	9.1%	1	1.5%
	REMOTE	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
	SOLID FOUR-YEAR SCHOOL	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	SPORTS	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%
	STATE	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	STATE SCHOOL	0	.0%	1	7.7%	1	3.8%	0	.0%	2	2.9%
	STATE SCHOOL CLOSE TO CHICAGO	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	STATE UNIVERSITY	0	.0%	1	7.7%	0	.0%	0	.0%	1	1.5%
	STRONG NURSING PROGRAM	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
	TEACHER'S COLLEGE	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%
THE BEST	1	5.6%	0	.0%	0	.0%	0	.0%	1	1.5%	
UNDERGRAD AND GRADUATE PROGRAMS	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%	
WIDE RANGE OF MAJORS	0	.0%	0	.0%	1	3.8%	0	.0%	1	1.5%	
Total	18	100.0%	13	100.0%	26	100.0%	11	100.0%	68	100.0%	
NORTHSIDE COLLEGE PREPARATORY HIGH SCHOOL	DO NOT KNOW	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
NORTHWEST SUBURBAN COLLEGE	ASTUTE	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
NORTHWESTERN ILLINOIS UNIVERSITY	BEST IN THE AREA	0	.0%	0	.0%	0	.0%	1	20.0%	1	2.9%
	BIG TEN	0	.0%	0	.0%	1	14.3%	0	.0%	1	2.9%
	BIG UNIVERSITY	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	BUSINESS	0	.0%	0	.0%	0	.0%	1	20.0%	1	2.9%
	DIVERSE	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.9%
	DOPE	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	ECONOMICS	0	.0%	0	.0%	1	14.3%	0	.0%	1	2.9%
	ELITE	0	.0%	1	9.1%	1	14.3%	0	.0%	2	5.7%
	ELITE SCHOOL	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	EXCELLENT	1	8.3%	1	9.1%	0	.0%	0	.0%	2	5.7%
	EXPENSIVE	2	16.7%	0	.0%	0	.0%	1	20.0%	3	8.6%
	HIGH QUALITY	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	LIBERAL PRIVATE UNIVERSITY	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.9%
	NO RESPONSE	0	.0%	0	.0%	1	14.3%	1	20.0%	2	5.7%
	OUTSTANDING PROGRAMS	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.9%
	PREMIER PRIVATE SCHOOL	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	PRESTIGIOUS	2	16.7%	3	27.3%	0	.0%	0	.0%	5	14.3%
	PRESTIGIOUS AND EXPENSIVE	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.9%
	PRIVATE	0	.0%	0	.0%	1	14.3%	0	.0%	1	2.9%
	PURPLE	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
QUALITY	0	.0%	0	.0%	1	14.3%	0	.0%	1	2.9%	
SCHOOL	0	.0%	0	.0%	0	.0%	1	20.0%	1	2.9%	
SPORTS	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%	
SUCCESS	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.9%	
TOP	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.9%	
WRITERS	0	.0%	0	.0%	1	14.3%	0	.0%	1	2.9%	
Total	12	100.0%	11	100.0%	7	100.0%	5	100.0%	35	100.0%	

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Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
NORTHWESTERN UNIVERSITY	ACADEMIC	0	.0%	2	6.1%	0	.0%	0	.0%	2	2.0%
	AMAZING	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	AWESOME	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	BEST BUT EXPENSIVE	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%
	BEST IN AREA	0	.0%	0	.0%	0	.0%	1	6.7%	1	1.0%
	BIG	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%
	CHALLENGING COLLEGE	0	.0%	0	.0%	0	.0%	1	6.7%	1	1.0%
	CONGESTION	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	EDUCATION	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%
	ELITE	0	.0%	4	12.1%	0	.0%	0	.0%	4	4.1%
	ENGINEER	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	ENGINEERING	2	7.4%	0	.0%	0	.0%	0	.0%	2	2.0%
	ESOTERIC	0	.0%	0	.0%	0	.0%	1	6.7%	1	1.0%
	EXCELLENT	0	.0%	1	3.0%	1	4.3%	5	33.3%	7	7.1%
	EXCELLENT BUT EXPENSIVE	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	EXCEPTIONAL	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	EXCLUSIVE	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	EXCLUSIVE/ EXPENSIVE	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	EXPENSIVE	2	7.4%	4	12.1%	4	17.4%	1	6.7%	11	11.2%
	EXPENSIVE PRIVATE COLLEGE	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	EXPENSIVE/ ELITE SCHOOL	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	FOOTBALL	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	GENERIC	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	GOOD	2	7.4%	0	.0%	0	.0%	0	.0%	2	2.0%
	GOOD REPUTATION	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	GREAT	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	HARD EARNED	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%
	HARD TO GET INTO	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%
	HIGH END/ PRESTIGIOUS/ EXPENSIVE	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%
	HIGH LEVEL	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	HIGH QUALITY PRIVATE SCHOOL	0	.0%	0	.0%	0	.0%	1	6.7%	1	1.0%
	HIGHER EDUCATION	0	.0%	1	3.0%	1	4.3%	0	.0%	2	2.0%
	HIGHER LEVEL	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
HIGHLY ACCLAIMED	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%	
HIP	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%	
IVY	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%	
IVY LEAGUE	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
NORTHWESTERN UNIVERSITY	IVY LEAGUE OF MIDWEST	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	LARGE/ RESPECTED UNIVERSITY	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	LAW	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	LEARN	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%
	NO RESPONSE	1	3.7%	2	6.1%	1	4.3%	0	.0%	4	4.1%
	NONE	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%
	OVERPRICED MAND ELITIST	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	OVERRATED	1	3.7%	1	3.0%	0	.0%	0	.0%	2	2.0%
	PRESTIGE	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	PRESTIGIOUS	1	3.7%	1	3.0%	1	4.3%	2	13.3%	5	5.1%
	PRIVATE	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%
	PRIVATE COLLEGE	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	PRIVATE TOP UNIVERSITY	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	PROUD	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	PURPLE WILDCATS	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	QUALITY	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%
	RENOWNED FOR ACADEMIA	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%
	REPUTABLE	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	REPUTATION	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	SMART	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%
	SUPERIOR ACADEMICS	0	.0%	0	.0%	0	.0%	1	6.7%	1	1.0%
	TOO FAR TO THE LEFT	0	.0%	0	.0%	0	.0%	1	6.7%	1	1.0%
	TOP NOTCH	1	3.7%	0	.0%	1	4.3%	1	6.7%	3	3.1%
	TOUGH	1	3.7%	0	.0%	0	.0%	0	.0%	1	1.0%
	UNIVERSITY	1	3.7%	1	3.0%	0	.0%	0	.0%	2	2.0%
	UPPER CLASS	0	.0%	0	.0%	1	4.3%	0	.0%	1	1.0%
	WILDCATS	0	.0%	1	3.0%	0	.0%	0	.0%	1	1.0%
Total	27	100.0%	33	100.0%	23	100.0%	15	100.0%	98	100.0%	
NOTRE DAME UNIVERSITY	EXPENSIVE	1	50.0%	0	.0%	0	.0%	0	.0%	1	33.3%
	HIGHLY RATED	0	.0%	0	.0%	0	.0%	1	100.0%	1	33.3%
	UPTIGHT	1	50.0%	0	.0%	0	.0%	0	.0%	1	33.3%
	Total	2	100.0%	0	.0%	0	.0%	1	100.0%	3	100.0%

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
OAKTON COMMUNITY COLLEGE	ACADEMIC	1	4.0%	0	.0%	0	.0%	0	.0%	1	1.1%
	AFFORDABLE	1	4.0%	1	2.3%	1	6.3%	0	.0%	3	3.2%
	AFFORDABLE COLLEGE PREPARES YOU FOR THE FUTURE	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	AVERAGE	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	BEAUTIFUL AND CARING	1	4.0%	0	.0%	0	.0%	0	.0%	1	1.1%
	CHEAP	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	CLOSE	3	12.0%	1	2.3%	0	.0%	0	.0%	4	4.2%
	COMMUNITY	6	24.0%	7	15.9%	1	6.3%	0	.0%	14	14.7%
	COMMUNITY COLLEGE	1	4.0%	2	4.5%	1	6.3%	3	30.0%	7	7.4%
	COMMUNITY ORIENTED	0	.0%	0	.0%	0	.0%	1	10.0%	1	1.1%
	DECENT	1	4.0%	1	2.3%	1	6.3%	0	.0%	3	3.2%
	DES PLAINES	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	DIVERSE	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	DO NOT KNOW	0	.0%	2	4.5%	0	.0%	0	.0%	2	2.1%
	EASY	1	4.0%	0	.0%	0	.0%	0	.0%	1	1.1%
	ENGINEERING MANAGEMENT DEGREE	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	EVERYONE	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	EXCELLENT	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	EXCELLENT COURSE OFFERINGS	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	FLEXIBLE & OUTREACHING	0	.0%	0	.0%	0	.0%	1	10.0%	1	1.1%
	FLOODS	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	GOOD	0	.0%	1	2.3%	1	6.3%	2	20.0%	4	4.2%
	GOOD COMMUNITY COLLEGE	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	GOOD HEAD START TO COLLEGE	1	4.0%	0	.0%	0	.0%	0	.0%	1	1.1%
	GOOD SCHOOL	1	4.0%	0	.0%	0	.0%	0	.0%	1	1.1%
	GOOD START	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	GOOD STARTING POINT	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	GROWING	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	HAS VALUE	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	HIGH SCHOOL	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	INCONVENIENT	0	.0%	0	.0%	0	.0%	1	10.0%	1	1.1%
LACKS VISION	0	.0%	0	.0%	0	.0%	1	10.0%	1	1.1%	
LARGE	1	4.0%	0	.0%	0	.0%	0	.0%	1	1.1%	
LARGE CAMPUS	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%	
LOCAL	0	.0%	6	13.6%	1	6.3%	0	.0%	7	7.4%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
OAKTON COMMUNITY COLLEGE	LOCAL COMMUNITY COLLEGE	0	.0%	2	4.5%	0	.0%	0	.0%	2	2.1%
	LOCAL SCHOOL	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	NEARBY	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	NO RESPONSE	1	4.0%	1	2.3%	1	6.3%	1	10.0%	4	4.2%
	NOT GREAT	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	OKAY	1	4.0%	2	4.5%	0	.0%	0	.0%	3	3.2%
	OKAY NOT GREAT	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	ON GOLF RD	1	4.0%	0	.0%	0	.0%	0	.0%	1	1.1%
	PROGRESSIVE	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	QUALITY	1	4.0%	1	2.3%	0	.0%	0	.0%	2	2.1%
	QUALITY EDUCATION	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	QUALITY LOCAL COMMUNITY COLLEGE	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	SOLID/ NOT SPECTACULAR	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	STANDARD	0	.0%	1	2.3%	0	.0%	0	.0%	1	1.1%
	UNCLE	1	4.0%	0	.0%	0	.0%	0	.0%	1	1.1%
	UNDERESTIMATED	1	4.0%	0	.0%	0	.0%	0	.0%	1	1.1%
	UNIQUE	1	4.0%	0	.0%	0	.0%	0	.0%	1	1.1%
Total		25	100.0%	44	100.0%	16	100.0%	10	100.0%	95	100.0%
OLIVET NAZARENE UNIVERSITY	COLLEGE	1	50.0%	0	.0%	0	.0%	0	.0%	1	16.7%
	DIVERSE	0	.0%	0	.0%	1	33.3%	0	.0%	1	16.7%
	NO RESPONSE	0	.0%	0	.0%	0	.0%	1	100.0%	1	16.7%
	NURSING	1	50.0%	0	.0%	0	.0%	0	.0%	1	16.7%
	QUALITY	0	.0%	0	.0%	1	33.3%	0	.0%	1	16.7%
	UNIVERSITY	0	.0%	0	.0%	1	33.3%	0	.0%	1	16.7%
Total		2	100.0%	0	.0%	3	100.0%	1	100.0%	6	100.0%
OSMANIA UNIVERSITY	INNOVATIVE	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
	Total		0	.0%	1	100.0%	0	.0%	0	.0%	1
OXFORD HOUSE COLLEGE	TRADITION	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total		1	100.0%	0	.0%	0	.0%	0	.0%	1
PAYTON COLLEGE PREPARATORY HIGH SCHOOL	DO NOT KNOW	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total		1	100.0%	0	.0%	0	.0%	0	.0%	1
PRINCETON UNIVERSITY	KING	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total		1	100.0%	0	.0%	0	.0%	0	.0%	1
PROVIDENCE BAPTIST COLLEGE	FUNDAMENTAL BAPTIST BOOTCAMP	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%
	Total		0	.0%	0	.0%	0	.0%	1	100.0%	1
PURDUE UNIVERSITY	ENGINEER	0	.0%	0	.0%	1	100.0%	0	.0%	1	100.0%
	Total		0	.0%	0	.0%	1	100.0%	0	.0%	1

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
ROBERT MORRIS UNIVERSITY	ACADEMIC	0	.0%	1	50.0%	0	.0%	0	.0%	1	25.0%
	NO RESPONSE	1	100.0%	0	.0%	0	.0%	0	.0%	1	25.0%
	NOT WORTH IT	0	.0%	0	.0%	1	100.0%	0	.0%	1	25.0%
	SECOND CAMPUS	0	.0%	1	50.0%	0	.0%	0	.0%	1	25.0%
	Total	1	100.0%	2	100.0%	1	100.0%	0	.0%	4	100.0%
ROOSEVELT UNIVERSITY	ACCESSIBLE	1	4.5%	2	11.1%	0	.0%	0	.0%	3	5.1%
	ADVANCED DEGREES	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.7%
	ARTSY	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	AVAILABLE	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	CHEAPER BUT NOT SO GREAT	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	COMMUNITY COLLEGE	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.7%
	COMMUTER SCHOOL	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.7%
	COMMUTER/ UNREMARKABLE	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.7%
	CONVENIENT	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.7%
	COST EFFECTIVE	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.7%
	DECENT SCHOOL	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	DIVERSE	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	DO NOT KNOW	0	.0%	1	5.6%	0	.0%	1	20.0%	2	3.4%
	ENGLISH	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	EXCELLENT	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.7%
	EXPENSIVE	2	9.1%	1	5.6%	1	7.1%	0	.0%	4	6.8%
	FANTASTIC ACADEMICALLY	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.7%
	FAR	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.7%
	FAST TRACK FOR RETURNING ADULTS	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.7%
	FLEXIBLE	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.7%
	FOUR-YEAR UNIVERSITY	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.7%
	GOOD UNIVERSITY	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	GOOD QUALITY	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	HEALTHCARE	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.7%
	HIGH QUALITY BUT EXPENSIVE	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.7%
	HISTORIC	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	HUMAN RESOURCES	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	LIMITED ACADEMIC PROGRAMS IN SCHAUMBURG	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.7%
	LOCAL	2	9.1%	1	5.6%	1	7.1%	0	.0%	4	6.8%
	LOCAL FOUR-YEAR COLLEGE	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.7%
	MODERATE	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.7%
	MYSTERY	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.7%

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
ROOSEVELT UNIVERSITY	NO RESPONSE	2	9.1%	0	.0%	1	7.1%	1	20.0%	4	6.8%
	NOTHING SPECIAL	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.7%
	OFFERS EXTENSIONS	0	.0%	0	.0%	0	.0%	1	20.0%	1	1.7%
	OKAY	0	.0%	0	.0%	0	.0%	1	20.0%	1	1.7%
	PRESTIGIOUS	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	PRICEY	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	PRIVATE	1	4.5%	1	5.6%	1	7.1%	1	20.0%	4	6.8%
	PRIVATE COLLEGE	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.7%
	RANDOM	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	SATELLITE UNIVERSITY	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.7%
	SMART	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	SPECIALIZED	1	4.5%	0	.0%	0	.0%	0	.0%	1	1.7%
	WELL-ROUNDED	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.7%
	Total	22	100.0%	18	100.0%	14	100.0%	5	100.0%	59	100.0%
SCHOOL OF THE ART INSTITUTE OF CHICAGO	BETTER FOR MASTER'S DEGREE STUDIES	0	.0%	1	100.0%	0	.0%	0	.0%	1	33.3%
	DIFFERENT	0	.0%	0	.0%	1	50.0%	0	.0%	1	33.3%
	EXPENSIVE	0	.0%	0	.0%	1	50.0%	0	.0%	1	33.3%
	Total	0	.0%	1	100.0%	2	100.0%	0	.0%	3	100.0%
SOUTHERN ILLINOIS UNIVERSITY	COMMON	0	.0%	1	50.0%	0	.0%	0	.0%	1	16.7%
	CORN	1	33.3%	0	.0%	0	.0%	0	.0%	1	16.7%
	OKAY	0	.0%	0	.0%	1	100.0%	0	.0%	1	16.7%
	PARTY SCHOOL	0	.0%	1	50.0%	0	.0%	0	.0%	1	16.7%
	SMALL	1	33.3%	0	.0%	0	.0%	0	.0%	1	16.7%
	SOUTH	1	33.3%	0	.0%	0	.0%	0	.0%	1	16.7%
	Total	3	100.0%	2	100.0%	1	100.0%	0	.0%	6	100.0%
STANFORD UNIVERSITY	ADVANCED	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
THE ART INSTITUTE OF CHICAGO	CREATIVITY	0	.0%	0	.0%	1	100.0%	0	.0%	1	50.0%
	REOWNED	1	100.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	Total	1	100.0%	0	.0%	1	100.0%	0	.0%	2	100.0%
TRINITY CHRISTIAN COLLEGE	CHRISTIAN	0	.0%	0	.0%	1	50.0%	0	.0%	1	20.0%
	COMMUNITY COLLEGE	0	.0%	0	.0%	0	.0%	1	100.0%	1	20.0%
	LOCAL COMMUNITY COLLEGE	0	.0%	1	50.0%	0	.0%	0	.0%	1	20.0%
	NO RESPONSE	0	.0%	1	50.0%	0	.0%	0	.0%	1	20.0%
	RELIGIOUS	0	.0%	0	.0%	1	50.0%	0	.0%	1	20.0%
	Total	0	.0%	2	100.0%	2	100.0%	1	100.0%	5	100.0%

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
TRINITY CHRISTIAN SCHOOL	NO RESPONSE	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
TRITON COLLEGE	AFFORDABLE	0	.0%	1	33.3%	1	20.0%	0	.0%	2	18.2%
	COMMUNITY	1	50.0%	0	.0%	0	.0%	0	.0%	1	9.1%
	COMMUNITY COLLEGE	0	.0%	0	.0%	1	20.0%	0	.0%	1	9.1%
	GOOD	0	.0%	0	.0%	1	20.0%	0	.0%	1	9.1%
	LASER SHOWS	0	.0%	1	33.3%	0	.0%	0	.0%	1	9.1%
	LOCAL	1	50.0%	0	.0%	0	.0%	0	.0%	1	9.1%
	NO RESPONSE	0	.0%	0	.0%	0	.0%	1	100.0%	1	9.1%
	ONE LOCATION	0	.0%	0	.0%	1	20.0%	0	.0%	1	9.1%
	SPACE CENTER	0	.0%	1	33.3%	0	.0%	0	.0%	1	9.1%
	UNDERGRADUATE DEGREE	0	.0%	0	.0%	1	20.0%	0	.0%	1	9.1%
	Total	2	100.0%	3	100.0%	5	100.0%	1	100.0%	11	100.0%
UNIVERSAL TECHNICAL INSTITUTE	CARS	1	50.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	HANDS-ON	1	50.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	Total	2	100.0%	0	.0%	0	.0%	0	.0%	2	100.0%
UNIVERSITY OF AKRON	FAR	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
UNIVERSITY OF CALIFORNIA-LOS ANGELES	COMPUTER	0	.0%	0	.0%	1	100.0%	0	.0%	1	50.0%
	NO RESPONSE	1	100.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	Total	1	100.0%	0	.0%	1	100.0%	0	.0%	2	100.0%

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Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
UNIVERSITY OF CHICAGO	BEST	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	BIG	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.2%
	BRAINY	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.2%
	BUSINESS	1	2.9%	0	.0%	0	.0%	1	11.1%	2	2.4%
	CHICAGO	2	5.9%	1	4.0%	0	.0%	0	.0%	3	3.7%
	CHICAGO COLLEGE	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	CITY	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	CITY FOUR-YEAR	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	COMMUNICATION	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	COMPETITIVE	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	COOL	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	DEPRESSING	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	DIFFICULT	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	DO NOT KNOW	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	DOWNTOWN HUSTLE	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	DOWNTOWN TRADITIONAL COLLEGE	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	ELITE	1	2.9%	1	4.0%	0	.0%	0	.0%	2	2.4%
	EXCELLENCE	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	EXCELLENT	1	2.9%	0	.0%	1	7.1%	2	22.2%	4	4.9%
	EXCLUSIVE/ EXPENSIVE	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.2%
	EXPENSIVE	3	8.8%	0	.0%	0	.0%	0	.0%	3	3.7%
	EXPENSIVE/ EXCLUSIVE/ PRESTIGIOUS	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	EXPENSIVE/ SMART	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	EXTREME	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.2%
	FAR	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	GOOD	2	5.9%	0	.0%	0	.0%	0	.0%	2	2.4%
	GOOD VALUE/ GOOD EDUCATION	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	GREAT	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	GREAT BUSINESS SCHOOL	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.2%
	GREAT BUT IN BAD NEIGHBORHOOD	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.2%
GREAT EDUCATION	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.2%	
GREAT MEDICAL SCHOOL	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%	
GREAT SCHOOL/ GREAT CAMPUS	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%	
HELPFUL	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%	
HIGH QUALITY	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
UNIVERSITY OF CHICAGO	HIGH STANDARDS FOR ENROLLMENT AND GRADUATION	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.2%
	HIGHLY REGARDED	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.2%
	IMPRESSIVE	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	INCLUSIVE	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.2%
	IT'S A GOOD UNIVERSITY AND WANT TO STUDY	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	KNOWLEDGE	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	LARGE	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	LIBERAL ARTS	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	MEDICAL	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	NO RESPONSE	0	.0%	2	8.0%	0	.0%	0	.0%	2	2.4%
	ONE OF THE BEST	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	ONE OF THE BEST IN THE COUNTRY	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	OVERPRICED AND ELITIST	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.2%
	PRESTIGIOUS	0	.0%	4	16.0%	0	.0%	0	.0%	4	4.9%
	PRIVATE SCHOOL THAT IS SELECTIVE	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.2%
	QUALITY	2	5.9%	0	.0%	0	.0%	0	.0%	2	2.4%
	QUALITY EDUCATION	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.2%
	RENOWNED FOR ACADEMIA	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	SMART	0	.0%	2	8.0%	1	7.1%	0	.0%	3	3.7%
	THE BEST	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.2%
	TOP NOTCH	1	2.9%	0	.0%	1	7.1%	1	11.1%	3	3.7%
	TRADITIONAL	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%
	UNIVERSITY	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.2%
	UNIVERSITY OF ILLINOIS	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	UNKNOWN	0	.0%	0	.0%	1	7.1%	0	.0%	1	1.2%
URBAN	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%	
VERY EXPENSIVE AND VERY ELITE	1	2.9%	0	.0%	0	.0%	0	.0%	1	1.2%	
WORLD CLASS	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%	
Total	34	100.0%	25	100.0%	14	100.0%	9	100.0%	82	100.0%	
UNIVERSITY OF COLORADO	CONVENIENT	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
UNIVERSITY OF ILLINOIS	ABOVE AVERAGE	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	ACADEMICS	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.5%
	ADVANCED	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	BASIC	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	BIG	2	8.3%	2	11.1%	1	6.3%	0	.0%	5	7.5%
	BIG10	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.5%
	CHALLENGING	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.5%
	COOL	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	COST-EFFECTIVE	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.5%
	D1 SCHOOL	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	DO NOT KNOW	2	8.3%	0	.0%	0	.0%	0	.0%	2	3.0%
	ELITE	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.5%
	ELITIST	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.5%
	ENGINEER	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	EVERYONE TRIES TO GO THERE	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.5%
	EXCELLENT	1	4.2%	1	5.6%	1	6.3%	0	.0%	3	4.5%
	EXPENSIVE	1	4.2%	1	5.6%	1	6.3%	0	.0%	3	4.5%
	EXPENSIVE BUT SUCCESSFUL	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	EXPENSIVE FOR STATE SCHOOL	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.5%
	FANCY	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	FRATERNITIES	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	FRATERNIZATION	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	GENERAL	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.5%
	GENERIC	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.5%
	GOOD	0	.0%	2	11.1%	0	.0%	1	11.1%	3	4.5%
	GOOD SCHOOL	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	GOOD VALUE	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.5%
	GREAT STATE SCHOOL	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.5%
	HIGH QUALITY	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	ILLINOIS	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.5%
	ISOLATED	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.5%
	LARGE	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
MEDICAL	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.5%	
MEDIOCRE	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.5%	
MIDWESTERN	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%	
OKAY	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%	
PARTY SCHOOL	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.5%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
UNIVERSITY OF ILLINOIS	POPULAR	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.5%
	PREMIER STATE SCHOOL	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	PRESTIGIOUS/ WELL-KNOWN	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.5%
	PRIVATE	1	4.2%	0	.0%	0	.0%	0	.0%	1	1.5%
	REPUTABLE	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.5%
	RIGOROUS	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.5%
	STATE	0	.0%	1	5.6%	1	6.3%	0	.0%	2	3.0%
	STATE SCHOOL	1	4.2%	0	.0%	1	6.3%	0	.0%	2	3.0%
	STATE UNIVERSITY	0	.0%	0	.0%	1	6.3%	1	11.1%	2	3.0%
	STRONG	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.5%
	TOO DIFFICULT FOR ILLINOIS STUDENTS TO QUALIFY/ TOO MANY FOREIGNERS	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.5%
	TOP NOTCH	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.5%
	UNIVERSITY	0	.0%	0	.0%	0	.0%	1	11.1%	1	1.5%
	UNIVERSITY OF ILLINOIS	0	.0%	0	.0%	1	6.3%	1	11.1%	2	3.0%
	VALUE	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.5%
	Total	24	100.0%	18	100.0%	16	100.0%	9	100.0%	67	100.0%
UNIVERSITY OF ILLINOIS-CHICAGO	AMAZING	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	BASIC	0	.0%	2	11.1%	0	.0%	0	.0%	2	3.1%
	BIG	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	CHEAP	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	CHICAGO	0	.0%	0	.0%	1	8.3%	0	.0%	1	1.6%
	CIRCLE CAMPUS	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	CITY	2	6.7%	2	11.1%	1	8.3%	0	.0%	5	7.8%
	CITY SCHOOL	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	CLOSE	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.6%
	COMMUTER	0	.0%	0	.0%	1	8.3%	0	.0%	1	1.6%
	DIVERSE	2	6.7%	1	5.6%	0	.0%	0	.0%	3	4.7%
	EXCEPTIONAL	0	.0%	0	.0%	1	8.3%	0	.0%	1	1.6%
	EXPENSIVE	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	FOUR-YEAR	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.6%
	GOOD	2	6.7%	0	.0%	1	8.3%	0	.0%	3	4.7%
	GOOD PUBLIC UNIVERSITY	0	.0%	0	.0%	0	.0%	1	25.0%	1	1.6%
GOOD SCHOOL	0	.0%	0	.0%	1	8.3%	0	.0%	1	1.6%	
GREAT UNIVERSITY FOR CHICAGO RESIDENTS	0	.0%	0	.0%	0	.0%	1	25.0%	1	1.6%	
GREAT VALUE	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%	

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
UNIVERSITY OF ILLINOIS-CHICAGO	HELPFUL/ COMPETITIVE CLASSES	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	HIGHLY QUALIFIED	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	LARGE METRO AREA	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	LARGE RESPECTED UNIVERSITY	0	.0%	0	.0%	1	8.3%	0	.0%	1	1.6%
	LEARN	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.6%
	LOCAL	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	LOCAL SCHOOL	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.6%
	MEDICAL	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	MEDIOCRE	1	3.3%	1	5.6%	0	.0%	0	.0%	2	3.1%
	NEARBY	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	NICE	0	.0%	2	11.1%	0	.0%	0	.0%	2	3.1%
	NO RESPONSE	1	3.3%	1	5.6%	1	8.3%	0	.0%	3	4.7%
	OKAY	0	.0%	0	.0%	0	.0%	1	25.0%	1	1.6%
	OKAY PLACE	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	ORANGE	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	PUBLIC/ AVERAGE	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	QUALITY	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.6%
	REASONABLE AND SUCCESS	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	RESEARCH UNIVERSITY	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	RESPECTED STATE SCHOOL	0	.0%	0	.0%	1	8.3%	0	.0%	1	1.6%
	STATE SCHOOL	0	.0%	1	5.6%	1	8.3%	0	.0%	2	3.1%
	THE GO TO	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	TOO MANY FOREIGN STUDENTS/ DIFFICULT TO ENTER/ PICK A DECENT MAJOR	0	.0%	0	.0%	0	.0%	1	25.0%	1	1.6%
	TOO PUBLIC	1	3.3%	0	.0%	0	.0%	0	.0%	1	1.6%
	TOP OF THE LINE BUT POLITICALLY BIASED	0	.0%	0	.0%	1	8.3%	0	.0%	1	1.6%
	UNIVERSITY	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.6%
URBAN	2	6.7%	1	5.6%	1	8.3%	0	.0%	4	6.3%	
VARIETY PROGRAMS	0	.0%	1	5.6%	0	.0%	0	.0%	1	1.6%	
Total	30	100.0%	18	100.0%	12	100.0%	4	100.0%	64	100.0%	
UNIVERSITY OF ILLINOIS-CIRCLE CAMPUS	AFFORDABLE HIGHER EDUCATION FOR PEOPLE WHO CAN'T LIVE ON THEIR OWN	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%
	Total	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
UNIVERSITY OF ILLINOIS-URBANA CHAMPAIGN	BEST STATE COLLEGE FOR ENGINEERING AND BUSINESS	0	.0%	1	100.0%	0	.0%	0	.0%	1	20.0%
	COMPUTER	1	25.0%	0	.0%	0	.0%	0	.0%	1	20.0%
	IN URBANA CHAMPAIGN	1	25.0%	0	.0%	0	.0%	0	.0%	1	20.0%
	NO RESPONSE	1	25.0%	0	.0%	0	.0%	0	.0%	1	20.0%
	PRETTY GOOD COLLEGE	1	25.0%	0	.0%	0	.0%	0	.0%	1	20.0%
	Total	4	100.0%	1	100.0%	0	.0%	0	.0%	5	100.0%
UNIVERSITY OF MICHIGAN	CHICAGO BUT IN MICHIGAN	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
UNIVERSITY OF NOTRE DAME	LEGENDARY	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
UNIVERSITY OF PHOENIX	CONVENIENT	0	.0%	1	100.0%	0	.0%	0	.0%	1	50.0%
	ONLINE	1	100.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	Total	1	100.0%	1	100.0%	0	.0%	0	.0%	2	100.0%
UNIVERSITY OF SOUTHERN CALIFORNIA	EXPENSIVE	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
	Total	1	100.0%	0	.0%	0	.0%	0	.0%	1	100.0%
UNIVERSITY OF ST FRANCIS	DO NOT KNOW	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%
	Total	0	.0%	0	.0%	0	.0%	1	100.0%	1	100.0%
UNIVERSITY OF WISCONSIN	GOOD SCHOOL AND CLOSE	0	.0%	0	.0%	0	.0%	1	100.0%	1	33.3%
	NICE	1	50.0%	0	.0%	0	.0%	0	.0%	1	33.3%
	PREMIER OUT-OF-STATE SCHOOL	1	50.0%	0	.0%	0	.0%	0	.0%	1	33.3%
	Total	2	100.0%	0	.0%	0	.0%	1	100.0%	3	100.0%
VALPARAISO UNIVERSITY	FURTHEST AWAY	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
	Total	0	.0%	1	100.0%	0	.0%	0	.0%	1	100.0%
WESTERN ILLINOIS UNIVERSITY	AFFORDABLE	0	.0%	0	.0%	1	50.0%	0	.0%	1	20.0%
	COOL	1	33.3%	0	.0%	0	.0%	0	.0%	1	20.0%
	PRESTIGIOUS	1	33.3%	0	.0%	0	.0%	0	.0%	1	20.0%
	STATE SCHOOL	1	33.3%	0	.0%	0	.0%	0	.0%	1	20.0%
	VERY GOOD	0	.0%	0	.0%	1	50.0%	0	.0%	1	20.0%
	Total	3	100.0%	0	.0%	2	100.0%	0	.0%	5	100.0%
WHEATON COLLEGE	CHRISTIAN	1	25.0%	0	.0%	1	50.0%	0	.0%	2	33.3%
	CHRISTIAN LIBERAL ARTS COLLEGE	0	.0%	0	.0%	1	50.0%	0	.0%	1	16.7%
	EVANGELICAL	1	25.0%	0	.0%	0	.0%	0	.0%	1	16.7%
	SMALL	1	25.0%	0	.0%	0	.0%	0	.0%	1	16.7%
	TOO STRICT	1	25.0%	0	.0%	0	.0%	0	.0%	1	16.7%
	Total	4	100.0%	0	.0%	2	100.0%	0	.0%	6	100.0%

Table 1-D. Keyword Descriptors Of Area Educational Institutions (CLARIFIED) By Age Of Respondent

		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
WILBUR WRIGHT COLLEGE	AFFORDABLE	0	.0%	0	.0%	1	100.0%	0	.0%	1	16.7%
	CLOSE BY TO THE NEIGHBORHOOD IN WHICH I LIVED	0	.0%	0	.0%	0	.0%	1	33.3%	1	16.7%
	COMMUNITY COLLEGE	0	.0%	0	.0%	0	.0%	1	33.3%	1	16.7%
	JUNIOR	0	.0%	1	50.0%	0	.0%	0	.0%	1	16.7%
	LOCAL	0	.0%	0	.0%	0	.0%	1	33.3%	1	16.7%
	NO RESPONSE	0	.0%	1	50.0%	0	.0%	0	.0%	1	16.7%
	Total	0	.0%	2	100.0%	1	100.0%	3	100.0%	6	100.0%
YALE UNIVERSITY	GOOD	2	100.0%	0	.0%	0	.0%	0	.0%	2	50.0%
	LAW	0	.0%	0	.0%	1	100.0%	0	.0%	1	25.0%
	SMART	0	.0%	1	100.0%	0	.0%	0	.0%	1	25.0%
	Total	2	100.0%	1	100.0%	1	100.0%	0	.0%	4	100.0%

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Table 1-E. Knowledge As To Which Community College Serves Respondent By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Local High School District	D211 (Schaumburg CCSD 54, Palatine CCSD 15)	70	29.3%	60	34.9%	67	51.9%	30	50.0%	227	37.8%
	D214 (Comm Cons SD 59, Mount Prospect SD 57, Prospect Heights SD 23, River Trails SD 26, Wheeling CCSD 21)	104	43.5%	66	38.4%	26	20.2%	13	21.7%	209	34.8%
	D220	4	1.7%	5	2.9%	16	12.4%	6	10.0%	31	5.2%
	Do not know	61	25.5%	41	23.8%	20	15.5%	11	18.3%	133	22.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Community College Serves Respondent's Area	Other	8	3.3%	0	.0%	5	3.9%	0	.0%	13	2.2%
	Elgin Community College	13	5.4%	2	1.2%	1	.8%	0	.0%	16	2.7%
	College Of DuPage	9	3.8%	4	2.3%	1	.8%	1	1.7%	15	2.5%
	Harper College	160	66.9%	143	83.1%	110	85.3%	49	81.7%	462	77.0%
	Waubensee Community College	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	McHenry County College	11	4.6%	1	.6%	3	2.3%	1	1.7%	16	2.7%
	Oakton Community College	17	7.1%	16	9.3%	7	5.4%	5	8.3%	45	7.5%
	Do not know	21	8.8%	6	3.5%	2	1.6%	3	5.0%	32	5.3%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	

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Table 1-E. Knowledge As To Which Community College Serves Respondent By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Other Community College Cited	COLLEGE OF LAKE COUNTY	6	75.0%	0	.0%	4	80.0%	0	.0%	10	76.9%
	DO NOT KNOW	1	12.5%	0	.0%	1	20.0%	0	.0%	2	15.4%
	GATEWAY TECH	1	12.5%	0	.0%	0	.0%	0	.0%	1	7.7%
	Total	8	100.0%	0	.0%	5	100.0%	0	.0%	13	100.0%

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Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - First Response	60+ MAJORS 15 PRE-PROFESSIONAL PROGRAMS 100+ CLUBS AND ORGANIZATIONS 100% OF FULL-TIME STUDENTS RECEIVE FINANCIAL AID	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	A GOOD BRIDGE FROM HIGH SCHOOL TO COLLEGE/ UNIVERSITY	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	A GOOD COMMUNITY COLLEGE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	A GOOD REPUTATION	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	A GREAT CAMPUS	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	A STRONG UNDERGRADUATE CURRICULUM	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	ABOVE AVERAGE PUBLIC COLLEGE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	ACADEMIC CLASSES	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	ACCESSIBILITY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ADULT EDUCATION	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	AFFORDABILITY	9	3.8%	2	1.2%	1	.8%	0	.0%	12	2.0%
	AFFORDABLE CLASSES	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	AFFORDABLE DEGREES	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	AFFORDABLE EDUCATION	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%
	AFFORDABLE TWO-YEAR COLLEGE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	AMOUNT OF CLASSES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	APPRENTICESHIPS	1	.4%	2	1.2%	0	.0%	0	.0%	3	.5%
	AREA COLLEGE	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	ART	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	ARTS DESIGN	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%

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Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - First Response	ASKING FOR MORE TAXES EVERY YEAR	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	ASSISTING KIDS WHO CANNOT AFFORD A FOUR-YEAR UNIVERSITY OUT OF HIGH SCHOOL	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ASSOCIATE DEGREE TRANSFER	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	ASSOCIATE DEGREES	4	1.7%	4	2.3%	2	1.6%	1	1.7%	11	1.8%
	BASIC COURSES	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	BASIC CREDITS	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	BECOME A FOUR YEAR COLLEGE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	BEING A GOOD COMMUNITY COLLEGE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	BEING A QUALITY COMMUNITY COLLEGE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	BEING AN OUTSTANDING COMMUNITY COLLEGE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	BEING CLOSE TO THE COMMUNITY IT SERVES	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	BEING INEXPENSIVE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	BEING LOCAL	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%
	BEING MODERN AND HAVING EXCELLENT TEACHERS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	BEING PART OF THE COMMUNITY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	BEST CLASS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	BIG	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	BRIDGE PROGRAMS (ASSOCIATE DEGREES TO BACHELOR'S)	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	BRIDGING COLLEGE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	BROAD OFFERINGS	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	BUSINESS	0	.0%	1	.6%	1	.8%	1	1.7%	3	.5%
	BUSINESS CLASSES	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	CAMPUS	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%
	CAMPUS UPDATED	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	CAR	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	CERTIFICATE PROGRAMS	1	.4%	0	.0%	1	.8%	0	.0%	2	.3%
CHEAP	4	1.7%	1	.6%	0	.0%	1	1.7%	6	1.0%	
CLASSES	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%	
COLLEGE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%	

Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - First Response	COLLEGE PREP	0	.0%	2	1.2%	1	.8%	0	.0%	3	.5%
	COMMUNITY	2	.8%	3	1.7%	0	.0%	0	.0%	5	.8%
	COMMUNITY CLASSES	2	.8%	0	.0%	0	.0%	0	.0%	2	.3%
	COMMUNITY COLLEGE	6	2.5%	0	.0%	3	2.3%	0	.0%	9	1.5%
	COMMUNITY COLLEGE - TRANSFER TO FOUR-YEAR SCHOOL	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	COMMUTER	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	CONSTANT CONSTRUCTION	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	CONTINUING EDUCATION	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	CONVENIENCE	3	1.3%	0	.0%	1	.8%	0	.0%	4	.7%
	COOL	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	COST	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	COST-EFFECTIVE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	COURSES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	CREDENTIALS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	CREDIT TRANSFERRING	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	DECENT PRICE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	DIVERSITY	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%
	DO NOT KNOW	77	32.2%	58	33.7%	39	30.2%	29	48.3%	203	33.8%
	EASY	2	.8%	0	.0%	0	.0%	0	.0%	2	.3%
	ECONOMICAL	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	EDUCATION	2	.8%	2	1.2%	0	.0%	0	.0%	4	.7%
	EFFECTIVE COMPREHENSIVE TRAINING PROGRAM	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	EMS TRAINING	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	ENGINEERING	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ENGLISH EDUCATION	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	ENVIRONMENT	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	EVENTS	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	EXCELLENCE	1	.4%	0	.0%	1	.8%	0	.0%	2	.3%
	FACILITY	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	FACULTY	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
FAMOUS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%	
FINANCIAL SAVINGS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%	
FIRST TWO YEARS OF A FOUR-YEAR DEGREE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%	
FISCAL IRRESPONSIBILITY	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%	

Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - First Response	FLEXIBLE CLASSES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	FOOD	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	FOUR-YEAR COLLEGE PREP	0	.0%	1	.6%	1	.8%	1	1.7%	3	.5%
	FREE COLLEGE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	FREE COMMUNITY COLLEGE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	GENERAL ED CLASSES	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	GENERAL EDUCATION	1	.4%	2	1.2%	1	.8%	0	.0%	4	.7%
	GETTING AN ASSOCIATE DEGREE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	GETTING READY FOR A FOUR-YEAR COLLEGE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	GETTING THE FIRST TWO-YEARS OF COLLEGE AT AN AFFORDABLE PRICE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	GLORIFIED HIGH SCHOOL	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	GOING THERE FOR 1 YEAR TO SAVE MONEY ON A FOUR-YEAR COLLEGE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	GOOD	3	1.3%	0	.0%	0	.0%	0	.0%	3	.5%
	GOOD COLLEGE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	GOOD COMMUNITY COLLEGE	1	.4%	0	.0%	1	.8%	0	.0%	2	.3%
	GOOD COURSES	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	GOOD EDUCATION	1	.4%	2	1.2%	4	3.1%	0	.0%	7	1.2%
	GOOD EDUCATION AT A GOOD PRICE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	GOOD PRICE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	GOOD PROGRAMS	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	GOOD SCHOOL	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	GOOD SIZE CLASSES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	GOOD STUDY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	GOOD TEACHERS	0	.0%	1	.6%	0	.0%	1	1.7%	2	.3%
	GREAT CAMPUS	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	GREAT EDUCATION FOR COMMUNITY COLLEGE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	GREAT TUITION	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	HEALTH CAREERS	0	.0%	1	.6%	1	.8%	0	.0%	2	.3%
	HEALTHCARE PROGRAMS	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%
	HIGH COSTS TO TAXPAYERS	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
HIGH QUALITY ACADEMICS AT A COMMUNITY LEVEL COST	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%	
HIGH TAXES	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%	

Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - First Response	HIGH TAXING BODY FOR COMMUNITY	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	IF YOU DON'T KNOW WHAT YOU WANT TO MAJOR IN	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	INEXPENSIVE	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%
	INEXPENSIVE GOOD EDUCATION	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	INNOVATIVE METHODS TO LEARN	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	INTERESTING CLASSES	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	IT IS NICE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	IT'S SUCCESS OF STUDENTS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	IT'S ONLINE CLASSES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	JOB TRAINING	0	.0%	2	1.2%	0	.0%	1	1.7%	3	.5%
	JUNIOR COLLEGE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	JUNIOR COLLEGE CLASSES	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	KNOWLEDGE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	LARGE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	LARGE CAMPUS	1	.4%	0	.0%	1	.8%	0	.0%	2	.3%
	LAW ENFORCEMENT/TEACHING DEGREES	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	LESS EXPENSIVE COMPARED TO FOUR-YEAR COLLEGE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	LOCAL	0	.0%	2	1.2%	2	1.6%	1	1.7%	5	.8%
	LOCAL COLLEGE	0	.0%	1	.6%	1	.8%	1	1.7%	3	.5%
	LOCAL HIGHER LEARNING	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	LOCATION	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	LOW COST	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	LOW PRICES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	MANY PROGRAMS	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	MEDICAL CAREER TRAINING	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	MEDICAL PROGRAMS	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	MUSIC	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	MUSIC CLASSES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	NEIGHBORHOOD COLLEGE - TO PURSUE A GOOD FUTURE	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	NICE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
NO IDEA	1	.4%	0	.0%	1	.8%	0	.0%	2	.3%	
NONE	31	13.0%	27	15.7%	13	10.1%	5	8.3%	76	12.7%	

Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - First Response	NOT EXPENSIVE COMMUNITY COLLEGE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	NURSING PROGRAM	7	2.9%	6	3.5%	10	7.8%	1	1.7%	24	4.0%
	OFFERING A LOT OF EDUCATIONAL PROGRAMS	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	OUTSTANDING REPUTATION	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	PRACTICALITY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	PRE-BACHELOR TRAINING	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	PRE-REQ CLASSES	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	PREPARE FOR DEGREES	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	PREPARING STUDENTS FOR FOUR-YEAR DEGREES	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	PREPARING STUDENTS FOR UNIVERSITY CURRICULUM	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	PREPARING TO CONTINUE ON TO FOUR-YEAR COLLEGE	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	PRICE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	PROMISE PROGRAM	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	PROVING A GREAT EDUCATION WITH A MUCH LOWER COST	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	QUALITY	0	.0%	0	.0%	2	1.6%	0	.0%	2	.3%
	QUALITY CLOSE TO HOME	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	QUALITY COMMUNITY COLLEGE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	QUALITY EDUCATION	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	QUALITY EDUCATION AND CURRICULUM	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	REASONABLE PRICE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	REASONABLY PRICED CLASSES	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	SCHOLARSHIP AWARD	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	SCHOOL	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	SCIENCE	2	.8%	0	.0%	0	.0%	0	.0%	2	.3%
	SERVICES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	SHORT COURSES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
SLACKERS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%	
SOMEONE THAT IS NOT SURE OF THE JOB PLACEMENT	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%	
SPORTS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%	
START WITH A TWO YEAR AND GET THE HELP YOU NEED	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%	

Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - First Response	TAKING THE NECESSARY CLASSES AND PREPARING YOU BEFORE GOING TO A UNIVERSITY	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	TEACHING	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	TECHNOLOGY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	THEIR ENVIRONMENT	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	THEIR EXCELLENT EVENTS	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	THEIR GRADUATION RATES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	THEIR PROMISE PROGRAM	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	TO MAKE SUCCESSFUL PEOPLE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	TOP NURSING SCHOOL	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	TRAINING	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	TRANSFER	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	TRANSFER CREDITS	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%
	TRANSFER PROGRAMS TO FOUR-YEAR COLLEGES	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%
	TRANSFER SCHOOL	2	.8%	0	.0%	0	.0%	0	.0%	2	.3%
	TRYING FOR A FOUR-YEAR SCHOOL WHEN IT SHOULD REALLY FILL THE NICHE OF A COMMUNITY COLLEGE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	TURKEY TROT	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	TWO-YEAR DEGREE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	VALUE	1	.4%	1	.6%	1	.8%	0	.0%	3	.5%
	VARIETY OF CLASSES	1	.4%	0	.0%	2	1.6%	0	.0%	3	.5%
	VARIETY OF COURSES	2	.8%	1	.6%	0	.0%	0	.0%	3	.5%
	VENUE FOR EVENTS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
VOCATIONAL EDUCATION	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%	
WHERE KIDS GO THAT CAN'T GET INTO A FOUR-YEAR UNIVERSITY	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%	
WIDE VARIETY OF CLASSES OPTION	0	.0%	1	.6%	0	.0%	1	1.7%	2	.3%	
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	

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Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - Second Response	A BASIC EDUCATION	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	ACADEMICS FOR COMMUNITY COLLEGE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	ACCESSIBILITY	1	1.2%	1	2.1%	0	.0%	0	.0%	2	1.1%
	ADULT ED	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	AFFILIATION WITH NIU	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	AFFORDABLE	2	2.4%	2	4.2%	0	.0%	1	6.7%	5	2.7%
	AFFORDABLE RATES	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	ALMOST ANYTHING TO START	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	ART	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	ASSOCIATE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	AVANTI BUILDING	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	BASIC COLLEGE CLASSES (TO TRANSFER TO A FOUR-YEAR UNIVERSITY)	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	BEING MORE AFFORDABLE	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	BEING PAID VIA TAXES ON EVERYONE IN THE AREA	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	BOAT	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	BUSINESS PROGRAMS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	CAMPUS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	CAMPUS IS LOVELY	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	CAREER DEVELOPMENT	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	CAREER PATHS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	CAREER TECHNICAL TRAINING	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	CDL TRAINING	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	CERTIFICATE PROGRAMS	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	CERTIFICATES	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	CHEAP	2	2.4%	0	.0%	0	.0%	0	.0%	2	1.1%
	CHEAPER CLASSES	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	CHOICE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	CLOSE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	CLOSE CAMPUS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	CLOSE COMMUNITY	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
CLOSE-TO-HOME	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%	
CNA	2	2.4%	0	.0%	0	.0%	0	.0%	2	1.1%	
COLLEGE PREP	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%	
COMMUNITY	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%	

Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - Second Response	COMMUNITY COLLEGE	1	1.2%	0	.0%	2	5.0%	0	.0%	3	1.6%
	COMMUNITY ENRICHMENT	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	COMMUNITY RELATIONSHIPS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	COMMUNITY SPONSORED EVENT	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	COMPREHENSIVE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	COMPUTER TECHNOLOGY	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	CONFUSING LAYOUT	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	CONTINUING EDUCATION	1	1.2%	0	.0%	2	5.0%	0	.0%	3	1.6%
	CONTINUOUS BUILDING	0	.0%	0	.0%	0	.0%	1	6.7%	1	.5%
	CONVENIENT	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	CONVENIENT LOCATION	0	.0%	2	4.2%	1	2.5%	1	6.7%	4	2.1%
	COST	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	COST-EFFECTIVE	0	.0%	0	.0%	1	2.5%	1	6.7%	2	1.1%
	COURSES	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	DECENT PRICE	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	DENTAL HYGIENIST	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	DENTAL SCHOOL TRAINING	0	.0%	0	.0%	0	.0%	1	6.7%	1	.5%
	EASY CLASSES	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	EASY TO TRANSFER	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	EDUCATION	3	3.6%	1	2.1%	0	.0%	0	.0%	4	2.1%
	EMT	2	2.4%	0	.0%	0	.0%	0	.0%	2	1.1%
	ENGINEERING PATHWAY PROGRAM WITH UIUC TIES	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	ESL	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	EXPANSION	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	EXTENSIVE OFFERINGS	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	FAST	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	FIRE SCIENCE (EMT)	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	FLEXIBILITY	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	FLEXIBLE SCHEDULE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	FRIENDLY STAFF	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
FULL OF COLLEGE-AGE KIDS	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%	
GENERAL ED FOR TRANSFER	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%	
GENERAL EDUCATION	1	1.2%	1	2.1%	0	.0%	1	6.7%	3	1.6%	
GETS YOU READY FOR TRANSFERRING TO A FOUR-YEAR SCHOOL	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%	

Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - Second Response	GOOD	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	GOOD COURSES	0	.0%	0	.0%	0	.0%	1	6.7%	1	.5%
	GOOD EDUCATION	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	GOOD PROGRAMS	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	GOOD TEACHERS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	GOOD TO GET GENERAL COURSES TO GET TO A FOUR-YEAR COLLEGE	0	.0%	0	.0%	0	.0%	1	6.7%	1	.5%
	GREAT JUNIOR COLLEGE	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	GREAT PROFESSORS	1	1.2%	1	2.1%	0	.0%	0	.0%	2	1.1%
	GREATEST PROGRAMS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	HARPER PROMISE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	HAVING MANY CLASSES	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	HIGH SCHOOL CLASSES	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	HIGH SCHOOL PARTNERSHIPS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	HIGH-LEVEL EDUCATION	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	HIGH-QUALITY CLASSES	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	HIGHER LEARNING STANDARDS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	IF YOU DON'T HAVE ENOUGH MONEY TO AFFORD PUBLIC COLLEGE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	INTERNSHIP	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	LARGE SCHOOL	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	LIBRARY	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	LOCAL EDUCATION	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	LOCATION	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	LOTS OF PROGRAMS	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	LOW COST	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	LOW PRICE	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	MAKING COST AFFORDABLE	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	MANUFACTURING	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	MEDICAL FIELD	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
MUSIC EDUCATION	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%	
NAMED FOR WILLIAM RAINEY HARPER WHO ALSO HELPED ESTABLISH U OF C	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%	
NICE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%	
NURSING	2	2.4%	0	.0%	2	5.0%	1	6.7%	5	2.7%	
NURSING (LPN)	0	.0%	0	.0%	0	.0%	1	6.7%	1	.5%	

Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - Second Response	NURSING PROGRAM	0	.0%	0	.0%	0	.0%	1	6.7%	1	.5%
	NURSING PROGRAMS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	OTHER ACTIVITIES	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	PARTIES	2	2.4%	0	.0%	0	.0%	0	.0%	2	1.1%
	PARTNERING WITH LOCAL BUSINESSES TO PROVIDE NEEDED PROGRAMS	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	PEOPLE WHO FAIL OUT OF FOUR-YEARS/ COMING BACK TO HARPER	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	POSITIVE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	PRESCHOOL	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	PRICE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	PRICED RIGHT	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	PRICING	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	PROFESSIONAL PROGRAMS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	PROFESSIONAL TEACHERS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	PROFESSORS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	PROGRAM	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	PROGRESSIVENESS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	QUALITY	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	QUALITY ASSOCIATE DEGREE	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	QUALITY TEACHERS	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	QUICKER RESULTS	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	REASONABLE COST	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	SCIENCE	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	SERVES COMMUNITY	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	SOMEONE THAT WANTS TO CUT COST OF EDUCATION	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	SPECIFIC CERTIFICATION PROGRAMS	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	STEPPING STONE TO FOUR- YEAR COLLEGE	0	.0%	0	.0%	0	.0%	1	6.7%	1	.5%
	STUDENTS	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	STUDENTS WHO DON'T WANT TO LEAVE HOME	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	SUCCESSFUL GRADUATES	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	SUMMER SCHOOL	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
SWIMMING POOL	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%	
TAKING OUR TAX DOLLARS	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%	

Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - Second Response	TALENTED STAFF	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	TEACHERS	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	TECHNICAL TRAINING	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	TECHNOLOGY PROGRAMS	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	THE HIGHEST DEGREE IS ASSOCIATE DEGREE	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	TRADES	0	.0%	0	.0%	0	.0%	1	6.7%	1	.5%
	TRAINING FOR A JOB	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	TRANSFER PROGRAMS	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	TRANSFERRING TO OTHER UNIVERSITIES	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	TRANSITION TO FOUR-YEAR COLLEGE	0	.0%	0	.0%	0	.0%	1	6.7%	1	.5%
	TWO YEARS	0	.0%	0	.0%	0	.0%	1	6.7%	1	.5%
	TWO-YEAR DEGREES AND CERTIFICATE	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	UNFUNDED PENSION	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	USER FRIENDLY	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	VARIETY OF CLASSES	0	.0%	0	.0%	2	5.0%	0	.0%	2	1.1%
	VARIETY OF COURSES	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	VERY GOOD NURSING PROGRAM	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	VOCATIONAL CLASSES	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	VOCATIONAL PROGRAMS	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	VOCATIONAL/ PROFESSIONAL TRAINING	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	WELL-EDUCATED TEACHERS AND PROFESSORS	0	.0%	0	.0%	1	2.5%	0	.0%	1	.5%
	WELL-ROUNDED	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	WHERE KIDS WITHOUT A CURRENT EDUCATIONAL OR CAREER PLAN GO	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	WHERE THE SLACKERS GO	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
	WIDE VARIETY OF CLASSES	0	.0%	1	2.1%	0	.0%	0	.0%	1	.5%
	WORK PREPARATION	1	1.2%	0	.0%	0	.0%	0	.0%	1	.5%
Total	84	100.0%	48	100.0%	40	100.0%	15	100.0%	187	100.0%	

Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - Third Response	ADULT EDUCATION CLASSES	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%
	AFFORDABLE	2	4.3%	0	.0%	1	5.3%	0	.0%	3	3.3%
	ALTERNATIVE	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	APPRENTICESHIPS	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	BEING BIG FOR A COMMUNITY COLLEGE	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	BEST	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	BUSINESS EDUCATION	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	CAFE	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%
	CARRIER	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	CERTIFICATIONS	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	CLOSE (TO STUDENTS)/ ACCESSIBLE	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	CLOSE PROXIMITY	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%
	CLOSE TO HOME	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	COMMUNITY	2	4.3%	0	.0%	0	.0%	0	.0%	2	2.2%
	COMMUNITY EDUCATION	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%
	COMMUNITY EDUCATION BEYOND DEGREE PROGRAMS	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	COMMUNITY PROGRAMS	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	COMMUNITY SERVICES	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	CONTINUING EDUCATION	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	CONVENIENT	0	.0%	0	.0%	0	.0%	1	20.0%	1	1.1%
	CONVENIENT TIMES	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	COURSES	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	CREDIBILITY	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	DENTAL SCHOOL	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	EASE OF ADMISSION	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	EASY	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	ECONOMICAL	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	EXPENSIVE COMMUNITY COLLEGE	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	EXTRA ACTIVITIES	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	FIRE SCIENCE	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
FIREFIGHTER	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%	
FOR ADULTS LOOKING TO GET A COLLEGE EDUCATION	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%	
FRIENDLY	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%	
FUN RECREATION CLASSES	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%	

Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - Third Response	GETTING PEOPLE READY FOR A UNIVERSITY	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	GIRLS	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	GOOD	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	GOOD LOCATION	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	GOOD PROGRAMS	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	GOOD TEACHERS	0	.0%	0	.0%	2	10.5%	0	.0%	2	2.2%
	HEALTH CARE DEGREES	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	HELP	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	HELPFUL PREPARATION	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	HIGH SCHOOL COLLEGE CREDITS	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	INVOLVED IN INDUSTRY/ WORK WORLD	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	KEY	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	LOCAL	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	LOCAL COMMUNITY	0	.0%	0	.0%	0	.0%	1	20.0%	1	1.1%
	LOCAL POST-SECONDARY EDUCATION	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%
	LOCATION	1	2.2%	1	4.5%	0	.0%	0	.0%	2	2.2%
	MAIN COURSES	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	MAJOR PROGRAMS INCLUDE: HEALTH PROFESSIONS AND RELATED PROGRAMS/ LIBERAL ARTS AND SCIENCES/ GENERAL STUDIES AND HUMANITIES/ BUSINESS/ MANAGEMENT AND MARKETING	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	MANY DIFFERENT TIMES FOR CLASSES	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	MUSIC	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	NEAT SCHOOL	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	NICE CAMPUS	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%
	NOT TOO CHEAP	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	NURSING	2	4.3%	0	.0%	0	.0%	0	.0%	2	2.2%
	NURSING PROGRAM	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	POSITIVE	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	PRE-COLLEGE EDUCATION	0	.0%	0	.0%	0	.0%	1	20.0%	1	1.1%
PROFESSORS	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%	
QUALITY EDUCATION	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%	
RENOVATED	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%	

Table 2-A. Items Harper College Is Best Known For By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College Best Known For - Third Response	REPUTATION	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	RESOURCES	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%
	RESPECTED AS A VERY GOOD JUNIOR COLLEGE	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%
	RETURNING STUDENTS	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%
	SKILLS DEVELOPMENT	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	SMALL CLASS SIZES	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	SPORTS	1	2.2%	1	4.5%	0	.0%	0	.0%	2	2.2%
	STUDENTS WHO CANNOT AFFORD A FOUR-YEAR UNIVERSITY	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	SUMMER PROGRAMS FOR YOUNGER PEOPLE	0	.0%	0	.0%	0	.0%	1	20.0%	1	1.1%
	TEACHING	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	TECHNICAL	0	.0%	2	9.1%	0	.0%	0	.0%	2	2.2%
	THE BEAUTIFUL, NEW FACILITIES	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	TRADES TRAINING LIKE HVAC	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%
	TRAINING	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
	TRANSFERS TO FOUR-YEAR UNIVERSITIES	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%
	UNABLE TO PAY PENSION OBLIGATION	0	.0%	0	.0%	0	.0%	1	20.0%	1	1.1%
	VARIED CURRICULUM	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%
	VARIETY	0	.0%	0	.0%	1	5.3%	0	.0%	1	1.1%
	VOCATIONAL TRAINING	1	2.2%	0	.0%	0	.0%	0	.0%	1	1.1%
	WONDERFUL EX-EMPLOYEE	0	.0%	1	4.5%	0	.0%	0	.0%	1	1.1%
Total	46	100.0%	22	100.0%	19	100.0%	5	100.0%	92	100.0%	

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Table 2-B. Importance And Performance Of Programs and Activities Offered By Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Convenient Locations - Importance	1 = Not At All Important	2	.8%	1	.6%	3	2.3%	1	1.7%	7	1.2%
	2	9	3.8%	0	.0%	1	.8%	0	.0%	10	1.7%
	3	10	4.2%	4	2.3%	1	.8%	1	1.7%	16	2.7%
	4	30	12.6%	22	12.8%	8	6.2%	5	8.3%	65	10.8%
	5	42	17.6%	28	16.3%	17	13.2%	14	23.3%	101	16.8%
	6	34	14.2%	30	17.4%	32	24.8%	11	18.3%	107	17.8%
	7 = Extremely Important	73	30.5%	63	36.6%	55	42.6%	24	40.0%	215	35.8%
	Do not know	39	16.3%	24	14.0%	12	9.3%	4	6.7%	79	13.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Convenient Locations - Performance	1 = Poor	2	.8%	1	.6%	1	.8%	0	.0%	4	.7%
	2	3	1.3%	1	.6%	2	1.6%	0	.0%	6	1.0%
	3	11	4.6%	5	2.9%	3	2.3%	1	1.7%	20	3.3%
	4	24	10.0%	14	8.1%	6	4.7%	3	5.0%	47	7.8%
	5	41	17.2%	29	16.9%	21	16.3%	13	21.7%	104	17.3%
	6	52	21.8%	34	19.8%	33	25.6%	13	21.7%	132	22.0%
	7 = Excellent	51	21.3%	41	23.8%	38	29.5%	24	40.0%	154	25.7%
	Do not know	55	23.0%	47	27.3%	25	19.4%	6	10.0%	133	22.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Successful Transfer To A Four-Year College After Attending Harper - Importance	1 = Not At All Important	7	2.9%	10	5.8%	9	7.0%	6	10.0%	32	5.3%
	2	7	2.9%	4	2.3%	1	.8%	1	1.7%	13	2.2%
	3	9	3.8%	7	4.1%	2	1.6%	3	5.0%	21	3.5%
	4	24	10.0%	12	7.0%	6	4.7%	1	1.7%	43	7.2%
	5	39	16.3%	17	9.9%	5	3.9%	8	13.3%	69	11.5%
	6	34	14.2%	23	13.4%	18	14.0%	8	13.3%	83	13.8%
	7 = Extremely Important	81	33.9%	69	40.1%	74	57.4%	26	43.3%	250	41.7%
	Do not know	38	15.9%	30	17.4%	14	10.9%	7	11.7%	89	14.8%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Successful Transfer To A Four-Year College After Attending Harper - Performance	1 = Poor	1	.4%	0	.0%	1	.8%	1	1.7%	3	.5%
	2	7	2.9%	0	.0%	1	.8%	0	.0%	8	1.3%
	3	13	5.4%	7	4.1%	4	3.1%	1	1.7%	25	4.2%
	4	21	8.8%	18	10.5%	8	6.2%	4	6.7%	51	8.5%
	5	35	14.6%	23	13.4%	14	10.9%	8	13.3%	80	13.3%
	6	46	19.2%	32	18.6%	29	22.5%	11	18.3%	118	19.7%
	7 = Excellent	47	19.7%	27	15.7%	31	24.0%	16	26.7%	121	20.2%
	Do not know	69	28.9%	65	37.8%	41	31.8%	19	31.7%	194	32.3%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

Table 2-B. Importance And Performance Of Programs and Activities Offered By Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Personal Attention - Importance	1 = Not At All Important	6	2.5%	2	1.2%	2	1.6%	1	1.7%	11	1.8%
	2	9	3.8%	5	2.9%	1	.8%	1	1.7%	16	2.7%
	3	10	4.2%	10	5.8%	8	6.2%	4	6.7%	32	5.3%
	4	29	12.1%	23	13.4%	9	7.0%	13	21.7%	74	12.3%
	5	51	21.3%	32	18.6%	24	18.6%	10	16.7%	117	19.5%
	6	41	17.2%	37	21.5%	23	17.8%	7	11.7%	108	18.0%
	7 = Extremely Important	50	20.9%	32	18.6%	40	31.0%	10	16.7%	132	22.0%
	Do not know	43	18.0%	31	18.0%	22	17.1%	14	23.3%	110	18.3%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Personal Attention - Performance	1 = Poor	2	.8%	0	.0%	1	.8%	0	.0%	3	.5%
	2	3	1.3%	1	.6%	3	2.3%	2	3.3%	9	1.5%
	3	15	6.3%	11	6.4%	2	1.6%	5	8.3%	33	5.5%
	4	26	10.9%	17	9.9%	15	11.6%	5	8.3%	63	10.5%
	5	43	18.0%	24	14.0%	22	17.1%	9	15.0%	98	16.3%
	6	45	18.8%	30	17.4%	19	14.7%	4	6.7%	98	16.3%
	7 = Excellent	32	13.4%	11	6.4%	13	10.1%	9	15.0%	65	10.8%
	Do not know	73	30.5%	78	45.3%	54	41.9%	26	43.3%	231	38.5%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Academic Reputation - Importance	1 = Not At All Important	3	1.3%	0	.0%	4	3.1%	2	3.3%	9	1.5%
	2	8	3.3%	2	1.2%	0	.0%	0	.0%	10	1.7%
	3	15	6.3%	8	4.7%	2	1.6%	0	.0%	25	4.2%
	4	27	11.3%	18	10.5%	6	4.7%	5	8.3%	56	9.3%
	5	39	16.3%	33	19.2%	17	13.2%	11	18.3%	100	16.7%
	6	40	16.7%	39	22.7%	34	26.4%	15	25.0%	128	21.3%
	7 = Extremely Important	71	29.7%	43	25.0%	51	39.5%	21	35.0%	186	31.0%
	Do not know	36	15.1%	29	16.9%	15	11.6%	6	10.0%	86	14.3%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Academic Reputation - Performance	1 = Poor	4	1.7%	0	.0%	0	.0%	0	.0%	4	.7%
	2	6	2.5%	2	1.2%	1	.8%	0	.0%	9	1.5%
	3	10	4.2%	8	4.7%	5	3.9%	1	1.7%	24	4.0%
	4	27	11.3%	22	12.8%	13	10.1%	5	8.3%	67	11.2%
	5	45	18.8%	25	14.5%	21	16.3%	8	13.3%	99	16.5%
	6	41	17.2%	27	15.7%	22	17.1%	13	21.7%	103	17.2%
	7 = Excellent	44	18.4%	26	15.1%	29	22.5%	14	23.3%	113	18.8%
	Do not know	62	25.9%	62	36.0%	38	29.5%	19	31.7%	181	30.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

Table 2-B. Importance And Performance Of Programs and Activities Offered By Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
The Right Courses - Importance	1 = Not At All Important	2	.8%	0	.0%	2	1.6%	2	3.3%	6	1.0%
	2	4	1.7%	0	.0%	1	.8%	0	.0%	5	.8%
	3	7	2.9%	1	.6%	1	.8%	2	3.3%	11	1.8%
	4	26	10.9%	19	11.0%	5	3.9%	4	6.7%	54	9.0%
	5	32	13.4%	24	14.0%	13	10.1%	10	16.7%	79	13.2%
	6	39	16.3%	35	20.3%	25	19.4%	14	23.3%	113	18.8%
	7 = Extremely Important	88	36.8%	60	34.9%	63	48.8%	22	36.7%	233	38.8%
	Do not know	41	17.2%	33	19.2%	19	14.7%	6	10.0%	99	16.5%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
The Right Courses - Performance	1 = Poor	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	2	4	1.7%	0	.0%	1	.8%	0	.0%	5	.8%
	3	10	4.2%	5	2.9%	1	.8%	1	1.7%	17	2.8%
	4	33	13.8%	16	9.3%	7	5.4%	6	10.0%	62	10.3%
	5	54	22.6%	34	19.8%	24	18.6%	10	16.7%	122	20.3%
	6	27	11.3%	27	15.7%	25	19.4%	13	21.7%	92	15.3%
	7 = Excellent	42	17.6%	20	11.6%	22	17.1%	12	20.0%	96	16.0%
	Do not know	68	28.5%	70	40.7%	49	38.0%	18	30.0%	205	34.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Cost/ Value For Money/ Affordable/ Financial Aid - Importance	1 = Not At All Important	1	.4%	0	.0%	2	1.6%	2	3.3%	5	.8%
	2	5	2.1%	2	1.2%	0	.0%	0	.0%	7	1.2%
	3	11	4.6%	3	1.7%	2	1.6%	2	3.3%	18	3.0%
	4	19	7.9%	13	7.6%	4	3.1%	4	6.7%	40	6.7%
	5	24	10.0%	20	11.6%	13	10.1%	9	15.0%	66	11.0%
	6	31	13.0%	29	16.9%	31	24.0%	10	16.7%	101	16.8%
	7 = Extremely Important	110	46.0%	80	46.5%	62	48.1%	24	40.0%	276	46.0%
	Do not know	38	15.9%	25	14.5%	15	11.6%	9	15.0%	87	14.5%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Cost/ Value For Money/ Affordable/ Financial Aid - Performance	1 = Poor	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%
	2	2	.8%	2	1.2%	0	.0%	1	1.7%	5	.8%
	3	10	4.2%	7	4.1%	4	3.1%	2	3.3%	23	3.8%
	4	25	10.5%	17	9.9%	8	6.2%	6	10.0%	56	9.3%
	5	44	18.4%	31	18.0%	29	22.5%	11	18.3%	115	19.2%
	6	47	19.7%	32	18.6%	24	18.6%	12	20.0%	115	19.2%
	7 = Excellent	50	20.9%	26	15.1%	23	17.8%	8	13.3%	107	17.8%
	Do not know	60	25.1%	56	32.6%	41	31.8%	20	33.3%	177	29.5%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

Table 2-B. Importance And Performance Of Programs and Activities Offered By Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Classes And Programs Offered At The Times Needed - Importance	1 = Not At All Important	2	.8%	1	.6%	2	1.6%	1	1.7%	6	1.0%
	2	5	2.1%	1	.6%	1	.8%	0	.0%	7	1.2%
	3	11	4.6%	3	1.7%	1	.8%	1	1.7%	16	2.7%
	4	23	9.6%	11	6.4%	5	3.9%	8	13.3%	47	7.8%
	5	37	15.5%	22	12.8%	10	7.8%	9	15.0%	78	13.0%
	6	33	13.8%	42	24.4%	35	27.1%	10	16.7%	120	20.0%
	7 = Extremely Important	88	36.8%	62	36.0%	56	43.4%	22	36.7%	228	38.0%
	Do not know	40	16.7%	30	17.4%	19	14.7%	9	15.0%	98	16.3%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Classes And Programs Offered At The Times Needed - Performance	1 = Poor	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	2	8	3.3%	2	1.2%	1	.8%	0	.0%	11	1.8%
	3	10	4.2%	4	2.3%	2	1.6%	1	1.7%	17	2.8%
	4	35	14.6%	15	8.7%	11	8.5%	5	8.3%	66	11.0%
	5	45	18.8%	31	18.0%	30	23.3%	13	21.7%	119	19.8%
	6	38	15.9%	40	23.3%	18	14.0%	10	16.7%	106	17.7%
	7 = Excellent	35	14.6%	17	9.9%	19	14.7%	10	16.7%	81	13.5%
	Do not know	67	28.0%	63	36.6%	48	37.2%	21	35.0%	199	33.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Variety Of Programs - Importance	1 = Not At All Important	1	.4%	0	.0%	2	1.6%	0	.0%	3	.5%
	2	4	1.7%	3	1.7%	0	.0%	1	1.7%	8	1.3%
	3	14	5.9%	1	.6%	2	1.6%	0	.0%	17	2.8%
	4	28	11.7%	19	11.0%	6	4.7%	4	6.7%	57	9.5%
	5	34	14.2%	30	17.4%	19	14.7%	14	23.3%	97	16.2%
	6	43	18.0%	42	24.4%	37	28.7%	12	20.0%	134	22.3%
	7 = Extremely Important	77	32.2%	48	27.9%	50	38.8%	22	36.7%	197	32.8%
	Do not know	38	15.9%	29	16.9%	13	10.1%	7	11.7%	87	14.5%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Variety Of Programs - Performance	1 = Poor	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	2	6	2.5%	3	1.7%	0	.0%	0	.0%	9	1.5%
	3	13	5.4%	7	4.1%	1	.8%	1	1.7%	22	3.7%
	4	27	11.3%	13	7.6%	12	9.3%	3	5.0%	55	9.2%
	5	53	22.2%	23	13.4%	30	23.3%	16	26.7%	122	20.3%
	6	28	11.7%	35	20.3%	22	17.1%	13	21.7%	98	16.3%
	7 = Excellent	42	17.6%	27	15.7%	26	20.2%	14	23.3%	109	18.2%
	Do not know	69	28.9%	64	37.2%	38	29.5%	13	21.7%	184	30.7%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

Table 2-B. Importance And Performance Of Programs and Activities Offered By Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Flexible Course Scheduling - Day, Evening, Weekend, Online - Importance	1 = Not At All Important	1	.4%	0	.0%	1	.8%	3	5.0%	5	.8%
	2	5	2.1%	1	.6%	1	.8%	0	.0%	7	1.2%
	3	13	5.4%	4	2.3%	1	.8%	1	1.7%	19	3.2%
	4	17	7.1%	12	7.0%	5	3.9%	3	5.0%	37	6.2%
	5	29	12.1%	30	17.4%	12	9.3%	10	16.7%	81	13.5%
	6	39	16.3%	27	15.7%	23	17.8%	10	16.7%	99	16.5%
	7 = Extremely Important	97	40.6%	71	41.3%	69	53.5%	26	43.3%	263	43.8%
	Do not know	38	15.9%	27	15.7%	17	13.2%	7	11.7%	89	14.8%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Flexible Course Scheduling - Day, Evening, Weekend, Online - Performance	1 = Poor	2	.8%	0	.0%	0	.0%	0	.0%	2	.3%
	2	4	1.7%	1	.6%	1	.8%	0	.0%	6	1.0%
	3	11	4.6%	4	2.3%	4	3.1%	1	1.7%	20	3.3%
	4	26	10.9%	18	10.5%	10	7.8%	6	10.0%	60	10.0%
	5	48	20.1%	30	17.4%	21	16.3%	11	18.3%	110	18.3%
	6	37	15.5%	30	17.4%	22	17.1%	11	18.3%	100	16.7%
	7 = Excellent	47	19.7%	26	15.1%	30	23.3%	13	21.7%	116	19.3%
	Do not know	64	26.8%	63	36.6%	41	31.8%	18	30.0%	186	31.0%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Career Development - Importance	1 = Not At All Important	3	1.3%	3	1.7%	6	4.7%	6	10.0%	18	3.0%
	2	3	1.3%	1	.6%	3	2.3%	1	1.7%	8	1.3%
	3	11	4.6%	3	1.7%	4	3.1%	2	3.3%	20	3.3%
	4	21	8.8%	18	10.5%	8	6.2%	7	11.7%	54	9.0%
	5	43	18.0%	31	18.0%	14	10.9%	6	10.0%	94	15.7%
	6	46	19.2%	41	23.8%	27	20.9%	15	25.0%	129	21.5%
	7 = Extremely Important	73	30.5%	42	24.4%	51	39.5%	14	23.3%	180	30.0%
	Do not know	39	16.3%	33	19.2%	16	12.4%	9	15.0%	97	16.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Career Development - Performance	1 = Poor	1	.4%	0	.0%	1	.8%	1	1.7%	3	.5%
	2	8	3.3%	3	1.7%	2	1.6%	0	.0%	13	2.2%
	3	10	4.2%	6	3.5%	5	3.9%	2	3.3%	23	3.8%
	4	26	10.9%	18	10.5%	7	5.4%	5	8.3%	56	9.3%
	5	48	20.1%	22	12.8%	19	14.7%	8	13.3%	97	16.2%
	6	38	15.9%	32	18.6%	24	18.6%	14	23.3%	108	18.0%
	7 = Excellent	37	15.5%	13	7.6%	20	15.5%	6	10.0%	76	12.7%
	Do not know	71	29.7%	78	45.3%	51	39.5%	24	40.0%	224	37.3%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

Table 2-B. Importance And Performance Of Programs and Activities Offered By Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Job Training Ties To Job Opportunities For Adults In The Community - Importance	1 = Not At All Important	3	1.3%	2	1.2%	9	7.0%	4	6.7%	18	3.0%
	2	2	.8%	2	1.2%	3	2.3%	0	.0%	7	1.2%
	3	11	4.6%	3	1.7%	5	3.9%	2	3.3%	21	3.5%
	4	38	15.9%	23	13.4%	6	4.7%	4	6.7%	71	11.8%
	5	38	15.9%	34	19.8%	22	17.1%	12	20.0%	106	17.7%
	6	43	18.0%	41	23.8%	30	23.3%	13	21.7%	127	21.2%
	7 = Extremely Important	63	26.4%	35	20.3%	38	29.5%	16	26.7%	152	25.3%
	Do not know	41	17.2%	32	18.6%	16	12.4%	9	15.0%	98	16.3%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	
Job Training Ties To Job Opportunities For Adults In The Community - Performance	1 = Poor	1	.4%	0	.0%	2	1.6%	1	1.7%	4	.7%
	2	7	2.9%	3	1.7%	2	1.6%	0	.0%	12	2.0%
	3	15	6.3%	7	4.1%	2	1.6%	2	3.3%	26	4.3%
	4	28	11.7%	15	8.7%	12	9.3%	1	1.7%	56	9.3%
	5	40	16.7%	21	12.2%	20	15.5%	16	26.7%	97	16.2%
	6	36	15.1%	31	18.0%	19	14.7%	9	15.0%	95	15.8%
	7 = Excellent	33	13.8%	12	7.0%	12	9.3%	7	11.7%	64	10.7%
	Do not know	79	33.1%	83	48.3%	60	46.5%	24	40.0%	246	41.0%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	
Offering College Courses To High School Students To Jump Start Their College Career - Importance	1 = Not At All Important	8	3.3%	10	5.8%	12	9.3%	3	5.0%	33	5.5%
	2	7	2.9%	6	3.5%	4	3.1%	2	3.3%	19	3.2%
	3	19	7.9%	13	7.6%	4	3.1%	3	5.0%	39	6.5%
	4	38	15.9%	19	11.0%	16	12.4%	9	15.0%	82	13.7%
	5	42	17.6%	31	18.0%	20	15.5%	10	16.7%	103	17.2%
	6	29	12.1%	27	15.7%	24	18.6%	7	11.7%	87	14.5%
	7 = Extremely Important	53	22.2%	33	19.2%	32	24.8%	17	28.3%	135	22.5%
	Do not know	43	18.0%	33	19.2%	17	13.2%	9	15.0%	102	17.0%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	
Offering College Courses To High School Students To Jump Start Their College Career - Performance	1 = Poor	4	1.7%	0	.0%	0	.0%	1	1.7%	5	.8%
	2	5	2.1%	3	1.7%	1	.8%	1	1.7%	10	1.7%
	3	9	3.8%	11	6.4%	1	.8%	3	5.0%	24	4.0%
	4	30	12.6%	15	8.7%	9	7.0%	2	3.3%	56	9.3%
	5	43	18.0%	22	12.8%	30	23.3%	7	11.7%	102	17.0%
	6	34	14.2%	22	12.8%	18	14.0%	11	18.3%	85	14.2%
	7 = Excellent	43	18.0%	25	14.5%	21	16.3%	11	18.3%	100	16.7%
	Do not know	71	29.7%	74	43.0%	49	38.0%	24	40.0%	218	36.3%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	

Table 2-B. Importance And Performance Of Programs and Activities Offered By Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Providing Programs That Lead To Jobs In High Demand Occupations - Importance	1 = Not At All Important	1	.4%	3	1.7%	7	5.4%	5	8.3%	16	2.7%
	2	8	3.3%	2	1.2%	2	1.6%	0	.0%	12	2.0%
	3	7	2.9%	3	1.7%	3	2.3%	2	3.3%	15	2.5%
	4	30	12.6%	18	10.5%	8	6.2%	5	8.3%	61	10.2%
	5	34	14.2%	34	19.8%	15	11.6%	13	21.7%	96	16.0%
	6	44	18.4%	35	20.3%	26	20.2%	11	18.3%	116	19.3%
	7 = Extremely Important	75	31.4%	45	26.2%	52	40.3%	17	28.3%	189	31.5%
	Do not know	40	16.7%	32	18.6%	16	12.4%	7	11.7%	95	15.8%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	
Providing Programs That Lead To Jobs In High Demand Occupations - Performance	1 = Poor	0	.0%	2	1.2%	0	.0%	1	1.7%	3	.5%
	2	8	3.3%	2	1.2%	2	1.6%	1	1.7%	13	2.2%
	3	12	5.0%	10	5.8%	5	3.9%	1	1.7%	28	4.7%
	4	30	12.6%	16	9.3%	9	7.0%	5	8.3%	60	10.0%
	5	46	19.2%	20	11.6%	19	14.7%	10	16.7%	95	15.8%
	6	37	15.5%	35	20.3%	25	19.4%	9	15.0%	106	17.7%
	7 = Excellent	31	13.0%	11	6.4%	16	12.4%	7	11.7%	65	10.8%
	Do not know	75	31.4%	76	44.2%	53	41.1%	26	43.3%	230	38.3%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	
Promise Scholarship Program - opportunity for high school students to earn two free years of college - Importance	1 = Not At All Important	7	2.9%	13	7.6%	12	9.3%	6	10.0%	38	6.3%
	2	7	2.9%	5	2.9%	5	3.9%	2	3.3%	19	3.2%
	3	14	5.9%	7	4.1%	5	3.9%	3	5.0%	29	4.8%
	4	29	12.1%	21	12.2%	10	7.8%	4	6.7%	64	10.7%
	5	35	14.6%	27	15.7%	15	11.6%	11	18.3%	88	14.7%
	6	38	15.9%	23	13.4%	23	17.8%	10	16.7%	94	15.7%
	7 = Extremely Important	68	28.5%	37	21.5%	33	25.6%	11	18.3%	149	24.8%
	Do not know	41	17.2%	39	22.7%	26	20.2%	13	21.7%	119	19.8%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	
Promise Scholarship Program - opportunity for high school students to earn two free years of college - Performance	1 = Poor	4	1.7%	1	.6%	0	.0%	1	1.7%	6	1.0%
	2	8	3.3%	2	1.2%	2	1.6%	1	1.7%	13	2.2%
	3	13	5.4%	5	2.9%	2	1.6%	1	1.7%	21	3.5%
	4	29	12.1%	18	10.5%	8	6.2%	5	8.3%	60	10.0%
	5	38	15.9%	22	12.8%	17	13.2%	9	15.0%	86	14.3%
	6	29	12.1%	21	12.2%	12	9.3%	8	13.3%	70	11.7%
	7 = Excellent	41	17.2%	18	10.5%	22	17.1%	6	10.0%	87	14.5%
	Do not know	77	32.2%	85	49.4%	66	51.2%	29	48.3%	257	42.8%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	

Table 2-B. Importance And Performance Of Programs and Activities Offered By Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
University Center - earning Bachelor's degrees on-site at Harper College from four-year colleges - Importance	1 = Not At All Important	3	1.3%	5	2.9%	15	11.6%	7	11.7%	30	5.0%
	2	10	4.2%	3	1.7%	3	2.3%	0	.0%	16	2.7%
	3	17	7.1%	11	6.4%	7	5.4%	1	1.7%	36	6.0%
	4	32	13.4%	20	11.6%	11	8.5%	6	10.0%	69	11.5%
	5	44	18.4%	23	13.4%	14	10.9%	12	20.0%	93	15.5%
	6	35	14.6%	30	17.4%	17	13.2%	9	15.0%	91	15.2%
	7 = Extremely Important	55	23.0%	39	22.7%	39	30.2%	11	18.3%	144	24.0%
	Do not know	43	18.0%	41	23.8%	23	17.8%	14	23.3%	121	20.2%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	
University Center - earning Bachelor's degrees on-site at Harper College from four-year colleges - Performance	1 = Poor	7	2.9%	0	.0%	2	1.6%	1	1.7%	10	1.7%
	2	6	2.5%	1	.6%	1	.8%	0	.0%	8	1.3%
	3	15	6.3%	5	2.9%	5	3.9%	2	3.3%	27	4.5%
	4	33	13.8%	21	12.2%	6	4.7%	5	8.3%	65	10.8%
	5	41	17.2%	23	13.4%	19	14.7%	9	15.0%	92	15.3%
	6	29	12.1%	18	10.5%	16	12.4%	7	11.7%	70	11.7%
	7 = Excellent	33	13.8%	15	8.7%	16	12.4%	7	11.7%	71	11.8%
	Do not know	75	31.4%	89	51.7%	64	49.6%	29	48.3%	257	42.8%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	
Health and Recreation Center - Importance	1 = Not At All Important	7	2.9%	10	5.8%	12	9.3%	4	6.7%	33	5.5%
	2	11	4.6%	11	6.4%	10	7.8%	4	6.7%	36	6.0%
	3	26	10.9%	22	12.8%	9	7.0%	4	6.7%	61	10.2%
	4	42	17.6%	35	20.3%	22	17.1%	13	21.7%	112	18.7%
	5	47	19.7%	26	15.1%	29	22.5%	10	16.7%	112	18.7%
	6	32	13.4%	16	9.3%	11	8.5%	10	16.7%	69	11.5%
	7 = Extremely Important	30	12.6%	16	9.3%	18	14.0%	5	8.3%	69	11.5%
	Do not know	44	18.4%	36	20.9%	18	14.0%	10	16.7%	108	18.0%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	
Health and Recreation Center - Performance	1 = Poor	4	1.7%	0	.0%	0	.0%	0	.0%	4	.7%
	2	7	2.9%	4	2.3%	1	.8%	0	.0%	12	2.0%
	3	9	3.8%	6	3.5%	7	5.4%	2	3.3%	24	4.0%
	4	27	11.3%	13	7.6%	12	9.3%	7	11.7%	59	9.8%
	5	41	17.2%	22	12.8%	24	18.6%	15	25.0%	102	17.0%
	6	39	16.3%	24	14.0%	15	11.6%	6	10.0%	84	14.0%
	7 = Excellent	37	15.5%	18	10.5%	16	12.4%	7	11.7%	78	13.0%
	Do not know	75	31.4%	85	49.4%	54	41.9%	23	38.3%	237	39.5%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	

Table 2-B. Importance And Performance Of Programs and Activities Offered By Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Apprenticeships - Importance	1 = Not At All Important	13	5.4%	9	5.2%	12	9.3%	6	10.0%	40	6.7%
	2	7	2.9%	10	5.8%	3	2.3%	0	.0%	20	3.3%
	3	16	6.7%	10	5.8%	6	4.7%	2	3.3%	34	5.7%
	4	48	20.1%	22	12.8%	12	9.3%	9	15.0%	91	15.2%
	5	40	16.7%	29	16.9%	22	17.1%	12	20.0%	103	17.2%
	6	26	10.9%	24	14.0%	22	17.1%	6	10.0%	78	13.0%
	7 = Extremely Important	39	16.3%	17	9.9%	24	18.6%	12	20.0%	92	15.3%
	Do not know	50	20.9%	51	29.7%	28	21.7%	13	21.7%	142	23.7%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Apprenticeships - Performance	1 = Poor	4	1.7%	0	.0%	0	.0%	1	1.7%	5	.8%
	2	4	1.7%	2	1.2%	0	.0%	0	.0%	6	1.0%
	3	16	6.7%	5	2.9%	3	2.3%	1	1.7%	25	4.2%
	4	34	14.2%	19	11.0%	10	7.8%	9	15.0%	72	12.0%
	5	35	14.6%	27	15.7%	17	13.2%	9	15.0%	88	14.7%
	6	34	14.2%	18	10.5%	16	12.4%	2	3.3%	70	11.7%
	7 = Excellent	27	11.3%	8	4.7%	6	4.7%	8	13.3%	49	8.2%
	Do not know	85	35.6%	93	54.1%	77	59.7%	30	50.0%	285	47.5%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Job Placement - Importance	1 = Not At All Important	6	2.5%	2	1.2%	7	5.4%	5	8.3%	20	3.3%
	2	7	2.9%	3	1.7%	2	1.6%	2	3.3%	14	2.3%
	3	14	5.9%	10	5.8%	1	.8%	0	.0%	25	4.2%
	4	26	10.9%	16	9.3%	8	6.2%	3	5.0%	53	8.8%
	5	34	14.2%	40	23.3%	25	19.4%	14	23.3%	113	18.8%
	6	43	18.0%	33	19.2%	22	17.1%	8	13.3%	106	17.7%
	7 = Extremely Important	69	28.9%	33	19.2%	46	35.7%	13	21.7%	161	26.8%
	Do not know	40	16.7%	35	20.3%	18	14.0%	15	25.0%	108	18.0%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Job Placement - Performance	1 = Poor	3	1.3%	0	.0%	1	.8%	1	1.7%	5	.8%
	2	3	1.3%	5	2.9%	2	1.6%	1	1.7%	11	1.8%
	3	12	5.0%	4	2.3%	2	1.6%	2	3.3%	20	3.3%
	4	27	11.3%	17	9.9%	10	7.8%	8	13.3%	62	10.3%
	5	43	18.0%	22	12.8%	22	17.1%	8	13.3%	95	15.8%
	6	38	15.9%	29	16.9%	19	14.7%	6	10.0%	92	15.3%
	7 = Excellent	32	13.4%	10	5.8%	11	8.5%	5	8.3%	58	9.7%
	Do not know	81	33.9%	85	49.4%	62	48.1%	29	48.3%	257	42.8%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

Report

Age Segment		Convenient Locations - Importance	Convenient Locations - Performance	Successful Transfer To A Four-Year College After Attending Harper - Importance	Successful Transfer To A Four-Year College After Attending Harper - Performance	Personal Attention - Importance	Personal Attention - Performance	Academic Reputation - Importance	Academic Reputation - Performance
18 To 34	Mean	5.4750	5.4946	5.5224	5.4000	5.2092	5.2169	5.4384	5.2712
	N	200	184	201	170	196	166	203	177
	Std. Deviation	1.52677	1.35903	1.64035	1.45708	1.56635	1.37111	1.56062	1.48665
35 To 49	Mean	5.8243	5.6800	5.5845	5.5047	5.2482	5.1064	5.5944	5.3182
	N	148	125	142	107	141	94	143	110
	Std. Deviation	1.26554	1.26746	1.85749	1.22377	1.45482	1.23974	1.26846	1.32673
50 To 64	Mean	6.0000	5.8365	6.0174	5.7727	5.6262	5.1733	5.9649	5.5934
	N	117	104	115	88	107	75	114	91
	Std. Deviation	1.32613	1.26269	1.78189	1.31067	1.45059	1.34941	1.36278	1.28217
65 And Older	Mean	5.8571	6.0370	5.4906	5.8049	4.9783	5.0294	5.8148	5.8293
	N	56	54	53	41	46	34	54	41
	Std. Deviation	1.28528	1.04544	2.04397	1.34572	1.49799	1.58564	1.37462	1.11585
Total	Mean	5.7332	5.6831	5.6477	5.5493	5.2898	5.1626	5.6381	5.4081
	N	521	467	511	406	490	369	514	419
	Std. Deviation	1.39912	1.28969	1.78479	1.36129	1.51127	1.35157	1.43249	1.37755

Report

Age Segment		The Right Courses - Importance	The Right Courses - Performance	Cost/ Value For Money/ Affordable/ Financial Aid - Importance	Cost/ Value For Money/ Affordable/ Financial Aid - Performance	Classes And Programs Offered At The Times Needed - Importance	Classes And Programs Offered At The Times Needed - Performance	Variety Of Programs - Importance	Variety Of Programs - Performance
18 To 34	Mean	5.7828	5.2456	5.9502	5.5140	5.7085	5.1453	5.6219	5.2176
	N	198	171	201	179	199	172	201	170
	Std. Deviation	1.41001	1.34969	1.43788	1.29544	1.47212	1.40460	1.43050	1.41201
35 To 49	Mean	5.9640	5.4020	6.1156	5.3707	6.0000	5.4128	5.7552	5.4907
	N	139	102	147	116	142	109	143	108
	Std. Deviation	1.10604	1.11923	1.19655	1.31566	1.17901	1.13212	1.19398	1.31487
50 To 64	Mean	6.2091	5.7125	6.2193	5.6136	6.1727	5.4691	6.0259	5.6593
	N	110	80	114	88	110	81	116	91
	Std. Deviation	1.23478	1.08142	1.16557	1.10829	1.20289	1.14112	1.18293	1.06687
65 And Older	Mean	5.7778	5.6905	5.8235	5.3750	5.7843	5.5897	5.9245	5.7660
	N	54	42	51	40	51	39	53	47
	Std. Deviation	1.46231	1.11504	1.51929	1.25448	1.37570	1.09347	1.14100	1.02603
Total	Mean	5.9261	5.4278	6.0448	5.4823	5.9004	5.3267	5.7817	5.4471
	N	501	395	513	423	502	401	513	416
	Std. Deviation	1.30711	1.22857	1.32580	1.25967	1.33659	1.26115	1.29116	1.29022

Report

Age Segment		Flexible Course Scheduling - Day, Evening, Weekend, Online - Importance	Flexible Course Scheduling - Day, Evening, Weekend, Online - Performance	Career Development - Importance	Career Development - Performance	Job Training Ties To Job Opportunities For Adults In The Community - Importance	Job Training Ties To Job Opportunities For Adults In The Community - Performance	Offering College Courses To High School Students To Jump Start Their College Career - Importance	Offering College Courses To High School Students To Jump Start Their College Career - Performance
18 To 34	Mean	5.8507	5.3600	5.6400	5.2262	5.4596	5.1188	5.0306	5.2440
	N	201	175	200	168	198	160	196	168
	Std. Deviation	1.43444	1.39852	1.41080	1.40871	1.42704	1.44663	1.67304	1.49048
35 To 49	Mean	6.0069	5.4862	5.6187	5.2021	5.4857	5.1910	4.9281	5.2653
	N	145	109	139	94	140	89	139	98
	Std. Deviation	1.18143	1.18333	1.32641	1.26644	1.29462	1.28697	1.79226	1.43987
50 To 64	Mean	6.3125	5.6932	5.7080	5.4744	5.3982	5.1884	5.0357	5.5750
	N	112	88	113	78	113	69	112	80
	Std. Deviation	1.12331	1.24437	1.69390	1.38381	1.79553	1.40666	1.92625	1.11122
65 And Older	Mean	5.8491	5.6905	5.0980	5.3611	5.4118	5.3889	5.1569	5.5000
	N	53	42	51	36	51	36	51	36
	Std. Deviation	1.58595	1.13671	1.95197	1.33423	1.69913	1.27117	1.79301	1.55839
Total	Mean	5.9961	5.4976	5.5944	5.2846	5.4482	5.1780	5.0161	5.3429
	N	511	414	503	376	502	354	498	382
	Std. Deviation	1.32842	1.29021	1.52356	1.36093	1.50856	1.37952	1.77387	1.41428

Report

Age Segment		Providing Programs That Lead To Jobs In High Demand Occupations - Importance	Providing Programs That Lead To Jobs In High Demand Occupations - Performance	Promise Scholarship Program - opportunity for high school students to earn two free years of college - Importance	Promise Scholarship Program - opportunity for high school students to earn two free years of college - Performance	University Center - earning Bachelor's degrees on-site at Harper College from four-year colleges - Importance	University Center - earning Bachelor's degrees on-site at Harper College from four-year colleges - Performance	Health and Recreation Center - Importance	Health and Recreation Center - Performance
18 To 34	Mean	5.6131	5.1280	5.3434	5.0988	5.1888	4.9146	4.6769	5.1890
	N	199	164	198	162	196	164	195	164
	Std. Deviation	1.44810	1.37531	1.66579	1.59272	1.57873	1.60292	1.58707	1.50895
35 To 49	Mean	5.5929	5.0729	4.9624	5.2184	5.2824	5.1687	4.2353	5.2644
	N	140	96	133	87	131	83	136	87
	Std. Deviation	1.37237	1.39356	1.89259	1.36761	1.63272	1.23781	1.68319	1.37638
50 To 64	Mean	5.7257	5.4211	5.0583	5.6032	5.0094	5.3231	4.3604	5.2400
	N	113	76	103	63	106	65	111	75
	Std. Deviation	1.70214	1.27816	2.03318	1.33851	2.13584	1.48016	1.85273	1.29281
65 And Older	Mean	5.3019	5.2647	4.8298	5.1935	4.8913	5.2581	4.4200	5.2432
	N	53	34	47	31	46	31	50	37
	Std. Deviation	1.79299	1.44199	1.99259	1.47013	1.96896	1.43684	1.70342	1.14031
Total	Mean	5.6000	5.1865	5.1268	5.2303	5.1461	5.0845	4.4573	5.2231
	N	505	370	481	343	479	343	492	363
	Std. Deviation	1.52701	1.36758	1.84913	1.48757	1.76778	1.48732	1.69347	1.39546

Report

Age Segment		Apprenticeships - Importance	Apprenticeships - Performance	Job Placement - Importance	Job Placement - Performance
18 To 34	Mean	4.7407	4.9610	5.4121	5.1899
	N	189	154	199	158
	Std. Deviation	1.71399	1.49020	1.63022	1.40587
35 To 49	Mean	4.5868	4.9873	5.3358	5.1034
	N	121	79	137	87
	Std. Deviation	1.74962	1.17117	1.39472	1.30326
50 To 64	Mean	4.8911	5.2308	5.6306	5.2537
	N	101	52	111	67
	Std. Deviation	1.92822	1.07768	1.66202	1.29502
65 And Older	Mean	4.8511	5.1000	5.1111	4.9032
	N	47	30	45	31
	Std. Deviation	1.89941	1.47040	1.90957	1.49119
Total	Mean	4.7445	5.0254	5.4126	5.1545
	N	458	315	492	343
	Std. Deviation	1.78929	1.34945	1.60526	1.36456

Table 2-C. Programming Needed At Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Programming Needed At Harper College - First Mention	ACCOUNTING	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	ADMISSIONS	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	AFTER SCHOOL KIDS ACTIVITIES	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	ALL	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	APPRENTICESHIPS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ARABIC	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ART	2	.8%	0	.0%	0	.0%	0	.0%	2	.3%
	BACHELOR'S DEGREE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	BARBER LICENSURE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	BETTER INSTRUCTORS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	BETTER PARKING	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	BULGARIAN LANGUAGE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	CATEGORY MANAGEMENT	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	CERTIFICATION COURSES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	CODING CLASSES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	COMMUNICATION SKILL	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	COMPUTER	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	COOL	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	CRASH COURSES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	CRIMINOLOGY!!!	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	DATA SCIENCE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	DATA SCIENCE COURSES	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	DIETETICS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	DITA TRAINING	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	DO NOT KNOW	142	59.4%	104	60.5%	80	62.0%	34	56.7%	360	60.0%
	DRAMA THERAPY CERTIFICATION	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	EDUCATION	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	EDUCATION MASTER'S	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ELEMENTARY EDUCATION SUPPORT	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	EXERCISE SCIENCE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	FITNESS CENTER WITH INDOOR CLIMBING WALL	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
FOOD HANDLER COURSES	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%	
FOUR-YEAR	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%	
FOUR-YEAR COLLEGE	2	.8%	0	.0%	1	.8%	0	.0%	3	.5%	

Table 2-C. Programming Needed At Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Programming Needed At Harper College - First Mention	FOUR-YEAR DEGREES	0	.0%	2	1.2%	0	.0%	0	.0%	2	.3%
	FULL COLLEGE DEGREE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	GOVERNMENT CLASSES	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	GRAD SCHOOL PREP	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	HARPER	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	HEALTH SCIENCE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	HOMEOPATHY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ICLOUD	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	INVESTING IN THE STOCK MARKET	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	JOB SEARCH AFTER LONG TIME OUT OF JOB FORCE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	MASTER'S	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	MBA	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	MEDICAL	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	MEDICAL PROGRAMS	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	MILLINERY (REALLY)	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	MORE ART	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	MORE BACHELOR PROGRAMS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	MORE CLUBS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	MORE GRADUATE PROGRAMS	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	MORE INTERACTION	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	MORE MICROSOFT TECHNICAL CERTIFICATION COURSES PREPARATION	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	MORE VARIETY IN NON DEGREE OR CERTIFICATION PROGRAMS	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	MORE WRITING	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	MUSIC APPRECIATION	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	NONE	57	23.8%	48	27.9%	32	24.8%	18	30.0%	155	25.8%
	ONLINE OR HYBRID MBA PROGRAM	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ONLINE PORTAL AND CLASSES ARE NOT AVAILABLE	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	PASTRY CHEF	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	PERSONAL DEVELOPMENT TRAINING FOR SKILL PROGRAM	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	PERSONAL FINANCE	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
PHYSICAL THERAPY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%	

Table 2-C. Programming Needed At Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Programming Needed At Harper College - First Mention	POLISH LANGUAGE	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	PSYCHOLOGY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	RAILROAD ENGINEER	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	REGULATORY AFFAIRS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	SAS	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	SHOWING SUBCULTURES TO STUDENTS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	SHRM CERTIFICATION STUDY COURSE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	SIGN LANGUAGE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	SPECIAL EDUCATION LICENSE	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	SPORTS	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	SPORTS BROADCASTING CLASSES	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	SURVIVAL SKILLS	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	TEACHING	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	TECH CERTIFICATES	1	.4%	0	.0%	0	.0%	1	1.7%	2	.3%
	THERAPY	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	TURF MANAGEMENT	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	WRITING PROGRAMS	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	

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Table 2-C. Programming Needed At Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Programming Needed At Harper College - Second Mention	ACADEMY	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	ADAPTED SPORTS RECREATION	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	ADD MORE SPECIFIC CLASSES	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	ANESTHESIA TECHNICIAN	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	BEHAVIORAL ANALYSIS	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	BETTER SERVICES/ SUPPORT FOR TRANSFERRING TO FOUR-YEAR SCHOOL	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	CAFETERIA	0	.0%	0	.0%	1	10.0%	0	.0%	1	3.2%
	COMPUTER SCIENCE	0	.0%	0	.0%	1	10.0%	0	.0%	1	3.2%
	CONTINUING ED	0	.0%	0	.0%	1	10.0%	0	.0%	1	3.2%
	COSMETOLOGY EDUCATOR LICENSURE	0	.0%	1	16.7%	0	.0%	0	.0%	1	3.2%
	DOG TRAINING	0	.0%	1	16.7%	0	.0%	0	.0%	1	3.2%
	DRIVING LESSONS	0	.0%	1	16.7%	0	.0%	0	.0%	1	3.2%
	EDUCATION CAREER DEVELOPMENT	0	.0%	1	16.7%	0	.0%	0	.0%	1	3.2%
	FOREIGN LANGUAGES	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	GRE PREP	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	LAW SCHOOL	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	MINIMALISM WRITING	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	MORE AID FOR PAYING	0	.0%	0	.0%	1	10.0%	0	.0%	1	3.2%
	MORE HEALTH-RELATED PROGRAMS	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	MORE LICENSES FOR EDUCATORS	0	.0%	1	16.7%	0	.0%	0	.0%	1	3.2%
	MORE REASONABLE GYM	0	.0%	0	.0%	1	10.0%	0	.0%	1	3.2%
	MORE SCIENCE	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	NONPROFIT CAREER RELATED	0	.0%	0	.0%	1	10.0%	0	.0%	1	3.2%
	PERFORMING ARTS	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	PHOTOGRAPHY	0	.0%	0	.0%	0	.0%	1	100.0%	1	3.2%
	PYTHON	0	.0%	0	.0%	1	10.0%	0	.0%	1	3.2%
	REAL ESTATE LICENSING	0	.0%	0	.0%	1	10.0%	0	.0%	1	3.2%
	SPORTS	1	7.1%	0	.0%	0	.0%	0	.0%	1	3.2%
	SPORTS MANAGEMENT	0	.0%	0	.0%	1	10.0%	0	.0%	1	3.2%
	STEM GEARED TOWARDS OLDER WOMEN	0	.0%	0	.0%	1	10.0%	0	.0%	1	3.2%
	TEACHING DEGREE	0	.0%	1	16.7%	0	.0%	0	.0%	1	3.2%
Total	14	100.0%	6	100.0%	10	100.0%	1	100.0%	31	100.0%	

Table 2-C. Programming Needed At Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Programming Needed At Harper College - Third Mention	ACADEMIC	1	14.3%	0	.0%	0	.0%	0	.0%	1	7.1%
	ARTIFICIAL INTELLIGENCE	1	14.3%	0	.0%	0	.0%	0	.0%	1	7.1%
	ASTRONOMY	1	14.3%	0	.0%	0	.0%	0	.0%	1	7.1%
	CAREER DEVELOPMENT PROGRAMS	0	.0%	0	.0%	1	25.0%	0	.0%	1	7.1%
	FISCAL RESPONSIBILITY	0	.0%	0	.0%	1	25.0%	0	.0%	1	7.1%
	FREE FOREIGN LANGUAGE PROGRAMS	0	.0%	1	33.3%	0	.0%	0	.0%	1	7.1%
	JOURNALISM	1	14.3%	0	.0%	0	.0%	0	.0%	1	7.1%
	LINGUISTICS	0	.0%	1	33.3%	0	.0%	0	.0%	1	7.1%
	MANUFACTURING	0	.0%	0	.0%	1	25.0%	0	.0%	1	7.1%
	MORE ACADEMIC SCHOLARSHIPS	1	14.3%	0	.0%	0	.0%	0	.0%	1	7.1%
	MORE CERTIFICATE PROGRAMS	1	14.3%	0	.0%	0	.0%	0	.0%	1	7.1%
	MORE ENGINEERING	1	14.3%	0	.0%	0	.0%	0	.0%	1	7.1%
	STUDENT HEALTH CARE	0	.0%	0	.0%	1	25.0%	0	.0%	1	7.1%
	VET TECH	0	.0%	1	33.3%	0	.0%	0	.0%	1	7.1%
Total	7	100.0%	3	100.0%	4	100.0%	0	.0%	14	100.0%	

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Table 3-A. Academic Engagement With Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Academic Experience At Harper College	No	137	57.3%	106	61.6%	77	59.7%	41	68.3%	361	60.2%
	Do not recall/ not sure	14	5.9%	5	2.9%	5	3.9%	1	1.7%	25	4.2%
	Taken courses	88	36.8%	61	35.5%	47	36.4%	18	30.0%	214	35.7%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Location Attended For Classes (Multiple Responses)	Harper College, 1200 Algonquin Rd, Palatine, IL 60067	77	87.5%	54	88.5%	43	91.5%	18	100.0%	192	89.7%
	Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, IL 60173	7	8.0%	4	6.6%	6	12.8%	0	.0%	17	7.9%
	Learning and Career Center, 1375 S Wolf Rd, Prospect Heights, IL 60070	6	6.8%	9	14.8%	8	17.0%	1	5.6%	24	11.2%
	Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133	3	3.4%	3	4.9%	0	.0%	0	.0%	6	2.8%
	Do Not Recall Location	2	2.3%	0	.0%	0	.0%	0	.0%	2	.9%
	Total	88	100.0%	61	100.0%	47	100.0%	18	100.0%	214	100.0%
Degree Earned At Harper College	Degree	30	34.1%	14	23.0%	3	6.4%	1	5.6%	48	22.4%
	Certificate	13	14.8%	13	21.3%	13	27.7%	2	11.1%	41	19.2%
	No	45	51.1%	34	55.7%	31	66.0%	15	83.3%	125	58.4%
	Total	88	100.0%	61	100.0%	47	100.0%	18	100.0%	214	100.0%
Program Area For Degree	ACCOUNTING	0	.0%	1	3.7%	0	.0%	0	.0%	1	1.1%
	AMAZON	0	.0%	1	3.7%	0	.0%	0	.0%	1	1.1%
	APPLIED SCIENCE	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	ARTS	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	ASSOCIATE	3	7.0%	1	3.7%	0	.0%	0	.0%	4	4.5%
	ASSOCIATE IN GENERAL STUDIES	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	ASSOCIATE OF ARTS	5	11.6%	1	3.7%	0	.0%	0	.0%	6	6.7%
	ASSOCIATE OF ARTS & OF SCIENCE	0	.0%	1	3.7%	0	.0%	0	.0%	1	1.1%
	ASSOCIATE OF ARTS DEGREE AND FOR BUSINESS CLASSES	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	ASSOCIATE OF SCIENCE	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	ASSOCIATES IN APPLIED SCIENCE - NURSING	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	ASSOCIATES OF ARTS-HISTORY	0	.0%	1	3.7%	0	.0%	0	.0%	1	1.1%
	BACHELOR'S IN SCIENCE	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	BUSINESS	2	4.7%	2	7.4%	1	6.3%	1	33.3%	6	6.7%
	BUSINESS DEGREE	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
BUSINESS/ ACCOUNTING	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%	

Table 3-A. Academic Engagement With Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Program Area For Degree	CHILD CARE EDUCATION	0	.0%	1	3.7%	0	.0%	0	.0%	1	1.1%
	CNA	3	7.0%	0	.0%	0	.0%	0	.0%	3	3.4%
	COMMUNICATIONS	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	COMPUTER INFORMATION	0	.0%	1	3.7%	0	.0%	0	.0%	1	1.1%
	COMPUTER NETWORK	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	COMPUTER SCIENCE	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	COMPUTER STUDIES	0	.0%	0	.0%	0	.0%	1	33.3%	1	1.1%
	CRIMINAL JUSTICE	0	.0%	1	3.7%	0	.0%	0	.0%	1	1.1%
	CUSTOMER SERVICE	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	EDUCATION	0	.0%	2	7.4%	0	.0%	0	.0%	2	2.2%
	ELECTRONICS ENGINEERING	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	ESL	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	EVENT PLANNING	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	FINANCE	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	FOOD AND SANITATION	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	GENERAL ASSOCIATE	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	GENERAL EDUCATION	0	.0%	1	3.7%	0	.0%	0	.0%	1	1.1%
	GENERAL STUDIES	1	2.3%	1	3.7%	0	.0%	0	.0%	2	2.2%
	HVAC	0	.0%	1	3.7%	1	6.3%	0	.0%	2	2.2%
	INFORMATION TECHNOLOGY	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	INTERIOR DESIGN	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	IT	0	.0%	2	7.4%	0	.0%	0	.0%	2	2.2%
	LIBERAL ARTS	1	2.3%	1	3.7%	0	.0%	0	.0%	2	2.2%
	LIBERAL ARTS BIOLOGY	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	MARKETING	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	MASSAGE THERAPY	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	MASTER IN SCIENCE THERAPY	0	.0%	1	3.7%	0	.0%	0	.0%	1	1.1%
	MEDICAL ASSISTANT	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	MICROSOFT TECHNICAL ASSOCIATE	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	MISCELLANEOUS	0	.0%	1	3.7%	0	.0%	0	.0%	1	1.1%
	NETWORKING	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	NO RESPONSE	6	14.0%	2	7.4%	0	.0%	0	.0%	8	9.0%
NURSING	0	.0%	1	3.7%	1	6.3%	0	.0%	2	2.2%	
OFFICE	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%	
OFFICE ADMINISTRATION	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%	
PARALEGAL	0	.0%	2	7.4%	0	.0%	0	.0%	2	2.2%	

Table 3-A. Academic Engagement With Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Program Area For Degree	PROJECT MANAGEMENT	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	REAL ESTATE	0	.0%	1	3.7%	0	.0%	0	.0%	1	1.1%
	SOCIOLOGY/ AA	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	SPANISH AS A SECOND LANGUAGE	0	.0%	0	.0%	0	.0%	1	33.3%	1	1.1%
	TRAVEL	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	TRAVEL AGENT CERTIFICATION	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	TWO-WHEELER TRAINING	1	2.3%	0	.0%	0	.0%	0	.0%	1	1.1%
	WEB DEVELOPMENT	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.1%
	Total	43	100.0%	27	100.0%	16	100.0%	3	100.0%	89	100.0%
Degree Resulted In Job, New Job, Or Promotion	Other	6	14.0%	2	7.4%	1	6.3%	1	33.3%	10	11.2%
	No	16	37.2%	11	40.7%	9	56.3%	1	33.3%	37	41.6%
	Job	10	23.3%	4	14.8%	2	12.5%	0	.0%	16	18.0%
	New job	5	11.6%	6	22.2%	3	18.8%	1	33.3%	15	16.9%
	Promotion	6	14.0%	4	14.8%	1	6.3%	0	.0%	11	12.4%
	Total	43	100.0%	27	100.0%	16	100.0%	3	100.0%	89	100.0%
Other Result Of Degree	AFTER TRANSFERRING TO UNIVERSITY	1	16.7%	0	.0%	0	.0%	0	.0%	1	10.0%
	ALONG WITH MY FOUR-YEAR DEGREE/ IT MAY HAVE HELPED IN GETTING A JOB	0	.0%	1	50.0%	0	.0%	0	.0%	1	10.0%
	COLLEGE TRANSFER	1	16.7%	0	.0%	0	.0%	0	.0%	1	10.0%
	CONTINUING EDUCATION	0	.0%	1	50.0%	0	.0%	0	.0%	1	10.0%
	HELPED IN MY JOB DUTIES	0	.0%	0	.0%	0	.0%	1	100.0%	1	10.0%
	JUST MORE EXPERIENCE	0	.0%	0	.0%	1	100.0%	0	.0%	1	10.0%
	TRANSFER TO FOUR-YEAR COLLEGE	1	16.7%	0	.0%	0	.0%	0	.0%	1	10.0%
	TRANSFERRED TO UNIVERSITY	3	50.0%	0	.0%	0	.0%	0	.0%	3	30.0%
Total	6	100.0%	2	100.0%	1	100.0%	1	100.0%	10	100.0%	

Table 3-B. Event Engagement With Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Attended An Event At Harper College	Yes	60	25.1%	35	20.3%	57	44.2%	24	40.0%	176	29.3%
	No	139	58.2%	104	60.5%	54	41.9%	26	43.3%	323	53.8%
	Do not recall/ not sure	40	16.7%	33	19.2%	18	14.0%	10	16.7%	101	16.8%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Event Attended	50-YEAR CELEBRATION	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	ACE OF CAKES	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	ADULT CONTINUING ED CLASSES	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	ADVISORY BOARD FOR HEALTH SCIENCES/ RECOGNITION DINNER	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	ART	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	ART FAIR	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	ART FAIRS AND CONCERTS	0	.0%	0	.0%	0	.0%	1	4.2%	1	.6%
	ART SHOW	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	ASUG CHICAGO CONFERENCE	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	ATHLETIC EVENT AND HOME SHOW	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	AVON CANCER WALK REGISTRATION	0	.0%	0	.0%	0	.0%	1	4.2%	1	.6%
	AWARDS PROGRAMS	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	BALLET RECITAL	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	BAND	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	BASKETBALL GAME	0	.0%	0	.0%	0	.0%	1	4.2%	1	.6%
	BOOK SIGNING	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	CAMPS FOR KIDS	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	CAREER FAIR/ CONCERT/ HEALTH EVENTS	0	.0%	0	.0%	0	.0%	1	4.2%	1	.6%
	CAREER INFORMATION	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	CARRIER AGAIN	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	CHEERLEADING COMPETITION	1	1.7%	1	2.9%	1	1.8%	0	.0%	3	1.7%
	CO-ED VOLLEYBALL	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	CODING PROJECTS	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	COLLEGE FAIR	1	1.7%	0	.0%	1	1.8%	1	4.2%	3	1.7%
	COLLEGE NIGHT	1	1.7%	0	.0%	1	1.8%	0	.0%	2	1.1%
	COMEDY SHOW	1	1.7%	0	.0%	1	1.8%	0	.0%	2	1.1%
	COMEDY/ SEMINAR	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
COMMUNITY EVENTS OPEN HOUSE/ ART SHOW/ PERFORMANCE	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%	

Table 3-B. Event Engagement With Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Event Attended	CONCERT	0	.0%	0	.0%	2	3.5%	0	.0%	2	1.1%
	CONCERT/ CRAFT SHOW	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	CONCERTS/ PLAYS	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	CONFERENCE	1	1.7%	1	2.9%	0	.0%	0	.0%	2	1.1%
	CONTINUING EDUCATION	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	COURSE ON TURKEY DRIVE	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	CPR COURSE	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	CRAFT FAIR	0	.0%	0	.0%	2	3.5%	3	12.5%	5	2.8%
	CRAFT FAIR/ DEBATE TOURNAMENTS	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	CRAFT SHOW	0	.0%	0	.0%	4	7.0%	0	.0%	4	2.3%
	CRAFT SHOW IN PAST	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	CULTURAL	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	DANCE RECITAL	0	.0%	1	2.9%	1	1.8%	0	.0%	2	1.1%
	DMC FROM RUN DMC	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	DO NOT RECALL	7	11.7%	0	.0%	1	1.8%	1	4.2%	9	5.1%
	EDUCATIONAL	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	ESL/ CONVERSATION CLUB/ CHINESE NEW YEAR CELEBRATION	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	FIELD TRIP	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	FIFTH GRADE TRACK MEET	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	FISHING	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	FOOTBALL	3	5.0%	0	.0%	0	.0%	0	.0%	3	1.7%
	FOURTH OF JULY	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	GARDEN	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	GED	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	GERMAN FEST	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	GRADUATION	1	1.7%	3	8.6%	0	.0%	0	.0%	4	2.3%
	GRADUATION FOR A FRIEND	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	GRAPHIC ARTS FAIR	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	GUEST LECTURES	0	.0%	0	.0%	0	.0%	1	4.2%	1	.6%
	HANDFUL OF ART FAIRS	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
HAVE TAUGHT NURSING REFRESHER COURSES THERE	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%	
HEALTH CAREERS	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%	
HEART WALK	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%	
HIGH SCHOOL ART SHOW	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%	

Table 3-B. Event Engagement With Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Event Attended	HOME SHOW	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	HOME SHOWS/ RAILROAD SHOWS	0	.0%	0	.0%	0	.0%	1	4.2%	1	.6%
	HR TRAINING	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	I LOVE U	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	I SAW PLAY THERE ONE-YEAR	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	INFORMATION NIGHT ON NURSING	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	INTRO TO VETERINARY ASSISTANT	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	INTRODUCTIONS	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	INVESTING SEMINAR	0	.0%	0	.0%	0	.0%	1	4.2%	1	.6%
	JAZZ SHOW	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	JOB FAIR	0	.0%	2	5.7%	2	3.5%	0	.0%	4	2.3%
	KARATE TOURNAMENT	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	KEY NOTE SPEAKER	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	LATINO SUMMIT	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	LECTURE OPEN TO THE PUBLIC	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	LECTURES	0	.0%	0	.0%	2	3.5%	0	.0%	2	1.1%
	MODELING	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	MOTORCYCLE	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	MOTOROLA MEETING/ PLAYS	0	.0%	0	.0%	0	.0%	1	4.2%	1	.6%
	MS WALK	0	.0%	0	.0%	0	.0%	1	4.2%	1	.6%
	MUSIC	0	.0%	0	.0%	0	.0%	2	8.3%	2	1.1%
	MUSICAL	0	.0%	0	.0%	1	1.8%	2	8.3%	3	1.7%
	MUSICAL AT THE THEATER	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	MUSICAL CONCERTS/ THEATRICAL PERFORMANCES	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	MY SON WENT TO HARPER	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	MYTH BUSTERS	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	NORTH WEST CHICAGOLAND LINUX USER'S GROUP	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	NURSING SYMPOSIUM	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	ONE CLASS	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	OPEN ENROLLMENT	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
ORCHESTRA PERFORMANCE	1	1.7%	0	.0%	1	1.8%	0	.0%	2	1.1%	
ORIENTATION	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%	
ORIENTATION FOR MY SON'S DUAL CREDIT PROGRAM	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%	

Table 3-B. Event Engagement With Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Event Attended	OUTDOOR SHOW	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	PARANORMAL LECTURE	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	PIANO CONCERT	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	PLAY	1	1.7%	0	.0%	2	3.5%	1	4.2%	4	2.3%
	PLAY/ PRESCHOOL/ SWIMMING	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	PLAY/ SWEENEY TODD	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	PLAYS/ MUSICALS	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	RECYCLING EVENT	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	SCHOOL	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	SCHOOLS & BUSINESSES WITH STUDENTS BUILDING ROBOTS COMPETITION	0	.0%	0	.0%	0	.0%	3	12.5%	3	1.7%
	SPEAKERS/ MUSICAL PERFORMANCE	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	SPEECH TEAM COMPETITION	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	SPORTING EVENT	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	SPORTS	0	.0%	1	2.9%	2	3.5%	0	.0%	3	1.7%
	SUMMER BBQ CONCERT	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	SWEENEY TODD	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	SWIM MEET/ BOOK SIGNING	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	TALENT SHOW/ EVENT	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	THE GHOST HUNTERS	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	THEATER	0	.0%	2	5.7%	0	.0%	1	4.2%	3	1.7%
	THEATER/ SPORTS	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	THINK IT WAS A TRAIN EVENT	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	TOO MANY TO LIST	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	TOUR	2	3.3%	0	.0%	0	.0%	0	.0%	2	1.1%
	TOUR OF SCHOOL	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	TRAIN EVENT SIGN LANGUAGE THEATRE	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%
	TRAIN SHOW	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	TRANSFER STUDENTS	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%
	TURKEY TROT	0	.0%	1	2.9%	1	1.8%	0	.0%	2	1.1%
	VOLLEYBALL GAME	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
WEALTH PLANNING	0	.0%	0	.0%	0	.0%	1	4.2%	1	.6%	
WORKSHOPS	0	.0%	0	.0%	1	1.8%	0	.0%	1	.6%	
WRITING AWARD CEREMONY	1	1.7%	0	.0%	0	.0%	0	.0%	1	.6%	
Total	60	100.0%	35	100.0%	57	100.0%	24	100.0%	176	100.0%	

Table 3-B. Event Engagement With Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Location Attended For Event (Multiple Responses)	Harper College, 1200 Algonquin Rd, Palatine, IL 60067	54	90.0%	33	94.3%	54	94.7%	24	100.0%	165	93.8%
	Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, IL 60173	5	8.3%	2	5.7%	3	5.3%	0	.0%	10	5.7%
	Learning and Career Center, 1375 S Wolf Rd, Prospect Heights, IL 60070	3	5.0%	2	5.7%	0	.0%	1	4.2%	6	3.4%
	Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133	0	.0%	1	2.9%	0	.0%	0	.0%	1	.6%
	Do Not Recall Location	2	3.3%	0	.0%	0	.0%	0	.0%	2	1.1%
	Total	60	100.0%	35	100.0%	57	100.0%	24	100.0%	176	100.0%

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Table 3-C. Job Training Engagement With Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Participated In Job Training At Harper College	No	197	82.4%	153	89.0%	119	92.2%	58	96.7%	527	87.8%
	Do not recall/ not sure	21	8.8%	8	4.7%	5	3.9%	0	.0%	34	5.7%
	Yes	21	8.8%	11	6.4%	5	3.9%	2	3.3%	39	6.5%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

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Table 3-C. Job Training Engagement With Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Training Participated In	CAN'T REMEMBER THE NAME BUT IT WAS CUSTOMER SERVICE RELATED	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.6%
	CARRIER CHOICE	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%
	CASUAL MEET	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.6%
	CISCO PHONE	0	.0%	0	.0%	1	20.0%	0	.0%	1	2.6%
	CLEANING AFTER SPORTS	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%
	CNA	2	9.5%	0	.0%	0	.0%	0	.0%	2	5.1%
	CNA/ LPN	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%
	COMEDY SEMINAR	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%
	COMPUTER CLASSES - HTML AND EXCEL	0	.0%	0	.0%	1	20.0%	0	.0%	1	2.6%
	CONTINUING EDUCATION SEMINAR FOR TEACHERS	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.6%
	DO NOT RECALL	3	14.3%	1	9.1%	0	.0%	0	.0%	4	10.3%
	ENGINEERING	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%
	ENGINEERING TRAINING	0	.0%	0	.0%	0	.0%	1	50.0%	1	2.6%
	ESL	2	9.5%	0	.0%	0	.0%	0	.0%	2	5.1%
	FOR HOW TO DO BUSINESS	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.6%
	GRANT WRITING	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.6%
	GRAPHIC ARTS	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%
	HR TRAINING	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.6%
	HVAC	0	.0%	2	18.2%	0	.0%	0	.0%	2	5.1%
	ILLINOIS WORKNET	0	.0%	0	.0%	1	20.0%	0	.0%	1	2.6%
	INTERN	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%
	IT WAS A SPORTS DAY THING	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%
	MANUFACTURING/OPERATION	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%
	MEDICAL ASSISTANT	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%
	MOLDING	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%
	ORIENTATION	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%
	PEDESTRIAN/ DOCTOR	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%
	REAL ESTATE	0	.0%	2	18.2%	0	.0%	0	.0%	2	5.1%
	SOFTWARE - MICROSOFT OFFICE	0	.0%	0	.0%	1	20.0%	0	.0%	1	2.6%
	TECHNICAL PROGRAM	0	.0%	0	.0%	0	.0%	1	50.0%	1	2.6%
TRAVEL AGENT	0	.0%	0	.0%	1	20.0%	0	.0%	1	2.6%	
ZEN	1	4.8%	0	.0%	0	.0%	0	.0%	1	2.6%	
Total	21	100.0%	11	100.0%	5	100.0%	2	100.0%	39	100.0%	

Table 3-C. Job Training Engagement With Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Credit Or Noncredit Training	Credit	16	76.2%	5	45.5%	0	.0%	1	50.0%	22	56.4%
	Noncredit	4	19.0%	4	36.4%	5	100.0%	1	50.0%	14	35.9%
	Do not know	1	4.8%	2	18.2%	0	.0%	0	.0%	3	7.7%
	Total	21	100.0%	11	100.0%	5	100.0%	2	100.0%	39	100.0%
Location Of Training	At place of business (employer)	7	33.3%	2	18.2%	0	.0%	0	.0%	9	23.1%
	On-site at a location of Harper College	13	61.9%	9	81.8%	5	100.0%	1	50.0%	28	71.8%
	Do not recall	1	4.8%	0	.0%	0	.0%	1	50.0%	2	5.1%
	Total	21	100.0%	11	100.0%	5	100.0%	2	100.0%	39	100.0%
Location Attended For Job Training (Multiple Responses)	Harper College, 1200 Algonquin Rd, Palatine, IL 60067	7	53.8%	9	100.0%	3	60.0%	1	100.0%	20	71.4%
	Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, IL 60173	4	30.8%	1	11.1%	3	60.0%	0	.0%	8	28.6%
	Learning and Career Center, 1375 S Wolf Rd, Prospect Heights, IL 60070	2	15.4%	2	22.2%	0	.0%	0	.0%	4	14.3%
	Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133	2	15.4%	1	11.1%	0	.0%	0	.0%	3	10.7%
	Do Not Recall Location	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Total	13	100.0%	9	100.0%	5	100.0%	1	100.0%	28	100.0%

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Table 3-D. Services Utilized At Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Visited College To Utilize Services Provided By College Or College's Partner	No	147	61.5%	118	68.6%	90	69.8%	52	86.7%	407	67.8%
	Do not recall/ not sure	33	13.8%	18	10.5%	13	10.1%	3	5.0%	67	11.2%
	Yes	59	24.7%	36	20.9%	26	20.2%	5	8.3%	126	21.0%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Service Utilized	A CLASS ON GRANT WRITING	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	ADULT LEARNING CLASSES AND SOME COLLEGE MATH CLASSES	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%
	ASTRONOMY DAY	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	ATHLETIC DEPARTMENT	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	BALL FIELDS	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%
	BUSINESS MANAGEMENT	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	CAREER AND JOB PLACEMENT	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	CAREER COUNSELING	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	CAREER PLANNING	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	CHILDCARE	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	CHILDREN'S SWIMMING LESSONS	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%
	CLASS FOR HIGH SCHOOL STUDENT	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	COLLEGE COUNSELING FOR MY NEPHEW	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%
	COLLEGE NIGHT FOR HIGH SCHOOL STUDENTS	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	COMMUNITY-ORIENTED PROGRAMS	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	COMPUTER	0	.0%	1	2.8%	0	.0%	1	20.0%	2	1.6%
	CONTINUED EDUCATION	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	CONTINUING EDUCATION	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%
	COUNSELING	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	COURSES	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	DAUGHTER TOOK COMPASS TEST	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%
	DEGREE	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	DENTIST	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	DO NOT RECALL	10	16.9%	3	8.3%	2	7.7%	1	20.0%	16	12.7%
	ECONOMIC UPDATES AND 2018 TAX OVERVIEW	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%
	EDUCATIONAL TRAINING	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	ELEMENTARY SCHOOL D15	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
EXERCISE AT THEIR TRACK	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%	

Table 3-D. Services Utilized At Harper College By Age Of Respondent

Service Utilized		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
FESTIVAL	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
FINANCIAL AID	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%	
FOREIGN FILMS	0	.0%	0	.0%	0	.0%	1	20.0%	1	.8%	
FULL-TIME STUDENT	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
GRAPHIC ARTS	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
GYM	1	1.7%	1	2.8%	0	.0%	0	.0%	2	1.6%	
HAD A TEST PROCTORED AT THE COLLEGE	0	.0%	0	.0%	0	.0%	1	20.0%	1	.8%	
HARPER COLLEGE	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
HAVE TAUGHT THERE	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
HEALTH	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
HEALTH AND PSYCHOLOGICAL SERVICES	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
HEALTH CLINIC	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
HEALTH CLUB	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
HELPING DAUGHTER FILL OUT FORMS FOR INTERN	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
I ATTENDED A MEETING CONCERNING COORDINATION OF COLLEGE CLASSES FOR CREDIT FOR HIGH SCHOOL STUDENTS	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%	
I WENT THERE FOR THE SUMMER/ VOLUNTEERED TO HELP SOME STUDENTS CLEAN THE CAMPUS	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
INFO ABOUT THE COURSES OFFERED	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
INFORMATION	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
INFORMATION TECHNOLOGY	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%	
INTERNET	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
IT WAS AN ASTRONOMY SERVICE	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
IT WAS AN EXHIBITION FOR SCIENCE FACULTY	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
JOB PLACEMENT	0	.0%	1	2.8%	1	3.8%	0	.0%	2	1.6%	
LEARNING CENTER	2	3.4%	0	.0%	0	.0%	0	.0%	2	1.6%	
MAINTENANCE	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
MASSAGE	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
MEET WITH A COUNSELOR FOR FURTHER EDUCATION	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%	
MODEL SHOW	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	

Table 3-D. Services Utilized At Harper College By Age Of Respondent

Service Utilized		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
MOM TOOK CLASSES HERE WHEN I WAS IN HIGH SCHOOL	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
MOTORCYCLE SCHOOL	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
MY SON ACTUALLY TOOK SUMMER CLASSES THERE WHILE HE WAS A MIDDLE SCHOOL STUDENT	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
NWCLUG/ ILLINOIS WORKNET/ CONTINUING ED CLASSES	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
ONLY PERIMETER	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
OPEN-DOOR EVENT	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
ORIENTATION FOR SCHOOL	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
PLACEMENT CENTER JOB BOARD	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
POOL	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
PRESCHOOL PREVIEW	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
PRESCHOOL/ SWIMMING	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%	
REAL ESTATE/ INVESTING	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%	
RESUME	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%	
SONS WENT THERE	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%	
STUDENT ADVISEMENT AND COURSE ASSISTANCE	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
STUDENT ADVISORY	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
STUDENT DENTAL HYGIENISTS	0	.0%	0	.0%	0	.0%	1	20.0%	1	.8%	
STUDENT MASSAGE	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
STUDY ABROAD	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
SUMMER INZONE PROGRAM	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
SWIMMING	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%	
SWIMMING LESSONS FOR MY CHILD	0	.0%	2	5.6%	0	.0%	0	.0%	2	1.6%	
SWIMMING POOL	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
SWIMMING POOL USE THROUGH THE PARK DISTRICT	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%	
TENNIS GAME	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
THE ACADEMIC ADVISOR	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
THE LIBRARY	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
THE LIBRARY & THE COUNSELOR OFFICES TO HELP TRANSITION TO A DIFFERENT SCHOOL	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
THE LIBRARY AND COMPUTER SERVICES AND TUTORING	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	

Table 3-D. Services Utilized At Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Service Utilized	THE LIBRARY AND THE WELLNESS CENTER	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	THE TRACK	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	THE TREATMENT CENTER AT THE MAIN CAMPUS	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	THEATER AND SEMINARS	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	THEIR COMPUTER LABS	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	TOO MANY	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	TRAFFIC SCHOOL	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	TRANSCRIPT	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	TRANSFER OF INFO	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	TUTORING	2	3.4%	0	.0%	0	.0%	0	.0%	2	1.6%
	USE THE POOL	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	VISITATION	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	VOLUNTEERING	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	WE AVOIDED OURSELVES OF THEIR CAMPUS FOR A WALK	0	.0%	1	2.8%	0	.0%	0	.0%	1	.8%
	WORK-RELATED MEETING	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%
	WRITING	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	WRITING CENTER	1	1.7%	1	2.8%	0	.0%	0	.0%	2	1.6%
	YOGA	0	.0%	0	.0%	1	3.8%	0	.0%	1	.8%
YOGA CERTIFICATION	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%	
Total	59	100.0%	36	100.0%	26	100.0%	5	100.0%	126	100.0%	
Location Services Utilized (Multiple Responses)	Harper College, 1200 Algonquin Rd, Palatine, IL 60067	48	81.4%	34	94.4%	25	96.2%	5	100.0%	112	88.9%
	Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, IL 60173	9	15.3%	2	5.6%	2	7.7%	0	.0%	13	10.3%
	Learning and Career Center, 1375 S Wolf Rd, Prospect Heights, IL 60070	4	6.8%	0	.0%	0	.0%	0	.0%	4	3.2%
	Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133	1	1.7%	0	.0%	0	.0%	0	.0%	1	.8%
	Do Not Recall Location	1	1.7%	1	2.8%	0	.0%	0	.0%	2	1.6%
	Total	59	100.0%	36	100.0%	26	100.0%	5	100.0%	126	100.0%

Table 4-A. Attitudes Toward Higher Education By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
There Are Lots Of Good-Paying Jobs That Do Not Require College.	Strongly Disagree	16	6.7%	11	6.4%	10	7.8%	2	3.3%	39	6.5%
	Disagree	64	26.8%	48	27.9%	44	34.1%	11	18.3%	167	27.8%
	About the Same	45	18.8%	34	19.8%	19	14.7%	7	11.7%	105	17.5%
	Agree	70	29.3%	62	36.0%	43	33.3%	28	46.7%	203	33.8%
	Strongly Agree	38	15.9%	16	9.3%	11	8.5%	11	18.3%	76	12.7%
	Do not know	6	2.5%	1	.6%	2	1.6%	1	1.7%	10	1.7%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
It Is Easier To Be Successful With A College Degree Than Without.	Strongly Disagree	11	4.6%	10	5.8%	4	3.1%	3	5.0%	28	4.7%
	Disagree	23	9.6%	11	6.4%	8	6.2%	6	10.0%	48	8.0%
	About the Same	43	18.0%	31	18.0%	21	16.3%	8	13.3%	103	17.2%
	Agree	85	35.6%	72	41.9%	44	34.1%	28	46.7%	229	38.2%
	Strongly Agree	74	31.0%	48	27.9%	51	39.5%	15	25.0%	188	31.3%
	Do not know	3	1.3%	0	.0%	1	.8%	0	.0%	4	.7%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Most People Who Enroll In Higher Education Benefit.	Strongly Disagree	5	2.1%	5	2.9%	3	2.3%	0	.0%	13	2.2%
	Disagree	15	6.3%	9	5.2%	7	5.4%	4	6.7%	35	5.8%
	About the Same	37	15.5%	27	15.7%	16	12.4%	7	11.7%	87	14.5%
	Agree	101	42.3%	85	49.4%	61	47.3%	33	55.0%	280	46.7%
	Strongly Agree	76	31.8%	44	25.6%	41	31.8%	15	25.0%	176	29.3%
	Do not know	5	2.1%	2	1.2%	1	.8%	1	1.7%	9	1.5%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Vocational And Technical Programs Are Not Considered "Higher Education" - Only Academic Programs.	Strongly Disagree	23	9.6%	26	15.1%	22	17.1%	3	5.0%	74	12.3%
	Disagree	75	31.4%	54	31.4%	36	27.9%	24	40.0%	189	31.5%
	About the Same	51	21.3%	47	27.3%	36	27.9%	9	15.0%	143	23.8%
	Agree	52	21.8%	28	16.3%	26	20.2%	16	26.7%	122	20.3%
	Strongly Agree	24	10.0%	13	7.6%	7	5.4%	5	8.3%	49	8.2%
	Do not know	14	5.9%	4	2.3%	2	1.6%	3	5.0%	23	3.8%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

Table 4-B. Attitudes Toward Public Four-Year Colleges Or Universities By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Contribute To A Strong Workforce	Strongly Disagree	2	.8%	2	1.2%	1	.8%	1	1.7%	6	1.0%
	Disagree	9	3.8%	5	2.9%	2	1.6%	5	8.3%	21	3.5%
	About the Same	44	18.4%	26	15.1%	19	14.7%	9	15.0%	98	16.3%
	Agree	102	42.7%	92	53.5%	67	51.9%	33	55.0%	294	49.0%
	Strongly Agree	77	32.2%	46	26.7%	40	31.0%	12	20.0%	175	29.2%
	Do not know	5	2.1%	1	.6%	0	.0%	0	.0%	6	1.0%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Are Worth The Cost	Strongly Disagree	8	3.3%	10	5.8%	8	6.2%	4	6.7%	30	5.0%
	Disagree	39	16.3%	32	18.6%	20	15.5%	11	18.3%	102	17.0%
	About the Same	60	25.1%	50	29.1%	36	27.9%	10	16.7%	156	26.0%
	Agree	87	36.4%	57	33.1%	49	38.0%	31	51.7%	224	37.3%
	Strongly Agree	38	15.9%	21	12.2%	15	11.6%	4	6.7%	78	13.0%
	Do not know	7	2.9%	2	1.2%	1	.8%	0	.0%	10	1.7%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Prepare People To Be Successful	Strongly Disagree	3	1.3%	3	1.7%	3	2.3%	2	3.3%	11	1.8%
	Disagree	5	2.1%	9	5.2%	3	2.3%	3	5.0%	20	3.3%
	About the Same	40	16.7%	31	18.0%	21	16.3%	11	18.3%	103	17.2%
	Agree	108	45.2%	85	49.4%	64	49.6%	27	45.0%	284	47.3%
	Strongly Agree	79	33.1%	44	25.6%	38	29.5%	17	28.3%	178	29.7%
	Do not know	4	1.7%	0	.0%	0	.0%	0	.0%	4	.7%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Offer High Quality Academics	Strongly Disagree	2	.8%	2	1.2%	2	1.6%	2	3.3%	8	1.3%
	Disagree	5	2.1%	6	3.5%	2	1.6%	3	5.0%	16	2.7%
	About the Same	36	15.1%	21	12.2%	15	11.6%	7	11.7%	79	13.2%
	Agree	101	42.3%	95	55.2%	69	53.5%	30	50.0%	295	49.2%
	Strongly Agree	90	37.7%	48	27.9%	41	31.8%	18	30.0%	197	32.8%
	Do not know	5	2.1%	0	.0%	0	.0%	0	.0%	5	.8%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

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Table 4-C. Attitudes Toward Community Colleges By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Contribute To A Strong Workforce	Strongly Disagree	2	.8%	0	.0%	3	2.3%	1	1.7%	6	1.0%
	Disagree	10	4.2%	8	4.7%	3	2.3%	1	1.7%	22	3.7%
	About the Same	57	23.8%	27	15.7%	10	7.8%	3	5.0%	97	16.2%
	Agree	99	41.4%	94	54.7%	73	56.6%	43	71.7%	309	51.5%
	Strongly Agree	63	26.4%	43	25.0%	39	30.2%	12	20.0%	157	26.2%
	Do not know	8	3.3%	0	.0%	1	.8%	0	.0%	9	1.5%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Are Worth The Cost	Strongly Disagree	9	3.8%	1	.6%	4	3.1%	2	3.3%	16	2.7%
	Disagree	9	3.8%	7	4.1%	4	3.1%	2	3.3%	22	3.7%
	About the Same	42	17.6%	27	15.7%	11	8.5%	4	6.7%	84	14.0%
	Agree	102	42.7%	86	50.0%	68	52.7%	37	61.7%	293	48.8%
	Strongly Agree	73	30.5%	50	29.1%	41	31.8%	14	23.3%	178	29.7%
	Do not know	4	1.7%	1	.6%	1	.8%	1	1.7%	7	1.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Prepare People To Be Successful	Strongly Disagree	1	.4%	2	1.2%	2	1.6%	0	.0%	5	.8%
	Disagree	15	6.3%	5	2.9%	3	2.3%	2	3.3%	25	4.2%
	About the Same	36	15.1%	33	19.2%	14	10.9%	5	8.3%	88	14.7%
	Agree	102	42.7%	94	54.7%	68	52.7%	42	70.0%	306	51.0%
	Strongly Agree	79	33.1%	38	22.1%	41	31.8%	11	18.3%	169	28.2%
	Do not know	6	2.5%	0	.0%	1	.8%	0	.0%	7	1.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Offer High Quality Academics	Strongly Disagree	1	.4%	1	.6%	2	1.6%	1	1.7%	5	.8%
	Disagree	13	5.4%	13	7.6%	5	3.9%	4	6.7%	35	5.8%
	About the Same	60	25.1%	46	26.7%	22	17.1%	10	16.7%	138	23.0%
	Agree	107	44.8%	73	42.4%	62	48.1%	34	56.7%	276	46.0%
	Strongly Agree	53	22.2%	38	22.1%	37	28.7%	11	18.3%	139	23.2%
	Do not know	5	2.1%	1	.6%	1	.8%	0	.0%	7	1.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

Table 4-C. Attitudes Toward Community Colleges By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Attributes Of A Comprehensive Community College (Multiple Responses)	Academic Transfer To A Four-Year College Or University	167	70.5%	145	84.8%	118	91.5%	54	90.0%	484	81.1%
	Career And Technical Programs Leading To A Career	174	73.4%	139	81.3%	118	91.5%	54	90.0%	485	81.2%
	Workforce Development Programs For Adults (Improving Current Job Skills Or Jobs Skills For A New Job)	143	60.3%	126	73.7%	114	88.4%	48	80.0%	431	72.2%
	High School Completion And Adult Basic Education	129	54.4%	103	60.2%	77	59.7%	29	48.3%	338	56.6%
	English As A Second Language (ESL) Classes	121	51.1%	97	56.7%	69	53.5%	29	48.3%	316	52.9%
	Customized Training For Employees	74	31.2%	70	40.9%	56	43.4%	24	40.0%	224	37.5%
	Apprenticeships	74	31.2%	71	41.5%	62	48.1%	22	36.7%	229	38.4%
	College Classes For High School Students	139	58.6%	112	65.5%	95	73.6%	37	61.7%	383	64.2%
	Recreational And Leisure Classes	104	43.9%	92	53.8%	82	63.6%	34	56.7%	312	52.3%
	Support For Community (Library, Sports, Health And Recreation Center, Theater, Etc.)	117	49.4%	99	57.9%	79	61.2%	29	48.3%	324	54.3%
	None Of The Above	8	3.4%	5	2.9%	3	2.3%	0	.0%	16	2.7%
Total	237	100.0%	171	100.0%	129	100.0%	60	100.0%	597	100.0%	

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Table 4-D. Attitudes Toward Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College's credits will transfer to any accredited educational institution - in or out of the state of Illinois.	Strongly Disagree	5	2.1%	1	.6%	1	.8%	0	.0%	7	1.2%
	Disagree	14	5.9%	7	4.1%	6	4.7%	3	5.0%	30	5.0%
	About the Same	42	17.6%	25	14.5%	17	13.2%	8	13.3%	92	15.3%
	Agree	73	30.5%	55	32.0%	42	32.6%	23	38.3%	193	32.2%
	Strongly Agree	44	18.4%	17	9.9%	17	13.2%	10	16.7%	88	14.7%
	Do not know	61	25.5%	67	39.0%	46	35.7%	16	26.7%	190	31.7%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Anyone can attend Harper College.	Strongly Disagree	2	.8%	2	1.2%	1	.8%	0	.0%	5	.8%
	Disagree	12	5.0%	5	2.9%	7	5.4%	1	1.7%	25	4.2%
	About the Same	38	15.9%	21	12.2%	7	5.4%	7	11.7%	73	12.2%
	Agree	74	31.0%	58	33.7%	54	41.9%	24	40.0%	210	35.0%
	Strongly Agree	67	28.0%	46	26.7%	32	24.8%	15	25.0%	160	26.7%
	Do not know	46	19.2%	40	23.3%	28	21.7%	13	21.7%	127	21.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Harper College offers courses and programs to help people with limited English skills get a job.	Strongly Disagree	5	2.1%	2	1.2%	0	.0%	0	.0%	7	1.2%
	Disagree	4	1.7%	4	2.3%	2	1.6%	0	.0%	10	1.7%
	About the Same	56	23.4%	21	12.2%	19	14.7%	15	25.0%	111	18.5%
	Agree	70	29.3%	53	30.8%	41	31.8%	15	25.0%	179	29.8%
	Strongly Agree	34	14.2%	15	8.7%	10	7.8%	2	3.3%	61	10.2%
	Do not know	70	29.3%	77	44.8%	57	44.2%	28	46.7%	232	38.7%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Each year Harper College has scholarship dollars available for high school students and adults that go unused.	Strongly Disagree	2	.8%	1	.6%	1	.8%	0	.0%	4	.7%
	Disagree	11	4.6%	4	2.3%	2	1.6%	1	1.7%	18	3.0%
	About the Same	47	19.7%	28	16.3%	16	12.4%	10	16.7%	101	16.8%
	Agree	62	25.9%	37	21.5%	25	19.4%	11	18.3%	135	22.5%
	Strongly Agree	37	15.5%	12	7.0%	11	8.5%	2	3.3%	62	10.3%
	Do not know	80	33.5%	90	52.3%	74	57.4%	36	60.0%	280	46.7%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
The educational quality of classes at Harper College is the same as those classes take at any public four-year college in Illinois.	Strongly Disagree	5	2.1%	1	.6%	3	2.3%	1	1.7%	10	1.7%
	Disagree	23	9.6%	23	13.4%	18	14.0%	5	8.3%	69	11.5%
	About the Same	53	22.2%	32	18.6%	23	17.8%	13	21.7%	121	20.2%
	Agree	74	31.0%	44	25.6%	29	22.5%	19	31.7%	166	27.7%
	Strongly Agree	30	12.6%	17	9.9%	18	14.0%	8	13.3%	73	12.2%
	Do not know	54	22.6%	55	32.0%	38	29.5%	14	23.3%	161	26.8%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

Table 4-D. Attitudes Toward Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Harper College offers technical and career programs that lead to a job but are not college classes.	Strongly Disagree	4	1.7%	2	1.2%	4	3.1%	0	.0%	10	1.7%
	Disagree	13	5.4%	6	3.5%	4	3.1%	1	1.7%	24	4.0%
	About the Same	50	20.9%	31	18.0%	16	12.4%	9	15.0%	106	17.7%
	Agree	71	29.7%	54	31.4%	39	30.2%	25	41.7%	189	31.5%
	Strongly Agree	33	13.8%	16	9.3%	17	13.2%	9	15.0%	75	12.5%
	Do not know	68	28.5%	63	36.6%	49	38.0%	16	26.7%	196	32.7%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Harper College is an important contributor to the economy of my community.	Strongly Disagree	2	.8%	0	.0%	0	.0%	0	.0%	2	.3%
	Disagree	14	5.9%	6	3.5%	2	1.6%	2	3.3%	24	4.0%
	About the Same	43	18.0%	27	15.7%	25	19.4%	8	13.3%	103	17.2%
	Agree	81	33.9%	68	39.5%	44	34.1%	26	43.3%	219	36.5%
	Strongly Agree	43	18.0%	25	14.5%	30	23.3%	13	21.7%	111	18.5%
	Do not know	56	23.4%	46	26.7%	28	21.7%	11	18.3%	141	23.5%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Residents' opinions are considered important when Harper College makes decisions about new programs and services.	Strongly Disagree	2	.8%	1	.6%	1	.8%	2	3.3%	6	1.0%
	Disagree	13	5.4%	17	9.9%	8	6.2%	2	3.3%	40	6.7%
	About the Same	46	19.2%	27	15.7%	23	17.8%	8	13.3%	104	17.3%
	Agree	77	32.2%	48	27.9%	38	29.5%	25	41.7%	188	31.3%
	Strongly Agree	38	15.9%	18	10.5%	17	13.2%	7	11.7%	80	13.3%
	Do not know	63	26.4%	61	35.5%	42	32.6%	16	26.7%	182	30.3%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Harper College collaborates and coordinates with community organizations and creates partnerships regarding allocation of available resources.	Strongly Disagree	4	1.7%	0	.0%	0	.0%	0	.0%	4	.7%
	Disagree	8	3.3%	6	3.5%	3	2.3%	2	3.3%	19	3.2%
	About the Same	50	20.9%	27	15.7%	17	13.2%	10	16.7%	104	17.3%
	Agree	74	31.0%	57	33.1%	39	30.2%	22	36.7%	192	32.0%
	Strongly Agree	42	17.6%	23	13.4%	22	17.1%	8	13.3%	95	15.8%
	Do not know	61	25.5%	59	34.3%	48	37.2%	18	30.0%	186	31.0%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
The financial resources are well managed at Harper College.	Strongly Disagree	2	.8%	0	.0%	3	2.3%	3	5.0%	8	1.3%
	Disagree	10	4.2%	7	4.1%	8	6.2%	2	3.3%	27	4.5%
	About the Same	56	23.4%	32	18.6%	22	17.1%	13	21.7%	123	20.5%
	Agree	78	32.6%	37	21.5%	30	23.3%	11	18.3%	156	26.0%
	Strongly Agree	28	11.7%	15	8.7%	7	5.4%	6	10.0%	56	9.3%
	Do not know	65	27.2%	81	47.1%	59	45.7%	25	41.7%	230	38.3%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

Table 4-E. Recommending Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recommending Harper College	0 = Very Unlikely	6	2.5%	3	1.7%	3	2.3%	1	1.7%	13	2.2%
	1	1	.4%	0	.0%	0	.0%	1	1.7%	2	.3%
	2	4	1.7%	1	.6%	0	.0%	0	.0%	5	.8%
	3	5	2.1%	3	1.7%	2	1.6%	1	1.7%	11	1.8%
	4	4	1.7%	0	.0%	3	2.3%	1	1.7%	8	1.3%
	5	29	12.1%	27	15.7%	15	11.6%	5	8.3%	76	12.7%
	6	24	10.0%	11	6.4%	5	3.9%	2	3.3%	42	7.0%
	7	25	10.5%	22	12.8%	16	12.4%	8	13.3%	71	11.8%
	8	44	18.4%	34	19.8%	28	21.7%	12	20.0%	118	19.7%
	9	25	10.5%	31	18.0%	15	11.6%	9	15.0%	80	13.3%
	10 = Very Likely	48	20.1%	27	15.7%	34	26.4%	17	28.3%	126	21.0%
	Do not know	24	10.0%	13	7.6%	8	6.2%	3	5.0%	48	8.0%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	
Net Promoter Score	Distractors	73	34.0%	45	28.3%	28	23.1%	11	19.3%	157	28.4%
	Passives	69	32.1%	56	35.2%	44	36.4%	20	35.1%	189	34.2%
	Promoters	73	34.0%	58	36.5%	49	40.5%	26	45.6%	206	37.3%
	Total	215	100.0%	159	100.0%	121	100.0%	57	100.0%	552	100.0%

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Table 4-F. Recommending Harper College By Ethnicity Of Respondent

		Race Of Respondent									
		Other		White		Black or African American		Hispanic/ Latino		Asian	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recommending Harper College	0 = Very Unlikely	1	50.0%	8	2.0%	0	.0%	1	1.7%	2	2.0%
	1	0	.0%	1	.3%	0	.0%	0	.0%	1	1.0%
	2	0	.0%	2	.5%	0	.0%	0	.0%	2	2.0%
	3	0	.0%	9	2.3%	0	.0%	1	1.7%	0	.0%
	4	0	.0%	8	2.0%	0	.0%	0	.0%	0	.0%
	5	0	.0%	57	14.5%	3	16.7%	1	1.7%	11	11.2%
	6	0	.0%	22	5.6%	0	.0%	5	8.6%	14	14.3%
	7	0	.0%	47	12.0%	4	22.2%	4	6.9%	13	13.3%
	8	0	.0%	79	20.1%	3	16.7%	10	17.2%	22	22.4%
	9	1	50.0%	60	15.3%	1	5.6%	5	8.6%	10	10.2%
	10 = Very Likely	0	.0%	90	22.9%	6	33.3%	15	25.9%	9	9.2%
	Do not know	0	.0%	10	2.5%	1	5.6%	16	27.6%	14	14.3%
Total	2	100.0%	393	100.0%	18	100.0%	58	100.0%	98	100.0%	
Net Promoter Score	Distractors	1	50.0%	107	27.9%	3	17.6%	8	19.0%	30	35.7%
	Passives	0	.0%	126	32.9%	7	41.2%	14	33.3%	35	41.7%
	Promoters	1	50.0%	150	39.2%	7	41.2%	20	47.6%	19	22.6%
	Total	2	100.0%	383	100.0%	17	100.0%	42	100.0%	84	100.0%

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Table 4-F. Recommending Harper College By Ethnicity Of Respondent

		Race Of Respondent									
		American Indian and Alaska Native		Native Hawaiian and Other Pacific Islander		Some other race		Two or more races		Prefer not to answer	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recommending Harper College	0 = Very Unlikely	0	.0%	0	.0%	1	25.0%	0	.0%	0	.0%
	1	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	2	0	.0%	0	.0%	0	.0%	0	.0%	1	20.0%
	3	0	.0%	0	.0%	0	.0%	1	7.7%	0	.0%
	4	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	5	1	14.3%	0	.0%	0	.0%	2	15.4%	1	20.0%
	6	0	.0%	0	.0%	1	25.0%	0	.0%	0	.0%
	7	0	.0%	0	.0%	0	.0%	3	23.1%	0	.0%
	8	0	.0%	1	50.0%	0	.0%	3	23.1%	0	.0%
	9	2	28.6%	0	.0%	0	.0%	0	.0%	1	20.0%
	10 = Very Likely	4	57.1%	0	.0%	0	.0%	2	15.4%	0	.0%
	Do not know	0	.0%	1	50.0%	2	50.0%	2	15.4%	2	40.0%
	Total	7	100.0%	2	100.0%	4	100.0%	13	100.0%	5	100.0%
Net Promoter Score	Distractors	1	14.3%	0	.0%	2	100.0%	3	27.3%	2	66.7%
	Passives	0	.0%	1	100.0%	0	.0%	6	54.5%	0	.0%
	Promoters	6	85.7%	0	.0%	0	.0%	2	18.2%	1	33.3%
	Total	7	100.0%	1	100.0%	2	100.0%	11	100.0%	3	100.0%

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Table 4-F. Recommending Harper College By Ethnicity Of Respondent

		Race Of Respondent	
		Total	
		Count	Column N %
Recommending Harper College	0 = Very Unlikely	13	2.2%
	1	2	.3%
	2	5	.8%
	3	11	1.8%
	4	8	1.3%
	5	76	12.7%
	6	42	7.0%
	7	71	11.8%
	8	118	19.7%
	9	80	13.3%
	10 = Very Likely	126	21.0%
	Do not know	48	8.0%
	Total	600	100.0%
Net Promoter Score	Distractors	157	28.4%
	Passives	189	34.2%
	Promoters	206	37.3%
	Total	552	100.0%

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Table 4-G. Recommending Harper College By Zip Code Of Respondent

		Zip Code Of Respondent									
		60004 Arlington Heights		60005 Arlington Heights		60006 Arlington Heights		60007 Elk Grove Village		60008 Rolling Meadows	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recommending Harper College	0 = Very Unlikely	2	3.4%	0	.0%	0	.0%	3	7.7%	0	.0%
	1	0	.0%	0	.0%	0	.0%	1	2.6%	0	.0%
	2	3	5.2%	0	.0%	0	.0%	0	.0%	0	.0%
	3	1	1.7%	1	2.7%	0	.0%	1	2.6%	0	.0%
	4	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	5	3	5.2%	5	13.5%	0	.0%	6	15.4%	4	16.7%
	6	6	10.3%	0	.0%	0	.0%	3	7.7%	1	4.2%
	7	6	10.3%	6	16.2%	0	.0%	5	12.8%	3	12.5%
	8	16	27.6%	10	27.0%	0	.0%	3	7.7%	4	16.7%
	9	7	12.1%	7	18.9%	0	.0%	5	12.8%	6	25.0%
	10 = Very Likely	10	17.2%	4	10.8%	0	.0%	9	23.1%	5	20.8%
	Do not know	4	6.9%	4	10.8%	0	.0%	3	7.7%	1	4.2%
Total	58	100.0%	37	100.0%	0	.0%	39	100.0%	24	100.0%	
Net Promoter Score	Distractors	15	27.8%	6	18.2%	0	.0%	14	38.9%	5	21.7%
	Passives	22	40.7%	16	48.5%	0	.0%	8	22.2%	7	30.4%
	Promoters	17	31.5%	11	33.3%	0	.0%	14	38.9%	11	47.8%
	Total	54	100.0%	33	100.0%	0	.0%	36	100.0%	23	100.0%

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Table 4-G. Recommending Harper College By Zip Code Of Respondent

		Zip Code Of Respondent									
		60009 Elk Grove Village		60010 Barrington (Barrington Hills, Deer Park, Inverness, Lake Barrington, North Barrington, South Barrington, Tower L		60011 Barrington		60016 Des Plaines		60017 Des Plaines	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recommending Harper College	0 = Very Unlikely	0	.0%	2	4.5%	0	.0%	1	11.1%	0	.0%
	1	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	2	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	3	0	.0%	2	4.5%	0	.0%	0	.0%	0	.0%
	4	0	.0%	2	4.5%	0	.0%	0	.0%	0	.0%
	5	0	.0%	4	9.1%	1	100.0%	2	22.2%	0	.0%
	6	0	.0%	2	4.5%	0	.0%	3	33.3%	0	.0%
	7	0	.0%	5	11.4%	0	.0%	0	.0%	0	.0%
	8	0	.0%	7	15.9%	0	.0%	2	22.2%	0	.0%
	9	0	.0%	8	18.2%	0	.0%	1	11.1%	0	.0%
	10 = Very Likely	0	.0%	11	25.0%	0	.0%	0	.0%	0	.0%
	Do not know	0	.0%	1	2.3%	0	.0%	0	.0%	0	.0%
Total	0	.0%	44	100.0%	1	100.0%	9	100.0%	0	.0%	
Net Promoter Score	Distractors	0	.0%	12	27.9%	1	100.0%	6	66.7%	0	.0%
	Passives	0	.0%	12	27.9%	0	.0%	2	22.2%	0	.0%
	Promoters	0	.0%	19	44.2%	0	.0%	1	11.1%	0	.0%
	Total	0	.0%	43	100.0%	1	100.0%	9	100.0%	0	.0%

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Table 4-G. Recommending Harper College By Zip Code Of Respondent

		Zip Code Of Respondent									
		60018 Des Plaines		60021 Fox River Grove		60056 Mount Prospect		60062 Northbrook		60067 Palatine (Inverness)	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recommending Harper College	0 = Very Unlikely	1	16.7%	0	.0%	1	1.7%	1	100.0%	1	2.2%
	1	0	.0%	0	.0%	0	.0%	0	.0%	1	2.2%
	2	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	3	0	.0%	0	.0%	2	3.3%	0	.0%	1	2.2%
	4	0	.0%	0	.0%	1	1.7%	0	.0%	1	2.2%
	5	0	.0%	0	.0%	9	15.0%	0	.0%	4	8.7%
	6	1	16.7%	0	.0%	4	6.7%	0	.0%	3	6.5%
	7	0	.0%	2	33.3%	6	10.0%	0	.0%	4	8.7%
	8	0	.0%	2	33.3%	10	16.7%	0	.0%	13	28.3%
	9	2	33.3%	0	.0%	5	8.3%	0	.0%	6	13.0%
	10 = Very Likely	2	33.3%	2	33.3%	15	25.0%	0	.0%	12	26.1%
	Do not know	0	.0%	0	.0%	7	11.7%	0	.0%	0	.0%
Total	6	100.0%	6	100.0%	60	100.0%	1	100.0%	46	100.0%	
Net Promoter Score	Distractors	2	33.3%	0	.0%	17	32.1%	1	100.0%	11	23.9%
	Passives	0	.0%	4	66.7%	16	30.2%	0	.0%	17	37.0%
	Promoters	4	66.7%	2	33.3%	20	37.7%	0	.0%	18	39.1%
	Total	6	100.0%	6	100.0%	53	100.0%	1	100.0%	46	100.0%

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Table 4-G. Recommending Harper College By Zip Code Of Respondent

		Zip Code Of Respondent									
		60070 Prospect Heights		60074 Palatine		60078 Palatine		60084 Lake Barrington		60089 Buffalo Grove	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recommending Harper College	0 = Very Unlikely	0	.0%	0	.0%	0	.0%	0	.0%	1	5.9%
	1	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	2	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	3	1	5.9%	0	.0%	0	.0%	0	.0%	1	5.9%
	4	0	.0%	0	.0%	0	.0%	0	.0%	1	5.9%
	5	0	.0%	7	16.7%	0	.0%	3	75.0%	3	17.6%
	6	0	.0%	4	9.5%	0	.0%	0	.0%	2	11.8%
	7	1	5.9%	3	7.1%	0	.0%	1	25.0%	1	5.9%
	8	6	35.3%	8	19.0%	0	.0%	0	.0%	1	5.9%
	9	0	.0%	7	16.7%	0	.0%	0	.0%	2	11.8%
	10 = Very Likely	4	23.5%	11	26.2%	1	100.0%	0	.0%	2	11.8%
	Do not know	5	29.4%	2	4.8%	0	.0%	0	.0%	3	17.6%
Total	17	100.0%	42	100.0%	1	100.0%	4	100.0%	17	100.0%	
Net Promoter Score	Distractors	1	8.3%	11	27.5%	0	.0%	3	75.0%	8	57.1%
	Passives	7	58.3%	11	27.5%	0	.0%	1	25.0%	2	14.3%
	Promoters	4	33.3%	18	45.0%	1	100.0%	0	.0%	4	28.6%
	Total	12	100.0%	40	100.0%	1	100.0%	4	100.0%	14	100.0%

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Table 4-G. Recommending Harper College By Zip Code Of Respondent

		Zip Code Of Respondent									
		60090 Wheeling		60095 Palatine		60107 Streamwood		60133 Hanover Park		60159 Schaumburg	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recommending Harper College	0 = Very Unlikely	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	1	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	2	0	.0%	0	.0%	0	.0%	1	12.5%	0	.0%
	3	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	4	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	5	7	16.7%	0	.0%	0	.0%	0	.0%	0	.0%
	6	4	9.5%	0	.0%	0	.0%	0	.0%	0	.0%
	7	7	16.7%	0	.0%	0	.0%	2	25.0%	0	.0%
	8	10	23.8%	0	.0%	1	50.0%	1	12.5%	0	.0%
	9	4	9.5%	0	.0%	0	.0%	2	25.0%	0	.0%
	10 = Very Likely	4	9.5%	0	.0%	0	.0%	1	12.5%	0	.0%
	Do not know	6	14.3%	0	.0%	1	50.0%	1	12.5%	0	.0%
	Total	42	100.0%	0	.0%	2	100.0%	8	100.0%	0	.0%
Net Promoter Score	Distractors	11	30.6%	0	.0%	0	.0%	1	14.3%	0	.0%
	Passives	17	47.2%	0	.0%	1	100.0%	3	42.9%	0	.0%
	Promoters	8	22.2%	0	.0%	0	.0%	3	42.9%	0	.0%
	Total	36	100.0%	0	.0%	1	100.0%	7	100.0%	0	.0%

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Table 4-G. Recommending Harper College By Zip Code Of Respondent

		Zip Code Of Respondent									
		60168 Schaumburg		60169 Hoffman Estates		60172 Roselle		60173 Schaumburg		60192 Hoffman Estates	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recommending Harper College	0 = Very Unlikely	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	1	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	2	0	.0%	1	3.0%	0	.0%	0	.0%	0	.0%
	3	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	4	0	.0%	1	3.0%	0	.0%	1	5.9%	0	.0%
	5	0	.0%	2	6.1%	1	25.0%	3	17.6%	0	.0%
	6	0	.0%	3	9.1%	0	.0%	0	.0%	1	12.5%
	7	0	.0%	5	15.2%	1	25.0%	2	11.8%	1	12.5%
	8	0	.0%	8	24.2%	1	25.0%	2	11.8%	1	12.5%
	9	0	.0%	0	.0%	0	.0%	4	23.5%	1	12.5%
	10 = Very Likely	0	.0%	9	27.3%	1	25.0%	4	23.5%	4	50.0%
	Do not know	0	.0%	4	12.1%	0	.0%	1	5.9%	0	.0%
Total	0	.0%	33	100.0%	4	100.0%	17	100.0%	8	100.0%	
Net Promoter Score	Distractors	0	.0%	7	24.1%	1	25.0%	4	25.0%	1	12.5%
	Passives	0	.0%	13	44.8%	2	50.0%	4	25.0%	2	25.0%
	Promoters	0	.0%	9	31.0%	1	25.0%	8	50.0%	5	62.5%
	Total	0	.0%	29	100.0%	4	100.0%	16	100.0%	8	100.0%

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Table 4-G. Recommending Harper College By Zip Code Of Respondent

		Zip Code Of Respondent									
		60193 Schaumburg		60194 Schaumburg		60195 Schaumburg		None of the above		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recommending Harper College	0 = Very Unlikely	0	.0%	0	.0%	0	.0%	0	.0%	13	2.2%
	1	0	.0%	0	.0%	0	.0%	0	.0%	2	.3%
	2	0	.0%	0	.0%	0	.0%	0	.0%	5	.8%
	3	0	.0%	0	.0%	1	14.3%	0	.0%	11	1.8%
	4	1	2.2%	0	.0%	0	.0%	0	.0%	8	1.3%
	5	7	15.6%	4	18.2%	1	14.3%	0	.0%	76	12.7%
	6	2	4.4%	3	13.6%	0	.0%	0	.0%	42	7.0%
	7	7	15.6%	2	9.1%	1	14.3%	0	.0%	71	11.8%
	8	7	15.6%	3	13.6%	2	28.6%	0	.0%	118	19.7%
	9	8	17.8%	5	22.7%	0	.0%	0	.0%	80	13.3%
	10 = Very Likely	11	24.4%	2	9.1%	2	28.6%	0	.0%	126	21.0%
	Do not know	2	4.4%	3	13.6%	0	.0%	0	.0%	48	8.0%
	Total	45	100.0%	22	100.0%	7	100.0%	0	.0%	600	100.0%
Net Promoter Score	Distractors	10	23.3%	7	36.8%	2	28.6%	0	.0%	157	28.4%
	Passives	14	32.6%	5	26.3%	3	42.9%	0	.0%	189	34.2%
	Promoters	19	44.2%	7	36.8%	2	28.6%	0	.0%	206	37.3%
	Total	43	100.0%	19	100.0%	7	100.0%	0	.0%	552	100.0%

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Table 5. Support For Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Provided Support To Harper College	Yes	37	15.5%	5	2.9%	6	4.7%	4	6.7%	52	8.7%
	No	202	84.5%	167	97.1%	123	95.3%	56	93.3%	548	91.3%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Likely To Provide Support In Future To The College	Yes	37	15.5%	25	14.5%	16	12.4%	5	8.3%	83	13.8%
	No	202	84.5%	147	85.5%	113	87.6%	55	91.7%	517	86.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Programs Which Would Be Supported	ACADEMIC	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	ACADEMIC AND VOCATIONAL TRAINING	0	.0%	0	.0%	0	.0%	1	20.0%	1	1.2%
	ACADEMICS	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	ALL	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	ALL EDUCATION PROGRAMS	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	ALL PROGRAMS	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	ANY	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	ANY PROGRAMS THAT HELP THE COMMUNITY	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	ANY THAT BENEFIT FOR GOOD	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.2%
	ANY TYPE	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.2%
	ANYTHING	0	.0%	2	8.0%	0	.0%	0	.0%	2	2.4%
	ARTS AND CRAFTS	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	ATTENDANCE	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	BEST SCHOOL	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	BIOLOGY	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	BUILDING A BETTER ENVIRONMENT	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	CAREER CHANGES/ THOSE WHO HAVE EXPERIENCED A JOB LOSS AND NEED SOME HELP	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	CAREER DEVELOPMENT	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	COMPUTER	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	CONTINUING EDUCATION	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.2%
	CURRENTLY SUPPORT WITH TAXES AND WILL CONTINUE TO DO SO	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.2%
	DO NOT KNOW	8	21.6%	3	12.0%	2	12.5%	1	20.0%	14	16.9%
	EDUCATION	2	5.4%	0	.0%	0	.0%	0	.0%	2	2.4%
ENGINEERING	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%	
ESL	1	2.7%	1	4.0%	0	.0%	0	.0%	2	2.4%	
EVERYTHING	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%	

Table 5. Support For Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Programs Which Would Be Supported	FOR THOSE WHO DO NOT PLAN TO PAY HIGH PRICES FOR THE FIRST TWO-YEARS OF TYPICAL COLLEGE	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.2%
	FOR TRADITIONAL COURSES	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	GENERAL PROGRAMS	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	HEART	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	HIGH SCHOOL STUDENTS	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	HVAC	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	I ALREADY DO THROUGH MY PROPERTY TAXES	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.2%
	I DON'T REALLY MEAN A FULL YES BUT I DEFINITELY DON'T MEAN "NO"/ THE COLLEGE NEEDS TO FOCUS ON WHAT IT DOES WELL/ LET THE FOUR-YEAR SCHOOLS PROVIDE BACHELOR'S DEGREES/ WHEN YOU TAKE YOUR EYE OFF THE MAIN GOAL YOU END UP DOING NO SINGLE GOAL WELL	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.2%
	I DON'T KNOW YET BUT I WOULD BE SUPPORTIVE	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	I HAVE TWO SONS THAT ATTENDED HARPER SO I BELIEVE I HAVE SUPPORTED THEM PLENTY	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	I SUPPORT HARPER WITH MY PROPERTY TAXES/ ALL TYPES	0	.0%	0	.0%	0	.0%	1	20.0%	1	1.2%
	I'D LIKE TO TEACH MORE AT THE LLI	0	.0%	0	.0%	0	.0%	1	20.0%	1	1.2%
	I'LL GO BACK TO WORK FOR THEM	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	INTERNSHIPS	0	.0%	0	.0%	2	12.5%	0	.0%	2	2.4%
	MAYBE	0	.0%	0	.0%	0	.0%	1	20.0%	1	1.2%
	MEDICAL	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	MINORITY & PSYCHOLOGY SCHOLARSHIPS	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	MR	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	MUSIC	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	NOT SURE	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
NURSING	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.2%	
NURSING, COLLEGE CREDIT	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%	
ON-THE-JOB TRAINING	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.2%	
ONES FOR ENGLISH SPEAKERS	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%	

Table 5. Support For Harper College By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Programs Which Would Be Supported	ONLINE CLASSES	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	PHI THETA KAPPA AND SCHOLARSHIP PROGRAMS	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	POSSIBLY	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.2%
	PSYCHOLOGY	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	REGULATORY AFFAIRS	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	SCHOLARSHIPS	2	5.4%	2	8.0%	0	.0%	0	.0%	4	4.8%
	SCHOLARSHIPS TO HIGH SCHOOL STUDENTS WITH A HIGH GRADE POINT AVERAGE WHO CAN'T AFFORD A FOUR-YEAR SCHOOL TO START	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.2%
	SINGLE MOTHERS	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	SPACE SCIENCE	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	THE ARTS	0	.0%	0	.0%	1	6.3%	0	.0%	1	1.2%
	VOLUNTEER WORK	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	WHAT IS NEEDED?	1	2.7%	0	.0%	0	.0%	0	.0%	1	1.2%
	WOMEN'S CENTER	0	.0%	1	4.0%	0	.0%	0	.0%	1	1.2%
	Total	37	100.0%	25	100.0%	16	100.0%	5	100.0%	83	100.0%

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Table 6. Demographic Characteristics Of Respondents By Age Of Respondent

Zip Code Of Respondent		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
60004	Arlington Heights	33	13.8%	18	10.5%	3	2.3%	4	6.7%	58	9.7%
60005	Arlington Heights	12	5.0%	11	6.4%	9	7.0%	5	8.3%	37	6.2%
60006	Arlington Heights	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
60007	Elk Grove Village	15	6.3%	12	7.0%	9	7.0%	3	5.0%	39	6.5%
60008	Rolling Meadows	9	3.8%	6	3.5%	9	7.0%	0	.0%	24	4.0%
60009	Elk Grove Village	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
60010	Barrington (Barrington Hills, Deer Park, Inverness, Lake Barrington, North Barrington, South Barrington, Tower L	9	3.8%	8	4.7%	17	13.2%	10	16.7%	44	7.3%
60011	Barrington	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
60016	Des Plaines	8	3.3%	0	.0%	1	.8%	0	.0%	9	1.5%
60017	Des Plaines	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
60018	Des Plaines	2	.8%	2	1.2%	1	.8%	1	1.7%	6	1.0%
60021	Fox River Grove	2	.8%	0	.0%	4	3.1%	0	.0%	6	1.0%
60056	Mount Prospect	30	12.6%	22	12.8%	4	3.1%	4	6.7%	60	10.0%
60062	Northbrook	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
60067	Palatine (Inverness)	8	3.3%	9	5.2%	16	12.4%	13	21.7%	46	7.7%
60070	Prospect Heights	9	3.8%	4	2.3%	3	2.3%	1	1.7%	17	2.8%
60074	Palatine	15	6.3%	16	9.3%	8	6.2%	3	5.0%	42	7.0%
60078	Palatine	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
60084	Lake Barrington	4	1.7%	0	.0%	0	.0%	0	.0%	4	.7%
60089	Buffalo Grove	10	4.2%	3	1.7%	4	3.1%	0	.0%	17	2.8%
60090	Wheeling	24	10.0%	15	8.7%	3	2.3%	0	.0%	42	7.0%
60095	Palatine	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
60107	S treamwood	2	.8%	0	.0%	0	.0%	0	.0%	2	.3%
60133	Hanover Park	5	2.1%	3	1.7%	0	.0%	0	.0%	8	1.3%
60159	Schaumburg	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
60168	Schaumburg	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
60169	Hoffman Estates	14	5.9%	9	5.2%	6	4.7%	4	6.7%	33	5.5%
60172	Roselle	1	.4%	3	1.7%	0	.0%	0	.0%	4	.7%
60173	Schaumburg	6	2.5%	2	1.2%	6	4.7%	3	5.0%	17	2.8%
60192	Hoffman Estates	3	1.3%	3	1.7%	2	1.6%	0	.0%	8	1.3%
60193	Schaumburg	6	2.5%	17	9.9%	13	10.1%	9	15.0%	45	7.5%
60194	Schaumburg	6	2.5%	9	5.2%	7	5.4%	0	.0%	22	3.7%
60195	Schaumburg	4	1.7%	0	.0%	3	2.3%	0	.0%	7	1.2%
	None of the above	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

Table 6. Demographic Characteristics Of Respondents By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Years Lived In Harper College District	Less than 5 years	55	23.0%	29	16.9%	8	6.2%	0	.0%	92	15.3%
	5-10 years	47	19.7%	37	21.5%	10	7.8%	2	3.3%	96	16.0%
	11-20 years	39	16.3%	41	23.8%	31	24.0%	9	15.0%	120	20.0%
	21 years or more	55	23.0%	44	25.6%	71	55.0%	44	73.3%	214	35.7%
	Do not know/ Prefer not to answer	43	18.0%	21	12.2%	9	7.0%	5	8.3%	78	13.0%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Race Of Respondent	Other	1	.4%	0	.0%	1	.8%	0	.0%	2	.3%
	White	130	54.4%	116	67.4%	105	81.4%	42	70.0%	393	65.5%
	Black or African American	11	4.6%	6	3.5%	1	.8%	0	.0%	18	3.0%
	Hispanic/ Latino	33	13.8%	17	9.9%	7	5.4%	1	1.7%	58	9.7%
	Asian	50	20.9%	25	14.5%	12	9.3%	11	18.3%	98	16.3%
	American Indian and Alaska Native	2	.8%	3	1.7%	1	.8%	1	1.7%	7	1.2%
	Native Hawaiian and Other Pacific Islander	1	.4%	0	.0%	0	.0%	1	1.7%	2	.3%
	Some other race	1	.4%	0	.0%	2	1.6%	1	1.7%	4	.7%
	Two or more races	8	3.3%	5	2.9%	0	.0%	0	.0%	13	2.2%
	Prefer not to answer	2	.8%	0	.0%	0	.0%	3	5.0%	5	.8%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	
Other Race Cited	ASIAN INDIAN	1	100.0%	0	.0%	0	.0%	0	.0%	1	50.0%
	HUMAN	0	.0%	0	.0%	1	100.0%	0	.0%	1	50.0%
	Total	1	100.0%	0	.0%	1	100.0%	0	.0%	2	100.0%

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Table 6. Demographic Characteristics Of Respondents By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Age Of Respondent	Under 18	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	18	24	10.0%	0	.0%	0	.0%	0	.0%	24	4.0%
	19	10	4.2%	0	.0%	0	.0%	0	.0%	10	1.7%
	20	8	3.3%	0	.0%	0	.0%	0	.0%	8	1.3%
	21	10	4.2%	0	.0%	0	.0%	0	.0%	10	1.7%
	22	12	5.0%	0	.0%	0	.0%	0	.0%	12	2.0%
	23	16	6.7%	0	.0%	0	.0%	0	.0%	16	2.7%
	24	15	6.3%	0	.0%	0	.0%	0	.0%	15	2.5%
	25	12	5.0%	0	.0%	0	.0%	0	.0%	12	2.0%
	26	12	5.0%	0	.0%	0	.0%	0	.0%	12	2.0%
	27	10	4.2%	0	.0%	0	.0%	0	.0%	10	1.7%
	28	17	7.1%	0	.0%	0	.0%	0	.0%	17	2.8%
	29	11	4.6%	0	.0%	0	.0%	0	.0%	11	1.8%
	30	13	5.4%	0	.0%	0	.0%	0	.0%	13	2.2%
	31	11	4.6%	0	.0%	0	.0%	0	.0%	11	1.8%
	32	26	10.9%	0	.0%	0	.0%	0	.0%	26	4.3%
	33	18	7.5%	0	.0%	0	.0%	0	.0%	18	3.0%
	34	14	5.9%	0	.0%	0	.0%	0	.0%	14	2.3%
	35	0	.0%	14	8.1%	0	.0%	0	.0%	14	2.3%
	36	0	.0%	12	7.0%	0	.0%	0	.0%	12	2.0%
	37	0	.0%	15	8.7%	0	.0%	0	.0%	15	2.5%
	38	0	.0%	18	10.5%	0	.0%	0	.0%	18	3.0%
	39	0	.0%	10	5.8%	0	.0%	0	.0%	10	1.7%
	40	0	.0%	13	7.6%	0	.0%	0	.0%	13	2.2%
	41	0	.0%	9	5.2%	0	.0%	0	.0%	9	1.5%
	42	0	.0%	8	4.7%	0	.0%	0	.0%	8	1.3%
	43	0	.0%	15	8.7%	0	.0%	0	.0%	15	2.5%
	44	0	.0%	10	5.8%	0	.0%	0	.0%	10	1.7%
	45	0	.0%	13	7.6%	0	.0%	0	.0%	13	2.2%
	46	0	.0%	10	5.8%	0	.0%	0	.0%	10	1.7%
	47	0	.0%	7	4.1%	0	.0%	0	.0%	7	1.2%
	48	0	.0%	8	4.7%	0	.0%	0	.0%	8	1.3%
	49	0	.0%	10	5.8%	0	.0%	0	.0%	10	1.7%
	50	0	.0%	0	.0%	8	6.2%	0	.0%	8	1.3%
51	0	.0%	0	.0%	13	10.1%	0	.0%	13	2.2%	
52	0	.0%	0	.0%	6	4.7%	0	.0%	6	1.0%	
53	0	.0%	0	.0%	9	7.0%	0	.0%	9	1.5%	

Table 6. Demographic Characteristics Of Respondents By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Age Of Respondent	54	0	.0%	0	.0%	3	2.3%	0	.0%	3	.5%
	55	0	.0%	0	.0%	6	4.7%	0	.0%	6	1.0%
	56	0	.0%	0	.0%	10	7.8%	0	.0%	10	1.7%
	57	0	.0%	0	.0%	14	10.9%	0	.0%	14	2.3%
	58	0	.0%	0	.0%	3	2.3%	0	.0%	3	.5%
	59	0	.0%	0	.0%	12	9.3%	0	.0%	12	2.0%
	60	0	.0%	0	.0%	8	6.2%	0	.0%	8	1.3%
	61	0	.0%	0	.0%	5	3.9%	0	.0%	5	.8%
	62	0	.0%	0	.0%	12	9.3%	0	.0%	12	2.0%
	63	0	.0%	0	.0%	13	10.1%	0	.0%	13	2.2%
	64	0	.0%	0	.0%	7	5.4%	0	.0%	7	1.2%
	65	0	.0%	0	.0%	0	.0%	8	13.3%	8	1.3%
	66	0	.0%	0	.0%	0	.0%	7	11.7%	7	1.2%
	67	0	.0%	0	.0%	0	.0%	5	8.3%	5	.8%
	68	0	.0%	0	.0%	0	.0%	6	10.0%	6	1.0%
	69	0	.0%	0	.0%	0	.0%	3	5.0%	3	.5%
	70	0	.0%	0	.0%	0	.0%	3	5.0%	3	.5%
	71	0	.0%	0	.0%	0	.0%	4	6.7%	4	.7%
	72	0	.0%	0	.0%	0	.0%	9	15.0%	9	1.5%
	73	0	.0%	0	.0%	0	.0%	5	8.3%	5	.8%
	74	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	75	0	.0%	0	.0%	0	.0%	2	3.3%	2	.3%
	76	0	.0%	0	.0%	0	.0%	2	3.3%	2	.3%
	77	0	.0%	0	.0%	0	.0%	2	3.3%	2	.3%
	78	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%
	79	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
	80	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%
81	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%	
82	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
83	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
84	0	.0%	0	.0%	0	.0%	1	1.7%	1	.2%	
85 and older	0	.0%	0	.0%	0	.0%	0	.0%	0	.0%	
Total		239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

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Table 6. Demographic Characteristics Of Respondents By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Highest Level Of Education Completed	Less than high school	6	2.5%	0	.0%	0	.0%	1	1.7%	7	1.2%
	High school/ GED	25	10.5%	7	4.1%	7	5.4%	7	11.7%	46	7.7%
	High school plus some college	38	15.9%	17	9.9%	18	14.0%	5	8.3%	78	13.0%
	Technical/ Vocational/ Career certificate	10	4.2%	11	6.4%	6	4.7%	2	3.3%	29	4.8%
	Associate Degree	24	10.0%	16	9.3%	12	9.3%	7	11.7%	59	9.8%
	Bachelor's Degree	80	33.5%	72	41.9%	50	38.8%	17	28.3%	219	36.5%
	Master's Degree	35	14.6%	37	21.5%	30	23.3%	18	30.0%	120	20.0%
	Doctoral Degree	4	1.7%	1	.6%	0	.0%	0	.0%	5	.8%
	Professional degree (medical, dental, law)	5	2.1%	6	3.5%	4	3.1%	2	3.3%	17	2.8%
	Prefer not to answer	12	5.0%	5	2.9%	2	1.6%	1	1.7%	20	3.3%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Employment Status	Other	4	1.7%	8	4.7%	5	3.9%	1	1.7%	18	3.0%
	Full-time	103	43.1%	112	65.1%	78	60.5%	8	13.3%	301	50.2%
	Part-time	36	15.1%	13	7.6%	12	9.3%	8	13.3%	69	11.5%
	Self-employed	12	5.0%	11	6.4%	6	4.7%	3	5.0%	32	5.3%
	Not employed, looking for work	15	6.3%	4	2.3%	3	2.3%	0	.0%	22	3.7%
	Not employed, not looking for work	10	4.2%	11	6.4%	5	3.9%	0	.0%	26	4.3%
	Student	35	14.6%	0	.0%	0	.0%	0	.0%	35	5.8%
	Retired	1	.4%	2	1.2%	12	9.3%	37	61.7%	52	8.7%
	No Response	23	9.6%	11	6.4%	8	6.2%	3	5.0%	45	7.5%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Other Employment Status Reported	DISABLED	1	25.0%	2	25.0%	1	20.0%	0	.0%	4	22.2%
	FREELANCE WORK/ PART-TIME STUDENT	0	.0%	0	.0%	1	20.0%	0	.0%	1	5.6%
	FULL-TIME STUDENT/ WORK PART-TIME	1	25.0%	0	.0%	0	.0%	0	.0%	1	5.6%
	HOMEMAKER	1	25.0%	4	50.0%	2	40.0%	0	.0%	7	38.9%
	HOMEMAKER/ CEO OF HOUSEHOLD	0	.0%	0	.0%	1	20.0%	0	.0%	1	5.6%
	NO RESPONSE	1	25.0%	0	.0%	0	.0%	0	.0%	1	5.6%
	SMALL BUSINESS OWNER	0	.0%	0	.0%	0	.0%	1	100.0%	1	5.6%
	STAY-AT-HOME DAD	0	.0%	1	12.5%	0	.0%	0	.0%	1	5.6%
	STAY-AT-HOME PARENT	0	.0%	1	12.5%	0	.0%	0	.0%	1	5.6%
	Total	4	100.0%	8	100.0%	5	100.0%	1	100.0%	18	100.0%

Table 6. Demographic Characteristics Of Respondents By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Tuition Reimbursement Offered	No	54	38.8%	58	46.4%	39	43.3%	8	50.0%	159	43.0%
	Do not know	28	20.1%	15	12.0%	10	11.1%	2	12.5%	55	14.9%
	Full reimbursement	15	10.8%	12	9.6%	9	10.0%	0	.0%	36	9.7%
	Partial reimbursement	42	30.2%	40	32.0%	32	35.6%	6	37.5%	120	32.4%
	Total	139	100.0%	125	100.0%	90	100.0%	16	100.0%	370	100.0%
Dominant Language Spoken In Home	BENGALI	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	CHINESE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	DO NOT KNOW	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ENGLISH	179	74.9%	149	86.6%	117	90.7%	53	88.3%	498	83.0%
	ENGLISH AND SPANISH	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ENGLISH AND TAGALOG	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	ENGLISH/ POLISH	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	FRENCH	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	GUJARATI	4	1.7%	0	.0%	1	.8%	2	3.3%	7	1.2%
	HG	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	HINDI	4	1.7%	1	.6%	0	.0%	0	.0%	5	.8%
	JAPANESE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	KOREAN	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	MANDARIN	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	MANDARIN CHINESE	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	MR	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	NEPALI	1	.4%	0	.0%	0	.0%	0	.0%	1	.2%
	NO RESPONSE	26	10.9%	12	7.0%	8	6.2%	3	5.0%	49	8.2%
	POLISH	1	.4%	2	1.2%	0	.0%	0	.0%	3	.5%
	ROMANIAN, SPANISH, ENGLISH	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	RUSSIAN	3	1.3%	1	.6%	0	.0%	0	.0%	4	.7%
	RUSSIAN AND ENGLISH	0	.0%	0	.0%	1	.8%	0	.0%	1	.2%
	SPANISH	10	4.2%	2	1.2%	0	.0%	1	1.7%	13	2.2%
	TAMIL	1	.4%	1	.6%	0	.0%	0	.0%	2	.3%
	UKRAINIAN	1	.4%	0	.0%	0	.0%	1	1.7%	2	.3%
	URDU	0	.0%	1	.6%	0	.0%	0	.0%	1	.2%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

Table 6. Demographic Characteristics Of Respondents By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Annual Family Income	Under \$30,000	23	9.6%	8	4.7%	6	4.7%	4	6.7%	41	6.8%
	\$30,000 to \$49,000	35	14.6%	16	9.3%	12	9.3%	8	13.3%	71	11.8%
	\$50,000 to \$74,000	48	20.1%	28	16.3%	16	12.4%	5	8.3%	97	16.2%
	\$75,000 to \$99,000	51	21.3%	34	19.8%	17	13.2%	9	15.0%	111	18.5%
	\$100,000 or over	42	17.6%	66	38.4%	58	45.0%	21	35.0%	187	31.2%
	Do not know/ Prefer not to answer/ Refused	40	16.7%	20	11.6%	20	15.5%	13	21.7%	93	15.5%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Gender Of Respondent	Male	82	34.3%	59	34.3%	43	33.3%	36	60.0%	220	36.7%
	Female	132	55.2%	101	58.7%	78	60.5%	21	35.0%	332	55.3%
	Prefer not to answer	25	10.5%	12	7.0%	8	6.2%	3	5.0%	48	8.0%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%

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**Harper College
Community Scan
Adults' Interest In Education And Training**

Table 7. Interest In Education And Training By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Interest In Education And Training (Multiple Responses)	Earning A GED Or A High School Diploma	15	6.3%	3	1.7%	1	.8%	1	1.7%	20	3.3%
	Learning English Or To Speak Or Read English Better	8	3.3%	4	2.3%	1	.8%	1	1.7%	14	2.3%
	Improving Skills To Move Up In A Current Job Or To Get A New Job	89	37.2%	49	28.5%	25	19.4%	4	6.7%	167	27.8%
	Earning Credentials Or Certifications For Current Job Or A New Job	76	31.8%	40	23.3%	17	13.2%	1	1.7%	134	22.3%
	Taking College Classes	83	34.7%	26	15.1%	20	15.5%	5	8.3%	134	22.3%
	Seeking Or Finishing A College Degree	62	25.9%	21	12.2%	1	.8%	0	.0%	84	14.0%
	Recreational Or Leisure Classes, Not Job Related	50	20.9%	62	36.0%	51	39.5%	26	43.3%	189	31.5%
	None Of The Above	55	23.0%	61	35.5%	57	44.2%	29	48.3%	202	33.7%
	Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%
Rationale For No Interest	Barriers	12	21.8%	11	18.0%	9	15.8%	3	10.3%	35	17.3%
	No interest	43	78.2%	50	82.0%	48	84.2%	26	89.7%	167	82.7%
	Total	55	100.0%	61	100.0%	57	100.0%	29	100.0%	202	100.0%
Barriers To Participating In Education	CAN'T AFFORD	0	.0%	0	.0%	1	11.1%	0	.0%	1	2.9%
	CHILDCARE	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.9%
	CHILDREN	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.9%
	CHRONIC HEALTH CONDITIONS	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	COST	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	COST TO TAKE A CLASS IS TOO EXPENSIVE	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.9%
	DON'T SEE THE NEED OF WHERE IT WILL GET ME	0	.0%	0	.0%	1	11.1%	0	.0%	1	2.9%
	FAMILY	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.9%
	FINANCIAL	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	GRADES	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	I ALREADY OWE TOO MUCH IN LOANS/ I CAN'T AFFORD	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	I HAVE VERY LIMITED ENGLISH SKILLS/ ENGLISH IS NOT MY NATIVE TONGUE	0	.0%	0	.0%	0	.0%	1	33.3%	1	2.9%

Table 7. Interest In Education And Training By Age Of Respondent

		Age Segment									
		18 To 34		35 To 49		50 To 64		65 And Older		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Barriers To Participating In Education	I'M CURRENTLY WORKING AND MY GRANDFATHER HAS MEDICAL NEEDS DUE TO AGING THAT I AM COMMITTED TO HELPING WITH	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	I'M MOVING OUT OF STATE WITHIN THE NEXT FEW MONTHS	0	.0%	0	.0%	1	11.1%	0	.0%	1	2.9%
	I'M RETIRED AND NO LONGER NEED TO WORK TO MAKE A LIVING	0	.0%	0	.0%	0	.0%	1	33.3%	1	2.9%
	LACK OF TIME	0	.0%	1	9.1%	1	11.1%	0	.0%	2	5.7%
	MONEY	2	16.7%	2	18.2%	0	.0%	0	.0%	4	11.4%
	NEW BABY/ NO TIME	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.9%
	NO TIME	0	.0%	0	.0%	1	11.1%	0	.0%	1	2.9%
	NOT SURE WHAT DIRECTION TO TAKE	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	PHYSICAL LIMITATIONS	0	.0%	0	.0%	1	11.1%	0	.0%	1	2.9%
	POOR HEALTH	0	.0%	0	.0%	1	11.1%	0	.0%	1	2.9%
	RESTRICTIVE CLASSES AND SCHEDULING IN HIGH SCHOOLS	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	RETIRED AND TIME TO TAKE REST WITH FAMILY MEMBERS	0	.0%	0	.0%	0	.0%	1	33.3%	1	2.9%
	SITTING TOO LONG BECAUSE OF DISABILITY	0	.0%	0	.0%	1	11.1%	0	.0%	1	2.9%
	TIME	1	8.3%	2	18.2%	1	11.1%	0	.0%	4	11.4%
	TIME AND MONEY	1	8.3%	0	.0%	0	.0%	0	.0%	1	2.9%
	TOO OLD/ CANNOT AFFORD	0	.0%	1	9.1%	0	.0%	0	.0%	1	2.9%
Total	12	100.0%	11	100.0%	9	100.0%	3	100.0%	35	100.0%	

Table 7-A. Interest In Education And Training By Interest In Earning A GED Or A High School Diploma

		Earning A GED Or A High School Diploma	
		Yes	
		Count	Column N %
Earning A GED Or A High School Diploma	Yes	20	100.0%
Learning English Or To Speak Or Read English Better	Yes	3	100.0%
	Total	3	100.0%
Improving Skills To Move Up In A Current Job Or To Get A New Job	Yes	12	100.0%
	Total	12	100.0%
Earning Credentials Or Certifications For Current Job Or A New Job	Yes	7	100.0%
	Total	7	100.0%
Taking College Classes	Yes	13	100.0%
	Total	13	100.0%
Seeking Or Finishing A College Degree	Yes	7	100.0%
	Total	7	100.0%
Recreational Or Leisure Classes, Not Job Related	Yes	4	100.0%
	Total	4	100.0%

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Table 7-B. Interest In Education And Training Interest In Learning English To Speak Or Read English Better

		Learning English Or To Speak Or Read English Better	
		Yes	
		Count	Column N %
Learning English Or To Speak Or Read English Better	Yes	14	100.0%
Earning A GED Or A High School Diploma	Yes	3	100.0%
	Total	3	100.0%
Improving Skills To Move Up In A Current Job Or To Get A New Job	Yes	5	100.0%
	Total	5	100.0%
Earning Credentials Or Certifications For Current Job Or A New Job	Yes	4	100.0%
	Total	4	100.0%
Taking College Classes	Yes	3	100.0%
	Total	3	100.0%
Seeking Or Finishing A College Degree	Yes	3	100.0%
	Total	3	100.0%
Recreational Or Leisure Classes, Not Job Related	Yes	4	100.0%
	Total	4	100.0%

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Table 7-C. Interest In Education And Training By Interest In Improving Job Skills To Move Up In Current Job Or To Get A New Job

		Improving Skills To Move Up In A Current Job Or To Get A New Job	
		Yes	
		Count	Column N %
Improving Skills To Move Up In A Current Job Or To Get A New Job	Yes	167	100.0%
Earning A GED Or A High School Diploma	Yes	12	100.0%
	Total	12	100.0%
Learning English Or To Speak Or Read English Better	Yes	5	100.0%
	Total	5	100.0%
Earning Credentials Or Certifications For Current Job Or A New Job	Yes	82	100.0%
	Total	82	100.0%
Taking College Classes	Yes	64	100.0%
	Total	64	100.0%
Seeking Or Finishing A College Degree	Yes	43	100.0%
	Total	43	100.0%
Recreational Or Leisure Classes, Not Job Related	Yes	67	100.0%
	Total	67	100.0%

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Table 7-D. Interest In Education And Training By Interest In Earning Credentials Or Certifications For Current Job Or New Job

		Earning Credentials Or Certifications For Current Job Or A New Job	
		Yes	
		Count	Column N %
Earning Credentials Or Certifications For Current Job Or A New Job	Yes	134	100.0%
Earning A GED Or A High School Diploma	Yes	7	100.0%
	Total	7	100.0%
Learning English Or To Speak Or Read English Better	Yes	4	100.0%
	Total	4	100.0%
Improving Skills To Move Up In A Current Job Or To Get A New Job	Yes	82	100.0%
	Total	82	100.0%
Taking College Classes	Yes	58	100.0%
	Total	58	100.0%
Seeking Or Finishing A College Degree	Yes	42	100.0%
	Total	42	100.0%
Recreational Or Leisure Classes, Not Job Related	Yes	50	100.0%
	Total	50	100.0%

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Table 7-E. Interest In Education And Training By Interest In Taking College Classes

		Taking College Classes	
		Yes	
		Count	Column N %
Taking College Classes	Yes	134	100.0%
Earning A GED Or A High School Diploma	Yes	13	100.0%
	Total	13	100.0%
Learning English Or To Speak Or Read English Better	Yes	3	100.0%
	Total	3	100.0%
Improving Skills To Move Up In A Current Job Or To Get A New Job	Yes	64	100.0%
	Total	64	100.0%
Earning Credentials Or Certifications For Current Job Or A New Job	Yes	58	100.0%
	Total	58	100.0%
Seeking Or Finishing A College Degree	Yes	51	100.0%
	Total	51	100.0%
Recreational Or Leisure Classes, Not Job Related	Yes	43	100.0%
	Total	43	100.0%

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Table 7-F. Interest In Education And Training By Interest In Seeking Or Finishing A College Degree

		Seeking Or Finishing A College Degree	
		Yes	
		Count	Column N %
Seeking Or Finishing A College Degree	Yes	84	100.0%
Earning A GED Or A High School Diploma	Yes	7	100.0%
	Total	7	100.0%
Learning English Or To Speak Or Read English Better	Yes	3	100.0%
	Total	3	100.0%
Improving Skills To Move Up In A Current Job Or To Get A New Job	Yes	43	100.0%
	Total	43	100.0%
Earning Credentials Or Certifications For Current Job Or A New Job	Yes	42	100.0%
	Total	42	100.0%
Taking College Classes	Yes	51	100.0%
	Total	51	100.0%
Recreational Or Leisure Classes, Not Job Related	Yes	22	100.0%
	Total	22	100.0%

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Table 7-G. Interest In Education And Training By Interest In Recreational Or Leisure Classes Not Job Related

		Recreational Or Leisure Classes, Not Job Related	
		Yes	
		Count	Column N %
Recreational Or Leisure Classes, Not Job Related	Yes	189	100.0%
Earning A GED Or A High School Diploma	Yes	4	100.0%
	Total	4	100.0%
Learning English Or To Speak Or Read English Better	Yes	4	100.0%
	Total	4	100.0%
Improving Skills To Move Up In A Current Job Or To Get A New Job	Yes	67	100.0%
	Total	67	100.0%
Earning Credentials Or Certifications For Current Job Or A New Job	Yes	50	100.0%
	Total	50	100.0%
Taking College Classes	Yes	43	100.0%
	Total	43	100.0%
Seeking Or Finishing A College Degree	Yes	22	100.0%
	Total	22	100.0%

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Table 8. Interest In Education And Training By Age Of Respondent

		Age Segment								Total	
		18 To 34		35 To 49		50 To 64		65 And Older			
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Interest In Education And Training	Earn a GED or a high school diploma	10	4.2%	1	.6%	1	.8%	0	.0%	12	2.0%
	Learn English or to speak or read English better	4	1.7%	0	.0%	1	.8%	1	1.7%	6	1.0%
	Improve skills to move up in a current job or to get a new job	40	16.7%	33	19.2%	9	7.0%	4	6.7%	86	14.3%
	Earn credentials or certifications for current job or a new job	39	16.3%	19	11.0%	10	7.8%	0	.0%	68	11.3%
	Take college classes	41	17.2%	7	4.1%	9	7.0%	1	1.7%	58	9.7%
	Seek or finish a college degree	35	14.6%	9	5.2%	0	.0%	0	.0%	44	7.3%
	Take recreational or leisure classes, not job related	15	6.3%	42	24.4%	41	31.8%	25	41.7%	123	20.5%
	Not interested	55	23.0%	61	35.5%	58	45.0%	29	48.3%	203	33.8%
Total	239	100.0%	172	100.0%	129	100.0%	60	100.0%	600	100.0%	

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Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	73-YEARS-OLD AND NOT INTERESTED IN ANY MORE CLASSES EXCEPT PERSONAL ENRICHMENT	0	.0%	0	.0%	0	.0%
	ADD VALUE TO MY CURRENT WORK	0	.0%	0	.0%	1	1.2%
	ADULT ENRICHMENT	0	.0%	0	.0%	0	.0%
	ADVANCE IN MY CURRENT CAREER	0	.0%	0	.0%	0	.0%
	ADVANCE MY CAREER	0	.0%	0	.0%	0	.0%
	ADVANCE SKILLS	0	.0%	0	.0%	0	.0%
	ADVANCEMENT	0	.0%	0	.0%	1	1.2%
	ADVANCEMENT AT CURRENT JOB	0	.0%	0	.0%	1	1.2%
	ALWAYS INTERESTED IN LEARNING MORE	0	.0%	0	.0%	1	1.2%
	ALWAYS LOOKING FOR FITNESS CLASSES THAT CAN BE DONE AROUND WORKING HOURS	0	.0%	0	.0%	0	.0%
	ALWAYS WANT TO LEARN	0	.0%	0	.0%	0	.0%
	ARTISTIC PROGRAM	0	.0%	0	.0%	0	.0%
	AS SEMI-RETIRED-TO KEEP MIND & BODY ACTIVE	0	.0%	0	.0%	0	.0%
	BACHELOR'S IN BUSINESS ADMINISTRATION	0	.0%	0	.0%	0	.0%
	BE A LIFELONG LEARNER	0	.0%	0	.0%	0	.0%
	BE BETTER QUALIFIED FOR JOBS	0	.0%	0	.0%	0	.0%
	BE MORE CONFIDENT AND BETTER MYSELF	0	.0%	1	16.7%	0	.0%
	BECOME A MACHINIST	0	.0%	0	.0%	1	1.2%
	BECOMING MORE PROFICIENT AT HOBBIES	0	.0%	0	.0%	0	.0%
	BELIEVE IT WILL GIVE ME THE TRAINING AND INFORMATION I NEED IN ORDER TO BE SUCCESSFUL IN MY FUTURE CAREER	0	.0%	0	.0%	0	.0%
	BENEFIT MY INVESTING	0	.0%	0	.0%	0	.0%
	BETTER	1	8.3%	0	.0%	0	.0%
	BETTER EMPLOYMENT	0	.0%	0	.0%	4	4.7%
BETTER JOB	0	.0%	0	.0%	0	.0%	
BETTER JOB OPPORTUNITIES	0	.0%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	73-YEARS-OLD AND NOT INTERESTED IN ANY MORE CLASSES EXCEPT PERSONAL ENRICHMENT	0	.0%	0	.0%	0	.0%	1	.8%
	ADD VALUE TO MY CURRENT WORK	0	.0%	0	.0%	0	.0%	0	.0%
	ADULT ENRICHMENT	0	.0%	0	.0%	0	.0%	1	.8%
	ADVANCE IN MY CURRENT CAREER	1	1.5%	0	.0%	0	.0%	0	.0%
	ADVANCE MY CAREER	1	1.5%	0	.0%	0	.0%	0	.0%
	ADVANCE SKILLS	0	.0%	0	.0%	0	.0%	1	.8%
	ADVANCEMENT	0	.0%	0	.0%	0	.0%	0	.0%
	ADVANCEMENT AT CURRENT JOB	0	.0%	0	.0%	0	.0%	0	.0%
	ALWAYS INTERESTED IN LEARNING MORE	0	.0%	1	1.7%	0	.0%	0	.0%
	ALWAYS LOOKING FOR FITNESS CLASSES THAT CAN BE DONE AROUND WORKING HOURS	0	.0%	0	.0%	0	.0%	1	.8%
	ALWAYS WANT TO LEARN	0	.0%	0	.0%	0	.0%	1	.8%
	ARTISTIC PROGRAM	0	.0%	0	.0%	0	.0%	1	.8%
	AS SEMI-RETIRED-TO KEEP MIND & BODY ACTIVE	0	.0%	0	.0%	0	.0%	1	.8%
	BACHELOR'S IN BUSINESS ADMINISTRATION	0	.0%	1	1.7%	0	.0%	0	.0%
	BE A LIFELONG LEARNER	0	.0%	0	.0%	0	.0%	1	.8%
	BE BETTER QUALIFIED FOR JOBS	0	.0%	0	.0%	1	2.3%	0	.0%
	BE MORE CONFIDENT AND BETTER MYSELF	0	.0%	0	.0%	0	.0%	0	.0%
	BECOME A MACHINIST	0	.0%	0	.0%	0	.0%	0	.0%
	BECOMING MORE PROFICIENT AT HOBBIES	0	.0%	0	.0%	0	.0%	1	.8%
	BELIEVE IT WILL GIVE ME THE TRAINING AND INFORMATION I NEED IN ORDER TO BE SUCCESSFUL IN MY FUTURE CAREER	0	.0%	0	.0%	1	2.3%	0	.0%
BENEFIT MY INVESTING	0	.0%	0	.0%	0	.0%	1	.8%	
BETTER	0	.0%	0	.0%	0	.0%	0	.0%	
BETTER EMPLOYMENT	1	1.5%	4	6.9%	2	4.5%	0	.0%	
BETTER JOB	0	.0%	1	1.7%	0	.0%	0	.0%	
BETTER JOB OPPORTUNITIES	1	1.5%	0	.0%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Rationale For Interest In Pursuing Education Or Training	73-YEARS-OLD AND NOT INTERESTED IN ANY MORE CLASSES EXCEPT PERSONAL ENRICHMENT	1	.3%
	ADD VALUE TO MY CURRENT WORK	1	.3%
	ADULT ENRICHMENT	1	.3%
	ADVANCE IN MY CURRENT CAREER	1	.3%
	ADVANCE MY CAREER	1	.3%
	ADVANCE SKILLS	1	.3%
	ADVANCEMENT	1	.3%
	ADVANCEMENT AT CURRENT JOB	1	.3%
	ALWAYS INTERESTED IN LEARNING MORE	2	.5%
	ALWAYS LOOKING FOR FITNESS CLASSES THAT CAN BE DONE AROUND WORKING HOURS	1	.3%
	ALWAYS WANT TO LEARN	1	.3%
	ARTISTIC PROGRAM	1	.3%
	AS SEMI-RETIRED-TO KEEP MIND & BODY ACTIVE	1	.3%
	BACHELOR'S IN BUSINESS ADMINISTRATION	1	.3%
	BE A LIFELONG LEARNER	1	.3%
	BE BETTER QUALIFIED FOR JOBS	1	.3%
	BE MORE CONFIDENT AND BETTER MYSELF	1	.3%
	BECOME A MACHINIST	1	.3%
	BECOMING MORE PROFICIENT AT HOBBIES	1	.3%
	BELIEVE IT WILL GIVE ME THE TRAINING AND INFORMATION I NEED IN ORDER TO BE SUCCESSFUL IN MY FUTURE CAREER	1	.3%
	BENEFIT MY INVESTING	1	.3%
	BETTER	1	.3%
	BETTER EMPLOYMENT	11	2.8%
	BETTER JOB	1	.3%
BETTER JOB OPPORTUNITIES	1	.3%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	BETTER LIFE	0	.0%	0	.0%	1	1.2%
	BETTER MONEY	0	.0%	0	.0%	0	.0%
	BETTER MY CAREER	0	.0%	0	.0%	0	.0%
	BETTER MY SKILLS FOR PERSONAL AND JOB PURPOSES	0	.0%	0	.0%	0	.0%
	BETTER MYSELF	0	.0%	0	.0%	1	1.2%
	BETTER MYSELF AND MY CAREER	0	.0%	0	.0%	0	.0%
	BETTER MYSELF AND WORK ON FURTHERING MY CAREER	0	.0%	0	.0%	1	1.2%
	BETTER SALARY	0	.0%	0	.0%	0	.0%
	BETTER WORK OPPORTUNITIES	0	.0%	0	.0%	0	.0%
	BETTER YOURSELF	0	.0%	0	.0%	1	1.2%
	BOREDOM	0	.0%	0	.0%	0	.0%
	BROADEN MY UNDERSTANDING ON CERTAIN THINGS	0	.0%	0	.0%	1	1.2%
	BRUSH UP MY KNOWLEDGE	0	.0%	0	.0%	0	.0%
	BUILD A JOB PROFILE	0	.0%	0	.0%	0	.0%
	BUILD SKILLSET	0	.0%	0	.0%	1	1.2%
	CAREER	1	8.3%	0	.0%	0	.0%
	CAREER ADVANCEMENT	0	.0%	0	.0%	1	1.2%
	CAREER ADVANCEMENT/ SALARY INCREASE/ MARKETABILITY	0	.0%	0	.0%	0	.0%
	CAREER CHANGE	0	.0%	0	.0%	0	.0%
	CAREER CHANGE OR TO HAVE A HIGHER JOB TITLE	0	.0%	0	.0%	1	1.2%
	CAREER IMPROVEMENT	0	.0%	0	.0%	0	.0%
	CAREER PROGRESSION	0	.0%	0	.0%	0	.0%
	CHANGE JOB	0	.0%	0	.0%	0	.0%
	CLIMB THE STAIRS OF CORPORATE WORLD WITH A DEGREE	0	.0%	0	.0%	1	1.2%
	COLLEGE DEGREE NOT COMPLETE/ MORE TRAINING FOR ELIGIBILITY FOR JOB TO INCREASE	0	.0%	0	.0%	0	.0%
	COMPLETE MY DEGREE	0	.0%	0	.0%	0	.0%
	CONTINUE LEARNING	0	.0%	0	.0%	0	.0%
	COOL	0	.0%	0	.0%	0	.0%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	BETTER LIFE	0	.0%	0	.0%	0	.0%	1	.8%
	BETTER MONEY	0	.0%	1	1.7%	0	.0%	0	.0%
	BETTER MY CAREER	1	1.5%	0	.0%	0	.0%	0	.0%
	BETTER MY SKILLS FOR PERSONAL AND JOB PURPOSES	0	.0%	1	1.7%	0	.0%	0	.0%
	BETTER MYSELF	1	1.5%	1	1.7%	1	2.3%	2	1.6%
	BETTER MYSELF AND MY CAREER	1	1.5%	0	.0%	0	.0%	0	.0%
	BETTER MYSELF AND WORK ON FURTHERING MY CAREER	0	.0%	0	.0%	0	.0%	0	.0%
	BETTER SALARY	0	.0%	1	1.7%	0	.0%	0	.0%
	BETTER WORK OPPORTUNITIES	0	.0%	0	.0%	1	2.3%	0	.0%
	BETTER YOURSELF	0	.0%	0	.0%	0	.0%	0	.0%
	BOREDOM	0	.0%	0	.0%	0	.0%	1	.8%
	BROADEN MY UNDERSTANDING ON CERTAIN THINGS	0	.0%	0	.0%	0	.0%	0	.0%
	BRUSH UP MY KNOWLEDGE	1	1.5%	0	.0%	0	.0%	0	.0%
	BUILD A JOB PROFILE	0	.0%	1	1.7%	0	.0%	0	.0%
	BUILD SKILLSET	0	.0%	0	.0%	0	.0%	0	.0%
	CAREER	0	.0%	0	.0%	0	.0%	0	.0%
	CAREER ADVANCEMENT	0	.0%	0	.0%	0	.0%	0	.0%
	CAREER ADVANCEMENT/ SALARY INCREASE/ MARKETABILITY	1	1.5%	0	.0%	0	.0%	0	.0%
	CAREER CHANGE	0	.0%	1	1.7%	0	.0%	0	.0%
	CAREER CHANGE OR TO HAVE A HIGHER JOB TITLE	0	.0%	0	.0%	0	.0%	0	.0%
	CAREER IMPROVEMENT	0	.0%	0	.0%	0	.0%	1	.8%
	CAREER PROGRESSION	1	1.5%	0	.0%	0	.0%	0	.0%
	CHANGE JOB	0	.0%	0	.0%	0	.0%	1	.8%
	CLIMB THE STAIRS OF CORPORATE WORLD WITH A DEGREE	0	.0%	0	.0%	0	.0%	0	.0%
	COLLEGE DEGREE NOT COMPLETE/ MORE TRAINING FOR ELIGIBILITY FOR JOB TO INCREASE	0	.0%	0	.0%	1	2.3%	0	.0%
	COMPLETE MY DEGREE	0	.0%	0	.0%	1	2.3%	0	.0%
	CONTINUE LEARNING	0	.0%	0	.0%	0	.0%	1	.8%
COOL	0	.0%	1	1.7%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Rationale For Interest In Pursuing Education Or Training	BETTER LIFE	2	.5%
	BETTER MONEY	1	.3%
	BETTER MY CAREER	1	.3%
	BETTER MY SKILLS FOR PERSONAL AND JOB PURPOSES	1	.3%
	BETTER MYSELF	6	1.5%
	BETTER MYSELF AND MY CAREER	1	.3%
	BETTER MYSELF AND WORK ON FURTHERING MY CAREER	1	.3%
	BETTER SALARY	1	.3%
	BETTER WORK OPPORTUNITIES	1	.3%
	BETTER YOURSELF	1	.3%
	BOREDOM	1	.3%
	BROADEN MY UNDERSTANDING ON CERTAIN THINGS	1	.3%
	BRUSH UP MY KNOWLEDGE	1	.3%
	BUILD A JOB PROFILE	1	.3%
	BUILD SKILLSET	1	.3%
	CAREER	1	.3%
	CAREER ADVANCEMENT	1	.3%
	CAREER ADVANCEMENT/ SALARY INCREASE/ MARKETABILITY	1	.3%
	CAREER CHANGE	1	.3%
	CAREER CHANGE OR TO HAVE A HIGHER JOB TITLE	1	.3%
	CAREER IMPROVEMENT	1	.3%
	CAREER PROGRESSION	1	.3%
	CHANGE JOB	1	.3%
	CLIMB THE STAIRS OF CORPORATE WORLD WITH A DEGREE	1	.3%
	COLLEGE DEGREE NOT COMPLETE/ MORE TRAINING FOR ELIGIBILITY FOR JOB TO INCREASE	1	.3%
	COMPLETE MY DEGREE	1	.3%
	CONTINUE LEARNING	1	.3%
COOL	1	.3%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	COSMETOLOGY	0	.0%	0	.0%	0	.0%
	CULTURAL ENRICHMENT	0	.0%	0	.0%	0	.0%
	CURRENTLY LOOKING TO REJOIN THE WORKFORCE/ ONCE I DECIDE WHAT TYPE OF JOB I WANT TO PURSUE/ I BELIEVE YOU CAN NEVER HAVE TOO MUCH EDUCATION	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	1	8.3%	1	16.7%	7	8.1%
	DON'T HAVE ANY MORE TIME IN MY LIFE TO BE ABLE TO GET A GOOD JOB	0	.0%	0	.0%	0	.0%
	EARN A DEGREE	0	.0%	0	.0%	0	.0%
	EARN A LIVING	0	.0%	0	.0%	0	.0%
	EDUCATION	0	.0%	0	.0%	0	.0%
	ENHANCE MY SKILL SET	0	.0%	0	.0%	1	1.2%
	ENJOY LEARNING	0	.0%	0	.0%	1	1.2%
	ENJOY LEARNING AND OBTAINING MORE NEW SKILLS	0	.0%	0	.0%	0	.0%
	ENJOYMENT OF LEARNING EXPERIENCE	0	.0%	0	.0%	0	.0%
	EXPAND	0	.0%	0	.0%	0	.0%
	EXPAND EDUCATION HORIZONS	0	.0%	0	.0%	0	.0%
	EXPAND MY HORIZONS/ KEEP MY MIND ACTIVE	0	.0%	0	.0%	0	.0%
	EXPERIENCE/ EXPLORE	0	.0%	0	.0%	0	.0%
	EXTRA TEACHER CERTIFICATIONS	0	.0%	0	.0%	0	.0%
	FEEL BETTER	0	.0%	0	.0%	1	1.2%
	FEEL THAT I'VE REACHED AN INCOME CEILING IN THE CURRENT WORK I DO	0	.0%	0	.0%	0	.0%
	FEEL THAT MY POWERPOINT SKILLS ARE NOT UP TO PAR/ I DON'T REALLY NEED TO DO ANYTHING FANCY IN MY CURRENT JOB/ IT WOULD BE NICE TO HAVE THE ABILITY TO DO SO	0	.0%	0	.0%	1	1.2%
	FIND A CAREER WORTH PURSUING THROUGH EXPANDING EDUCATION	0	.0%	0	.0%	0	.0%
	FOR FUN	0	.0%	0	.0%	0	.0%
	FOR FUN AND MEET PEOPLE	0	.0%	0	.0%	0	.0%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	COSMETOLOGY	1	1.5%	0	.0%	0	.0%	0	.0%
	CULTURAL ENRICHMENT	0	.0%	0	.0%	0	.0%	1	.8%
	CURRENTLY LOOKING TO REJOIN THE WORKFORCE/ ONCE I DECIDE WHAT TYPE OF JOB I WANT TO PURSUE/ I BELIEVE YOU CAN NEVER HAVE TOO MUCH EDUCATION	1	1.5%	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	2	2.9%	2	3.4%	4	9.1%	8	6.5%
	DON'T HAVE ANY MORE TIME IN MY LIFE TO BE ABLE TO GET A GOOD JOB	1	1.5%	0	.0%	0	.0%	0	.0%
	EARN A DEGREE	0	.0%	1	1.7%	0	.0%	0	.0%
	EARN A LIVING	0	.0%	1	1.7%	0	.0%	0	.0%
	EDUCATION	1	1.5%	0	.0%	0	.0%	0	.0%
	ENHANCE MY SKILL SET	0	.0%	0	.0%	0	.0%	0	.0%
	ENJOY LEARNING	0	.0%	0	.0%	0	.0%	0	.0%
	ENJOY LEARNING AND OBTAINING MORE NEW SKILLS	1	1.5%	0	.0%	0	.0%	0	.0%
	ENJOYMENT OF LEARNING EXPERIENCE	0	.0%	0	.0%	0	.0%	1	.8%
	EXPAND	1	1.5%	0	.0%	0	.0%	0	.0%
	EXPAND EDUCATION HORIZONS	1	1.5%	0	.0%	0	.0%	0	.0%
	EXPAND MY HORIZONS/ KEEP MY MIND ACTIVE	0	.0%	0	.0%	0	.0%	1	.8%
	EXPERIENCE/ EXPLORE	0	.0%	0	.0%	1	2.3%	0	.0%
	EXTRA TEACHER CERTIFICATIONS	0	.0%	0	.0%	0	.0%	1	.8%
	FEEL BETTER	0	.0%	0	.0%	0	.0%	0	.0%
	FEEL THAT I'VE REACHED AN INCOME CEILING IN THE CURRENT WORK I DO	1	1.5%	0	.0%	0	.0%	0	.0%
	FEEL THAT MY POWERPOINT SKILLS ARE NOT UP TO PAR/ I DON'T REALLY NEED TO DO ANYTHING FANCY IN MY CURRENT JOB/ IT WOULD BE NICE TO HAVE THE ABILITY TO DO SO	0	.0%	0	.0%	0	.0%	0	.0%
FIND A CAREER WORTH PURSUING THROUGH EXPANDING EDUCATION	0	.0%	0	.0%	1	2.3%	0	.0%	
FOR FUN	0	.0%	0	.0%	0	.0%	1	.8%	
FOR FUN AND MEET PEOPLE	0	.0%	0	.0%	0	.0%	1	.8%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Rationale For Interest In Pursuing Education Or Training	COSMETOLOGY	1	.3%
	CULTURAL ENRICHMENT	1	.3%
	CURRENTLY LOOKING TO REJOIN THE WORKFORCE/ ONCE I DECIDE WHAT TYPE OF JOB I WANT TO PURSUE/ I BELIEVE YOU CAN NEVER HAVE TOO MUCH EDUCATION	1	.3%
	DO NOT KNOW	25	6.3%
	DON'T HAVE ANY MORE TIME IN MY LIFE TO BE ABLE TO GET A GOOD JOB	1	.3%
	EARN A DEGREE	1	.3%
	EARN A LIVING	1	.3%
	EDUCATION	1	.3%
	ENHANCE MY SKILL SET	1	.3%
	ENJOY LEARNING	1	.3%
	ENJOY LEARNING AND OBTAINING MORE NEW SKILLS	1	.3%
	ENJOYMENT OF LEARNING EXPERIENCE	1	.3%
	EXPAND	1	.3%
	EXPAND EDUCATION HORIZONS	1	.3%
	EXPAND MY HORIZONS/ KEEP MY MIND ACTIVE	1	.3%
	EXPERIENCE/ EXPLORE	1	.3%
	EXTRA TEACHER CERTIFICATIONS	1	.3%
	FEEL BETTER	1	.3%
	FEEL THAT I'VE REACHED AN INCOME CEILING IN THE CURRENT WORK I DO	1	.3%
	FEEL THAT MY POWERPOINT SKILLS ARE NOT UP TO PAR/ I DON'T REALLY NEED TO DO ANYTHING FANCY IN MY CURRENT JOB/ IT WOULD BE NICE TO HAVE THE ABILITY TO DO SO	1	.3%
FIND A CAREER WORTH PURSUING THROUGH EXPANDING EDUCATION	1	.3%	
FOR FUN	1	.3%	
FOR FUN AND MEET PEOPLE	1	.3%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	FOR FUN LEISURE PROGRAMS	0	.0%	0	.0%	0	.0%
	FOR FUTURE JOB	0	.0%	0	.0%	0	.0%
	FOR GETTING A JOB OR IF A JOB I GET NEEDS MORE TRAINING	0	.0%	0	.0%	1	1.2%
	FOR JOBS	1	8.3%	0	.0%	0	.0%
	FOR KNOWLEDGE	0	.0%	0	.0%	0	.0%
	FOR LEISURE	0	.0%	0	.0%	0	.0%
	FOR MY GRANDKIDS	1	8.3%	0	.0%	0	.0%
	FOR MYSELF	0	.0%	0	.0%	1	1.2%
	FOR NEW JOB	0	.0%	0	.0%	0	.0%
	FOR RECREATION/ POSSIBLE NEW CAREER	0	.0%	0	.0%	0	.0%
	FOR THE FUN OF IT AND I MAY TRY WRITING LITERATURE	0	.0%	0	.0%	0	.0%
	FUN	0	.0%	0	.0%	1	1.2%
	FUN AND CHALLENGING	0	.0%	0	.0%	0	.0%
	FURTHER DEGREE	0	.0%	0	.0%	0	.0%
	FURTHER KNOWLEDGE	0	.0%	0	.0%	0	.0%
	FURTHER MY CAREER	0	.0%	0	.0%	1	1.2%
	FURTHER MY CAREER AND SALARY	0	.0%	0	.0%	0	.0%
	FURTHER MY CAREER OR GET A BETTER CAREER	0	.0%	0	.0%	0	.0%
	FURTHER MY EDUCATION	0	.0%	0	.0%	1	1.2%
	FURTHER MY EDUCATION FOR WORK AND GET ARCHITECTURE LICENSE	0	.0%	0	.0%	0	.0%
	FURTHER MY EDUCATION WITH MINIMAL INTERFERENCE WITH MY CURRENT TIMELINE OR ADDED COST	0	.0%	0	.0%	0	.0%
	FURTHER MY EDUCATION/ MOVE UP ON THE PAY SCALE	0	.0%	0	.0%	0	.0%
	FURTHER MY JOB CAREER	0	.0%	0	.0%	0	.0%
	FURTHER MY KNOWLEDGE IN THE SUBJECT/ IMPROVE SKILLSET	0	.0%	0	.0%	0	.0%
FURTHER MY LEARNING	0	.0%	0	.0%	0	.0%	
FURTHER MY SKILLS IN ADVERTISING/ MARKETING	0	.0%	0	.0%	0	.0%	
FURTHER YOUR DEGREES	0	.0%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	FOR FUN LEISURE PROGRAMS	0	.0%	0	.0%	0	.0%	1	.8%
	FOR FUTURE JOB	1	1.5%	0	.0%	0	.0%	0	.0%
	FOR GETTING A JOB OR IF A JOB I GET NEEDS MORE TRAINING	0	.0%	0	.0%	0	.0%	0	.0%
	FOR JOBS	1	1.5%	0	.0%	0	.0%	0	.0%
	FOR KNOWLEDGE	0	.0%	1	1.7%	0	.0%	0	.0%
	FOR LEISURE	0	.0%	0	.0%	0	.0%	1	.8%
	FOR MY GRANDKIDS	0	.0%	0	.0%	0	.0%	0	.0%
	FOR MYSELF	0	.0%	0	.0%	0	.0%	0	.0%
	FOR NEW JOB	1	1.5%	0	.0%	0	.0%	0	.0%
	FOR RECREATION/ POSSIBLE NEW CAREER	0	.0%	0	.0%	0	.0%	1	.8%
	FOR THE FUN OF IT AND I MAY TRY WRITING LITERATURE	0	.0%	0	.0%	0	.0%	1	.8%
	FUN	0	.0%	0	.0%	0	.0%	2	1.6%
	FUN AND CHALLENGING	0	.0%	0	.0%	0	.0%	1	.8%
	FURTHER DEGREE	0	.0%	1	1.7%	0	.0%	0	.0%
	FURTHER KNOWLEDGE	0	.0%	0	.0%	0	.0%	1	.8%
	FURTHER MY CAREER	3	4.4%	0	.0%	0	.0%	0	.0%
	FURTHER MY CAREER AND SALARY	1	1.5%	0	.0%	0	.0%	0	.0%
	FURTHER MY CAREER OR GET A BETTER CAREER	0	.0%	1	1.7%	0	.0%	0	.0%
	FURTHER MY EDUCATION	0	.0%	0	.0%	0	.0%	1	.8%
	FURTHER MY EDUCATION FOR WORK AND GET ARCHITECTURE LICENSE	0	.0%	1	1.7%	0	.0%	0	.0%
	FURTHER MY EDUCATION WITH MINIMAL INTERFERENCE WITH MY CURRENT TIMELINE OR ADDED COST	0	.0%	0	.0%	1	2.3%	0	.0%
	FURTHER MY EDUCATION/ MOVE UP ON THE PAY SCALE	1	1.5%	0	.0%	0	.0%	0	.0%
	FURTHER MY JOB CAREER	0	.0%	0	.0%	0	.0%	1	.8%
	FURTHER MY KNOWLEDGE IN THE SUBJECT/ IMPROVE SKILLSET	0	.0%	0	.0%	0	.0%	1	.8%
FURTHER MY LEARNING	0	.0%	0	.0%	0	.0%	1	.8%	
FURTHER MY SKILLS IN ADVERTISING/ MARKETING	0	.0%	0	.0%	0	.0%	1	.8%	
FURTHER YOUR DEGREES	0	.0%	1	1.7%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Rationale For Interest In Pursuing Education Or Training	FOR FUN LEISURE PROGRAMS	1	.3%
	FOR FUTURE JOB	1	.3%
	FOR GETTING A JOB OR IF A JOB I GET NEEDS MORE TRAINING	1	.3%
	FOR JOBS	2	.5%
	FOR KNOWLEDGE	1	.3%
	FOR LEISURE	1	.3%
	FOR MY GRANDKIDS	1	.3%
	FOR MYSELF	1	.3%
	FOR NEW JOB	1	.3%
	FOR RECREATION/ POSSIBLE NEW CAREER	1	.3%
	FOR THE FUN OF IT AND I MAY TRY WRITING LITERATURE	1	.3%
	FUN	3	.8%
	FUN AND CHALLENGING	1	.3%
	FURTHER DEGREE	1	.3%
	FURTHER KNOWLEDGE	1	.3%
	FURTHER MY CAREER	4	1.0%
	FURTHER MY CAREER AND SALARY	1	.3%
	FURTHER MY CAREER OR GET A BETTER CAREER	1	.3%
	FURTHER MY EDUCATION	2	.5%
	FURTHER MY EDUCATION FOR WORK AND GET ARCHITECTURE LICENSE	1	.3%
	FURTHER MY EDUCATION WITH MINIMAL INTERFERENCE WITH MY CURRENT TIMELINE OR ADDED COST	1	.3%
	FURTHER MY EDUCATION/ MOVE UP ON THE PAY SCALE	1	.3%
	FURTHER MY JOB CAREER	1	.3%
	FURTHER MY KNOWLEDGE IN THE SUBJECT/ IMPROVE SKILLSET	1	.3%
	FURTHER MY LEARNING	1	.3%
	FURTHER MY SKILLS IN ADVERTISING/ MARKETING	1	.3%
FURTHER YOUR DEGREES	1	.3%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	FURTHERING MY EDUCATION	0	.0%	0	.0%	0	.0%
	FURTHERING MY SKILLS IN MY JOB	0	.0%	0	.0%	1	1.2%
	GAIN MORE JOB SKILLS	0	.0%	0	.0%	1	1.2%
	GAIN MORE KNOWLEDGE	0	.0%	0	.0%	0	.0%
	GAIN MORE TECHNOLOGY SKILLS	0	.0%	0	.0%	0	.0%
	GAIN SKILLS FOR A CAREER CHANGE	0	.0%	0	.0%	1	1.2%
	GENERAL INTEREST	0	.0%	0	.0%	0	.0%
	GET A BETTER JOB	0	.0%	0	.0%	1	1.2%
	GET A COLLEGE DEGREE	0	.0%	0	.0%	0	.0%
	GET A DEGREE FOR A FUTURE CAREER	0	.0%	0	.0%	0	.0%
	GET A GOOD JOB	0	.0%	0	.0%	0	.0%
	GET A JOB	0	.0%	0	.0%	2	2.3%
	GET A JOB WITH AFFORDABLE SALARY	0	.0%	0	.0%	0	.0%
	GET A NEW JOB	0	.0%	0	.0%	0	.0%
	GET ANOTHER CERTIFICATE	0	.0%	0	.0%	0	.0%
	GET GOOD JOB	0	.0%	0	.0%	1	1.2%
	GET JOB	0	.0%	0	.0%	0	.0%
	GET KNOWLEDGE AND APPLY IT	0	.0%	0	.0%	0	.0%
	GET MORE EDUCATION	0	.0%	0	.0%	0	.0%
	GET MORE KNOWLEDGE	0	.0%	0	.0%	0	.0%
	GET MORE TRAINING	0	.0%	0	.0%	1	1.2%
	GET PAID MORE AT ANY JOB	0	.0%	0	.0%	0	.0%
	GET TO THE NEXT STEP IN MY CAREER AND SHOW THAT I AM INTERESTED IN CONTINUING EDUCATION	0	.0%	0	.0%	1	1.2%
	GETTING MORE SKILLS	0	.0%	0	.0%	1	1.2%
	GO TO GRADUATE SCHOOL	0	.0%	0	.0%	0	.0%
	GOOD PURSUING	0	.0%	0	.0%	0	.0%
	GOOD TO GAIN SOME KNOWLEDGE	0	.0%	0	.0%	1	1.2%
	GOT OTHER THINGS I WANT TO DO	0	.0%	0	.0%	1	1.2%
	GROW IN MY CURRENT CAREER	0	.0%	0	.0%	0	.0%
	HATE MY JOB	0	.0%	0	.0%	0	.0%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	FURTHERING MY EDUCATION	0	.0%	0	.0%	0	.0%	1	.8%
	FURTHERING MY SKILLS IN MY JOB	0	.0%	0	.0%	0	.0%	0	.0%
	GAIN MORE JOB SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	GAIN MORE KNOWLEDGE	0	.0%	0	.0%	1	2.3%	0	.0%
	GAIN MORE TECHNOLOGY SKILLS	1	1.5%	0	.0%	0	.0%	0	.0%
	GAIN SKILLS FOR A CAREER CHANGE	0	.0%	0	.0%	0	.0%	0	.0%
	GENERAL INTEREST	0	.0%	0	.0%	0	.0%	1	.8%
	GET A BETTER JOB	0	.0%	4	6.9%	4	9.1%	0	.0%
	GET A COLLEGE DEGREE	0	.0%	1	1.7%	0	.0%	0	.0%
	GET A DEGREE FOR A FUTURE CAREER	0	.0%	0	.0%	1	2.3%	0	.0%
	GET A GOOD JOB	0	.0%	2	3.4%	0	.0%	0	.0%
	GET A JOB	0	.0%	0	.0%	1	2.3%	0	.0%
	GET A JOB WITH AFFORDABLE SALARY	1	1.5%	0	.0%	0	.0%	0	.0%
	GET A NEW JOB	1	1.5%	0	.0%	0	.0%	0	.0%
	GET ANOTHER CERTIFICATE	0	.0%	1	1.7%	0	.0%	0	.0%
	GET GOOD JOB	0	.0%	0	.0%	0	.0%	0	.0%
	GET JOB	0	.0%	0	.0%	0	.0%	1	.8%
	GET KNOWLEDGE AND APPLY IT	1	1.5%	0	.0%	0	.0%	0	.0%
	GET MORE EDUCATION	1	1.5%	0	.0%	0	.0%	0	.0%
	GET MORE KNOWLEDGE	0	.0%	1	1.7%	0	.0%	0	.0%
	GET MORE TRAINING	0	.0%	0	.0%	0	.0%	0	.0%
	GET PAID MORE AT ANY JOB	0	.0%	0	.0%	1	2.3%	0	.0%
	GET TO THE NEXT STEP IN MY CAREER AND SHOW THAT I AM INTERESTED IN CONTINUING EDUCATION	0	.0%	0	.0%	0	.0%	0	.0%
	GETTING MORE SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	GO TO GRADUATE SCHOOL	0	.0%	0	.0%	1	2.3%	0	.0%
	GOOD PURSUING	0	.0%	0	.0%	1	2.3%	0	.0%
	GOOD TO GAIN SOME KNOWLEDGE	0	.0%	0	.0%	0	.0%	0	.0%
	GOT OTHER THINGS I WANT TO DO	0	.0%	0	.0%	0	.0%	0	.0%
	GROW IN MY CURRENT CAREER	1	1.5%	0	.0%	0	.0%	0	.0%
	HATE MY JOB	0	.0%	1	1.7%	0	.0%	0	.0%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Rationale For Interest In Pursuing Education Or Training	FURTHERING MY EDUCATION	1	.3%
	FURTHERING MY SKILLS IN MY JOB	1	.3%
	GAIN MORE JOB SKILLS	1	.3%
	GAIN MORE KNOWLEDGE	1	.3%
	GAIN MORE TECHNOLOGY SKILLS	1	.3%
	GAIN SKILLS FOR A CAREER CHANGE	1	.3%
	GENERAL INTEREST	1	.3%
	GET A BETTER JOB	9	2.3%
	GET A COLLEGE DEGREE	1	.3%
	GET A DEGREE FOR A FUTURE CAREER	1	.3%
	GET A GOOD JOB	2	.5%
	GET A JOB	3	.8%
	GET A JOB WITH AFFORDABLE SALARY	1	.3%
	GET A NEW JOB	1	.3%
	GET ANOTHER CERTIFICATE	1	.3%
	GET GOOD JOB	1	.3%
	GET JOB	1	.3%
	GET KNOWLEDGE AND APPLY IT	1	.3%
	GET MORE EDUCATION	1	.3%
	GET MORE KNOWLEDGE	1	.3%
	GET MORE TRAINING	1	.3%
	GET PAID MORE AT ANY JOB	1	.3%
	GET TO THE NEXT STEP IN MY CAREER AND SHOW THAT I AM INTERESTED IN CONTINUING EDUCATION	1	.3%
	GETTING MORE SKILLS	1	.3%
	GO TO GRADUATE SCHOOL	1	.3%
	GOOD PURSUING	1	.3%
	GOOD TO GAIN SOME KNOWLEDGE	1	.3%
	GOT OTHER THINGS I WANT TO DO	1	.3%
	GROW IN MY CURRENT CAREER	1	.3%
	HATE MY JOB	1	.3%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	HAVE A CAREER	0	.0%	0	.0%	0	.0%
	HAVE AN EE DEGREE AND MBA/ BUT ANOTHER ACRONYM WOULD BE GOOD	0	.0%	0	.0%	0	.0%
	HAVE HAD AN INTEREST IN THE THEATER FOR MANY YEARS	0	.0%	0	.0%	0	.0%
	HELP ME IN MY CAREER	0	.0%	0	.0%	1	1.2%
	HELP MY CAREER	0	.0%	0	.0%	0	.0%
	HELP MY FUTURE CAREER	0	.0%	0	.0%	0	.0%
	HIGH TECHNICAL	0	.0%	0	.0%	0	.0%
	HOPING FOR A BETTER POSITION AT MY WORK	0	.0%	0	.0%	0	.0%
	IMPROVE COMPUTER SKILLS	0	.0%	0	.0%	1	1.2%
	IMPROVE IN THE WORKPLACE	0	.0%	0	.0%	1	1.2%
	IMPROVE JOB PROSPECTS/ GENERAL CURIOSITY	0	.0%	0	.0%	0	.0%
	IMPROVE JOB SKILLS	0	.0%	0	.0%	1	1.2%
	IMPROVE KNOWLEDGE	0	.0%	0	.0%	0	.0%
	IMPROVE MY CAREER OPPORTUNITIES	0	.0%	0	.0%	0	.0%
	IMPROVE MY JOB	0	.0%	0	.0%	0	.0%
	IMPROVE MY JOB SKILLS AND BECOMING PROFESSIONAL SPECIALIST	0	.0%	0	.0%	0	.0%
	IMPROVE MY SKILLS	0	.0%	1	16.7%	2	2.3%
	IMPROVE MY SPANISH LANGUAGE SKILLS	0	.0%	0	.0%	0	.0%
	IMPROVE MYSELF	0	.0%	0	.0%	1	1.2%
	IMPROVE SKILLS	0	.0%	0	.0%	1	1.2%
	IMPROVING MY SKILL	0	.0%	1	16.7%	0	.0%
	IN ORDER TO GET A NEW JOB OR TO ENHANCE MY KNOWLEDGE	0	.0%	0	.0%	0	.0%
	INCREASE KNOWLEDGE TO SERVE CUSTOMERS	0	.0%	0	.0%	0	.0%
	INCREASE KNOWLEDGE/ LEARNING/ HELP ME GROW	0	.0%	0	.0%	0	.0%
	INCREASE MY JOB QUALIFICATIONS	0	.0%	0	.0%	1	1.2%
	INCREASE MY LEVEL OF EDUCATION	0	.0%	0	.0%	0	.0%
INCREASE SALARY	0	.0%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	HAVE A CAREER	0	.0%	0	.0%	1	2.3%	0	.0%
	HAVE AN EE DEGREE AND MBA/ BUT ANOTHER ACRONYM WOULD BE GOOD	1	1.5%	0	.0%	0	.0%	0	.0%
	HAVE HAD AN INTEREST IN THE THEATER FOR MANY YEARS	0	.0%	0	.0%	0	.0%	1	.8%
	HELP ME IN MY CAREER	0	.0%	0	.0%	0	.0%	0	.0%
	HELP MY CAREER	1	1.5%	0	.0%	0	.0%	0	.0%
	HELP MY FUTURE CAREER	0	.0%	0	.0%	1	2.3%	0	.0%
	HIGH TECHNICAL	0	.0%	1	1.7%	0	.0%	0	.0%
	HOPING FOR A BETTER POSITION AT MY WORK	0	.0%	1	1.7%	0	.0%	0	.0%
	IMPROVE COMPUTER SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	IMPROVE IN THE WORKPLACE	0	.0%	0	.0%	0	.0%	0	.0%
	IMPROVE JOB PROSPECTS/ GENERAL CURIOSITY	0	.0%	0	.0%	0	.0%	1	.8%
	IMPROVE JOB SKILLS	0	.0%	0	.0%	0	.0%	1	.8%
	IMPROVE KNOWLEDGE	0	.0%	1	1.7%	0	.0%	0	.0%
	IMPROVE MY CAREER OPPORTUNITIES	0	.0%	0	.0%	1	2.3%	0	.0%
	IMPROVE MY JOB	0	.0%	0	.0%	0	.0%	1	.8%
	IMPROVE MY JOB SKILLS AND BECOMING PROFESSIONAL SPECIALIST	1	1.5%	0	.0%	0	.0%	0	.0%
	IMPROVE MY SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	IMPROVE MY SPANISH LANGUAGE SKILLS	1	1.5%	0	.0%	0	.0%	0	.0%
	IMPROVE MYSELF	0	.0%	0	.0%	0	.0%	1	.8%
	IMPROVE SKILLS	0	.0%	0	.0%	0	.0%	1	.8%
	IMPROVING MY SKILL	0	.0%	0	.0%	0	.0%	0	.0%
	IN ORDER TO GET A NEW JOB OR TO ENHANCE MY KNOWLEDGE	0	.0%	0	.0%	0	.0%	1	.8%
	INCREASE KNOWLEDGE TO SERVE CUSTOMERS	1	1.5%	0	.0%	0	.0%	0	.0%
	INCREASE KNOWLEDGE/ LEARNING/ HELP ME GROW	0	.0%	0	.0%	0	.0%	1	.8%
	INCREASE MY JOB QUALIFICATIONS	0	.0%	0	.0%	0	.0%	0	.0%
INCREASE MY LEVEL OF EDUCATION	1	1.5%	0	.0%	0	.0%	0	.0%	
INCREASE SALARY	0	.0%	0	.0%	1	2.3%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Rationale For Interest In Pursuing Education Or Training	HAVE A CAREER	1	.3%
	HAVE AN EE DEGREE AND MBA/ BUT ANOTHER ACRONYM WOULD BE GOOD	1	.3%
	HAVE HAD AN INTEREST IN THE THEATER FOR MANY YEARS	1	.3%
	HELP ME IN MY CAREER	1	.3%
	HELP MY CAREER	1	.3%
	HELP MY FUTURE CAREER	1	.3%
	HIGH TECHNICAL	1	.3%
	HOPING FOR A BETTER POSITION AT MY WORK	1	.3%
	IMPROVE COMPUTER SKILLS	1	.3%
	IMPROVE IN THE WORKPLACE	1	.3%
	IMPROVE JOB PROSPECTS/ GENERAL CURIOSITY	1	.3%
	IMPROVE JOB SKILLS	2	.5%
	IMPROVE KNOWLEDGE	1	.3%
	IMPROVE MY CAREER OPPORTUNITIES	1	.3%
	IMPROVE MY JOB	1	.3%
	IMPROVE MY JOB SKILLS AND BECOMING PROFESSIONAL SPECIALIST	1	.3%
	IMPROVE MY SKILLS	3	.8%
	IMPROVE MY SPANISH LANGUAGE SKILLS	1	.3%
	IMPROVE MYSELF	2	.5%
	IMPROVE SKILLS	2	.5%
	IMPROVING MY SKILL	1	.3%
	IN ORDER TO GET A NEW JOB OR TO ENHANCE MY KNOWLEDGE	1	.3%
	INCREASE KNOWLEDGE TO SERVE CUSTOMERS	1	.3%
	INCREASE KNOWLEDGE/ LEARNING/ HELP ME GROW	1	.3%
	INCREASE MY JOB QUALIFICATIONS	1	.3%
	INCREASE MY LEVEL OF EDUCATION	1	.3%
INCREASE SALARY	1	.3%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	INCREASE SKILL SET AND EARNING POTENTIAL	0	.0%	0	.0%	1	1.2%
	INTELLECTUAL STIMULATION	0	.0%	0	.0%	0	.0%
	INTERESTED IN BEING AN RN	0	.0%	0	.0%	0	.0%
	INTERESTED IN LEARNING NEW THINGS	0	.0%	0	.0%	0	.0%
	INTERESTED IN LEARNING SOME NEW SKILLS BUT ON MY OWN AND NOT THROUGH ENROLLMENT IN COLLEGE CLASSES	0	.0%	0	.0%	1	1.2%
	IT IS A GOAL OF MINE TO HAVE A COLLEGE DEGREE/ IT OPENS A LOT OF DOORS PROFESSIONALLY	0	.0%	0	.0%	0	.0%
	IT IS ALWAYS GOOD TO LEARN NEW THINGS AND PURSUE YOUR INTERESTS	0	.0%	0	.0%	0	.0%
	IT IS BENEFICIAL FOR MY CAREER	0	.0%	0	.0%	1	1.2%
	IT'S CHALLENGING	0	.0%	0	.0%	1	1.2%
	JOB	0	.0%	0	.0%	0	.0%
	JOB ADVANCEMENT	0	.0%	0	.0%	1	1.2%
	JOB SKILLS	0	.0%	0	.0%	0	.0%
	JUST FOR FUN	0	.0%	0	.0%	0	.0%
	JUST FOR THE EXPERIENCE	0	.0%	0	.0%	0	.0%
	JUST LIKE TO LEARN NEW THINGS	0	.0%	0	.0%	0	.0%
	JUST TO FURTHER MY CAREER	0	.0%	0	.0%	0	.0%
	JUST TO KEEP LEARNING ABOUT TOPICS AND SKILLS I CARE ABOUT	0	.0%	0	.0%	0	.0%
	JUST TO LEARN	0	.0%	0	.0%	0	.0%
	KEEP ALERT	0	.0%	0	.0%	0	.0%
	KEEP LEARNING	0	.0%	0	.0%	0	.0%
	KEEP MY TEACHING DEGREE UP TO DATE	0	.0%	0	.0%	0	.0%
	KEEP MY TECHNICAL SKILLS	0	.0%	0	.0%	1	1.2%
	KEEP UP WITH CURRENT TRENDS	0	.0%	0	.0%	0	.0%
	KEEPING SELF ACTIVE	0	.0%	0	.0%	0	.0%
	KNOWLEDGE	0	.0%	0	.0%	1	1.2%
	KNOWLEDGE IS KEY	0	.0%	0	.0%	0	.0%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	INCREASE SKILL SET AND EARNING POTENTIAL	0	.0%	0	.0%	0	.0%	0	.0%
	INTELLECTUAL STIMULATION	0	.0%	1	1.7%	0	.0%	0	.0%
	INTERESTED IN BEING AN RN	0	.0%	0	.0%	1	2.3%	0	.0%
	INTERESTED IN LEARNING NEW THINGS	0	.0%	0	.0%	0	.0%	1	.8%
	INTERESTED IN LEARNING SOME NEW SKILLS BUT ON MY OWN AND NOT THROUGH ENROLLMENT IN COLLEGE CLASSES	0	.0%	0	.0%	0	.0%	0	.0%
	IT IS A GOAL OF MINE TO HAVE A COLLEGE DEGREE/ IT OPENS A LOT OF DOORS PROFESSIONALLY	0	.0%	0	.0%	1	2.3%	0	.0%
	IT IS ALWAYS GOOD TO LEARN NEW THINGS AND PURSUE YOUR INTERESTS	0	.0%	0	.0%	0	.0%	1	.8%
	IT IS BENEFICIAL FOR MY CAREER	0	.0%	0	.0%	0	.0%	0	.0%
	IT'S CHALLENGING	0	.0%	0	.0%	0	.0%	0	.0%
	JOB	0	.0%	1	1.7%	0	.0%	0	.0%
	JOB ADVANCEMENT	0	.0%	0	.0%	0	.0%	0	.0%
	JOB SKILLS	1	1.5%	0	.0%	0	.0%	0	.0%
	JUST FOR FUN	0	.0%	0	.0%	0	.0%	1	.8%
	JUST FOR THE EXPERIENCE	0	.0%	0	.0%	0	.0%	1	.8%
	JUST LIKE TO LEARN NEW THINGS	0	.0%	0	.0%	0	.0%	1	.8%
	JUST TO FURTHER MY CAREER	1	1.5%	0	.0%	0	.0%	0	.0%
	JUST TO KEEP LEARNING ABOUT TOPICS AND SKILLS I CARE ABOUT	0	.0%	0	.0%	0	.0%	1	.8%
	JUST TO LEARN	0	.0%	0	.0%	0	.0%	1	.8%
	KEEP ALERT	0	.0%	0	.0%	0	.0%	1	.8%
	KEEP LEARNING	0	.0%	1	1.7%	0	.0%	1	.8%
	KEEP MY TEACHING DEGREE UP TO DATE	1	1.5%	0	.0%	0	.0%	0	.0%
	KEEP MY TECHNICAL SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	KEEP UP WITH CURRENT TRENDS	1	1.5%	0	.0%	0	.0%	0	.0%
	KEEPING SELF ACTIVE	0	.0%	0	.0%	0	.0%	1	.8%
	KNOWLEDGE	0	.0%	0	.0%	0	.0%	1	.8%
	KNOWLEDGE IS KEY	0	.0%	0	.0%	0	.0%	1	.8%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Rationale For Interest In Pursuing Education Or Training	INCREASE SKILL SET AND EARNING POTENTIAL	1	.3%
	INTELLECTUAL STIMULATION	1	.3%
	INTERESTED IN BEING AN RN	1	.3%
	INTERESTED IN LEARNING NEW THINGS	1	.3%
	INTERESTED IN LEARNING SOME NEW SKILLS BUT ON MY OWN AND NOT THROUGH ENROLLMENT IN COLLEGE CLASSES	1	.3%
	IT IS A GOAL OF MINE TO HAVE A COLLEGE DEGREE/ IT OPENS A LOT OF DOORS PROFESSIONALLY	1	.3%
	IT IS ALWAYS GOOD TO LEARN NEW THINGS AND PURSUE YOUR INTERESTS	1	.3%
	IT IS BENEFICIAL FOR MY CAREER	1	.3%
	IT'S CHALLENGING	1	.3%
	JOB	1	.3%
	JOB ADVANCEMENT	1	.3%
	JOB SKILLS	1	.3%
	JUST FOR FUN	1	.3%
	JUST FOR THE EXPERIENCE	1	.3%
	JUST LIKE TO LEARN NEW THINGS	1	.3%
	JUST TO FURTHER MY CAREER	1	.3%
	JUST TO KEEP LEARNING ABOUT TOPICS AND SKILLS I CARE ABOUT	1	.3%
	JUST TO LEARN	1	.3%
	KEEP ALERT	1	.3%
	KEEP LEARNING	2	.5%
	KEEP MY TEACHING DEGREE UP TO DATE	1	.3%
	KEEP MY TECHNICAL SKILLS	1	.3%
	KEEP UP WITH CURRENT TRENDS	1	.3%
	KEEPING SELF ACTIVE	1	.3%
	KNOWLEDGE	2	.5%
KNOWLEDGE IS KEY	1	.3%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	KNOWLEDGE IS POWER	0	.0%	0	.0%	1	1.2%
	LEARN A LANGUAGE FOR TRAVEL	0	.0%	0	.0%	0	.0%
	LEARN ANOTHER LANGUAGE	0	.0%	0	.0%	0	.0%
	LEARN NEW SKILLS	0	.0%	0	.0%	0	.0%
	LEARN NEW THINGS	0	.0%	0	.0%	0	.0%
	LEARN SKILLS THAT WILL LEAD TO A CAREER FOR THE FUTURE	0	.0%	0	.0%	0	.0%
	LEARN SOME ADDITIONAL HOBBIES OR TASKS	0	.0%	0	.0%	0	.0%
	LEARN SOMETHING NEW	0	.0%	0	.0%	0	.0%
	LEARNING IS FUN	0	.0%	0	.0%	0	.0%
	LEARNING NEW SKILLS	0	.0%	0	.0%	0	.0%
	LEARNING SHOULD BE CONSTANT	0	.0%	0	.0%	0	.0%
	LEAVE CURRENT JOB	0	.0%	0	.0%	0	.0%
	LICENSE	0	.0%	0	.0%	0	.0%
	LIFELONG LEARNER	0	.0%	0	.0%	0	.0%
	LIFELONG LEARNING	0	.0%	0	.0%	0	.0%
	LIKE LEARNING	0	.0%	0	.0%	0	.0%
	LIKE TO LEARN	0	.0%	0	.0%	0	.0%
	LOVE COACHING AND TEACHING	0	.0%	0	.0%	0	.0%
	LOVE LEARNING AND I EXCELLED BEST IN A CLASSROOM SETTING	0	.0%	0	.0%	0	.0%
	LOVE TAKING EXTRA CLASSES THERE FOR FUN STUFF LIKE FRENCH	0	.0%	0	.0%	0	.0%
	LOVE TO LEARN	1	8.3%	0	.0%	0	.0%
	LOVE TO LEARN NEW THINGS	1	8.3%	0	.0%	0	.0%
	MAINLY FOR INTEREST	0	.0%	0	.0%	0	.0%
	MAINTAIN MY LICENSE	0	.0%	0	.0%	0	.0%
	MAKE MORE MONEY	1	8.3%	0	.0%	2	2.3%
	MAKE MYSELF MORE MARKETABLE	0	.0%	0	.0%	0	.0%
	MAKE SKILLS FOR BETTER JOB OPPORTUNITIES	0	.0%	0	.0%	1	1.2%
MEDICAL/ TO SUPPORT MYSELF AND FAMILY	1	8.3%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	KNOWLEDGE IS POWER	0	.0%	0	.0%	0	.0%	0	.0%
	LEARN A LANGUAGE FOR TRAVEL	0	.0%	0	.0%	0	.0%	1	.8%
	LEARN ANOTHER LANGUAGE	0	.0%	0	.0%	0	.0%	1	.8%
	LEARN NEW SKILLS	1	1.5%	0	.0%	0	.0%	1	.8%
	LEARN NEW THINGS	0	.0%	0	.0%	0	.0%	1	.8%
	LEARN SKILLS THAT WILL LEAD TO A CAREER FOR THE FUTURE	0	.0%	1	1.7%	0	.0%	0	.0%
	LEARN SOME ADDITIONAL HOBBIES OR TASKS	0	.0%	0	.0%	0	.0%	1	.8%
	LEARN SOMETHING NEW	0	.0%	1	1.7%	0	.0%	2	1.6%
	LEARNING IS FUN	0	.0%	0	.0%	0	.0%	1	.8%
	LEARNING NEW SKILLS	0	.0%	0	.0%	0	.0%	1	.8%
	LEARNING SHOULD BE CONSTANT	0	.0%	0	.0%	0	.0%	1	.8%
	LEAVE CURRENT JOB	0	.0%	0	.0%	1	2.3%	0	.0%
	LICENSE	1	1.5%	0	.0%	0	.0%	0	.0%
	LIFELONG LEARNER	0	.0%	0	.0%	0	.0%	1	.8%
	LIFELONG LEARNING	0	.0%	0	.0%	0	.0%	1	.8%
	LIKE LEARNING	1	1.5%	0	.0%	0	.0%	1	.8%
	LIKE TO LEARN	0	.0%	1	1.7%	0	.0%	0	.0%
	LOVE COACHING AND TEACHING	0	.0%	0	.0%	1	2.3%	0	.0%
	LOVE LEARNING AND I EXCELLED BEST IN A CLASSROOM SETTING	0	.0%	0	.0%	0	.0%	1	.8%
	LOVE TAKING EXTRA CLASSES THERE FOR FUN STUFF LIKE FRENCH	0	.0%	0	.0%	0	.0%	1	.8%
	LOVE TO LEARN	0	.0%	0	.0%	0	.0%	1	.8%
	LOVE TO LEARN NEW THINGS	0	.0%	0	.0%	0	.0%	0	.0%
	MAINLY FOR INTEREST	0	.0%	0	.0%	0	.0%	1	.8%
	MAINTAIN MY LICENSE	1	1.5%	0	.0%	0	.0%	0	.0%
	MAKE MORE MONEY	2	2.9%	0	.0%	0	.0%	1	.8%
	MAKE MYSELF MORE MARKETABLE	0	.0%	0	.0%	0	.0%	1	.8%
	MAKE SKILLS FOR BETTER JOB OPPORTUNITIES	0	.0%	0	.0%	0	.0%	0	.0%
	MEDICAL/ TO SUPPORT MYSELF AND FAMILY	0	.0%	0	.0%	0	.0%	0	.0%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Rationale For Interest In Pursuing Education Or Training	KNOWLEDGE IS POWER	1	.3%
	LEARN A LANGUAGE FOR TRAVEL	1	.3%
	LEARN ANOTHER LANGUAGE	1	.3%
	LEARN NEW SKILLS	2	.5%
	LEARN NEW THINGS	1	.3%
	LEARN SKILLS THAT WILL LEAD TO A CAREER FOR THE FUTURE	1	.3%
	LEARN SOME ADDITIONAL HOBBIES OR TASKS	1	.3%
	LEARN SOMETHING NEW	3	.8%
	LEARNING IS FUN	1	.3%
	LEARNING NEW SKILLS	1	.3%
	LEARNING SHOULD BE CONSTANT	1	.3%
	LEAVE CURRENT JOB	1	.3%
	LICENSE	1	.3%
	LIFELONG LEARNER	1	.3%
	LIFELONG LEARNING	1	.3%
	LIKE LEARNING	2	.5%
	LIKE TO LEARN	1	.3%
	LOVE COACHING AND TEACHING	1	.3%
	LOVE LEARNING AND I EXCELLED BEST IN A CLASSROOM SETTING	1	.3%
	LOVE TAKING EXTRA CLASSES THERE FOR FUN STUFF LIKE FRENCH	1	.3%
	LOVE TO LEARN	2	.5%
	LOVE TO LEARN NEW THINGS	1	.3%
	MAINLY FOR INTEREST	1	.3%
	MAINTAIN MY LICENSE	1	.3%
	MAKE MORE MONEY	6	1.5%
	MAKE MYSELF MORE MARKETABLE	1	.3%
	MAKE SKILLS FOR BETTER JOB OPPORTUNITIES	1	.3%
	MEDICAL/ TO SUPPORT MYSELF AND FAMILY	1	.3%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	MEET PEOPLE AND CONTINUE LEARNING	0	.0%	0	.0%	0	.0%
	MONEY	0	.0%	0	.0%	0	.0%
	MORE DISABLED NOW AND I'D LIKE A JOB THAT WOULD NOT BE SO HARD ON MY BODY	0	.0%	0	.0%	1	1.2%
	MORE INCOME	0	.0%	0	.0%	2	2.3%
	MORE JOB OPPORTUNITIES	0	.0%	0	.0%	0	.0%
	MORE KNOWLEDGE	0	.0%	0	.0%	0	.0%
	MORE MONEY	0	.0%	0	.0%	1	1.2%
	MOVE UP AT WORK	0	.0%	0	.0%	1	1.2%
	MY JOB IS TERRIBLE	0	.0%	0	.0%	0	.0%
	NEED A BETTER JOB AND EVEN WITH EXPERIENCE/ NO ONE WANTS TO INTERVIEW ME UNLESS I HAVE A BACHELOR'S DEGREE	0	.0%	0	.0%	0	.0%
	NEED IT FOR COURSEWORK	0	.0%	0	.0%	0	.0%
	NEED TO BE FINANCIALLY STABLE/ HAVE A BETTER FUTURE FOR MY FAMILY AND ME	0	.0%	0	.0%	0	.0%
	NEED TO FURTHER EDUCATION TO RECEIVE HIGHER PAYING JOB OPPORTUNITIES	0	.0%	0	.0%	0	.0%
	NEED TO RETOOL AND GET A JOB	0	.0%	0	.0%	1	1.2%
	NO PARTICULAR REASON	0	.0%	0	.0%	0	.0%
	NO RESPONSE	0	.0%	0	.0%	2	2.3%
	NOT AT THIS TIME	0	.0%	0	.0%	0	.0%
	NOT RIGHT NOW	0	.0%	0	.0%	0	.0%
	NOT SURE	0	.0%	1	16.7%	0	.0%
	NOT/ JUST LOOKING AT DIFFERENT THINGS TO OCCUPY SOME OF MY RETIREMENT TIME	0	.0%	0	.0%	0	.0%
NURSING	0	.0%	0	.0%	0	.0%	
OBTAIN MY DEGREE	0	.0%	0	.0%	0	.0%	
ONE CAN ALWAYS IMPROVE THE SKILLS THEY HAVE/ KNOWLEDGE IS GOOD	0	.0%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	MEET PEOPLE AND CONTINUE LEARNING	0	.0%	0	.0%	0	.0%	1	.8%
	MONEY	1	1.5%	0	.0%	0	.0%	0	.0%
	MORE DISABLED NOW AND I'D LIKE A JOB THAT WOULD NOT BE SO HARD ON MY BODY	0	.0%	0	.0%	0	.0%	0	.0%
	MORE INCOME	0	.0%	0	.0%	0	.0%	0	.0%
	MORE JOB OPPORTUNITIES	0	.0%	1	1.7%	0	.0%	0	.0%
	MORE KNOWLEDGE	0	.0%	0	.0%	0	.0%	1	.8%
	MORE MONEY	0	.0%	0	.0%	0	.0%	0	.0%
	MOVE UP AT WORK	0	.0%	0	.0%	0	.0%	0	.0%
	MY JOB IS TERRIBLE	1	1.5%	0	.0%	0	.0%	0	.0%
	NEED A BETTER JOB AND EVEN WITH EXPERIENCE/ NO ONE WANTS TO INTERVIEW ME UNLESS I HAVE A BACHELOR'S DEGREE	1	1.5%	0	.0%	0	.0%	0	.0%
	NEED IT FOR COURSEWORK	0	.0%	1	1.7%	0	.0%	0	.0%
	NEED TO BE FINANCIALLY STABLE/ HAVE A BETTER FUTURE FOR MY FAMILY AND ME	0	.0%	1	1.7%	0	.0%	0	.0%
	NEED TO FURTHER EDUCATION TO RECEIVE HIGHER PAYING JOB OPPORTUNITIES	1	1.5%	0	.0%	0	.0%	0	.0%
	NEED TO RETOOL AND GET A JOB	0	.0%	0	.0%	0	.0%	0	.0%
	NO PARTICULAR REASON	0	.0%	0	.0%	0	.0%	1	.8%
	NO RESPONSE	2	2.9%	1	1.7%	0	.0%	2	1.6%
	NOT AT THIS TIME	0	.0%	0	.0%	0	.0%	1	.8%
	NOT RIGHT NOW	0	.0%	0	.0%	0	.0%	1	.8%
	NOT SURE	2	2.9%	1	1.7%	2	4.5%	7	5.7%
	NOT/ JUST LOOKING AT DIFFERENT THINGS TO OCCUPY SOME OF MY RETIREMENT TIME	0	.0%	0	.0%	0	.0%	1	.8%
NURSING	0	.0%	0	.0%	1	2.3%	0	.0%	
OBTAIN MY DEGREE	0	.0%	0	.0%	1	2.3%	0	.0%	
ONE CAN ALWAYS IMPROVE THE SKILLS THEY HAVE/ KNOWLEDGE IS GOOD	0	.0%	0	.0%	0	.0%	1	.8%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Rationale For Interest In Pursuing Education Or Training	MEET PEOPLE AND CONTINUE LEARNING	1	.3%
	MONEY	1	.3%
	MORE DISABLED NOW AND I'D LIKE A JOB THAT WOULD NOT BE SO HARD ON MY BODY	1	.3%
	MORE INCOME	2	.5%
	MORE JOB OPPORTUNITIES	1	.3%
	MORE KNOWLEDGE	1	.3%
	MORE MONEY	1	.3%
	MOVE UP AT WORK	1	.3%
	MY JOB IS TERRIBLE	1	.3%
	NEED A BETTER JOB AND EVEN WITH EXPERIENCE/ NO ONE WANTS TO INTERVIEW ME UNLESS I HAVE A BACHELOR'S DEGREE	1	.3%
	NEED IT FOR COURSEWORK	1	.3%
	NEED TO BE FINANCIALLY STABLE/ HAVE A BETTER FUTURE FOR MY FAMILY AND ME	1	.3%
	NEED TO FURTHER EDUCATION TO RECEIVE HIGHER PAYING JOB OPPORTUNITIES	1	.3%
	NEED TO RETOOL AND GET A JOB	1	.3%
	NO PARTICULAR REASON	1	.3%
	NO RESPONSE	7	1.8%
	NOT AT THIS TIME	1	.3%
	NOT RIGHT NOW	1	.3%
	NOT SURE	13	3.3%
	NOT/ JUST LOOKING AT DIFFERENT THINGS TO OCCUPY SOME OF MY RETIREMENT TIME	1	.3%
	NURSING	1	.3%
	OBTAIN MY DEGREE	1	.3%
	ONE CAN ALWAYS IMPROVE THE SKILLS THEY HAVE/ KNOWLEDGE IS GOOD	1	.3%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	OPEN UP MORE OPPORTUNITIES IN MY CAREER AND LEARN MORE ABOUT HOBBIES THAT INTEREST ME	0	.0%	0	.0%	0	.0%
	PERSONAL ENRICHMENT	0	.0%	0	.0%	0	.0%
	PERSONAL GROWTH	0	.0%	0	.0%	0	.0%
	PERSONAL IMPROVEMENT	0	.0%	0	.0%	0	.0%
	PERSONAL INTERESTS	0	.0%	0	.0%	0	.0%
	PLAN TO BE A LIFE LONG LEARNER	0	.0%	0	.0%	0	.0%
	PREVENT BOREDOM	0	.0%	0	.0%	0	.0%
	PROCEED IN MY CAREER	0	.0%	0	.0%	1	1.2%
	PURSUIING MY CAREER	0	.0%	0	.0%	0	.0%
	PURSUIING MY MASTER'S OF SCIENCE TO HAVE BETTER PAY AND TITLE AT MY JOB	0	.0%	0	.0%	0	.0%
	RETIRED AND ANYTHING I WOULD TAKE WOULD BE FOR PERSONAL INTERESTS	0	.0%	0	.0%	0	.0%
	RETURN TO WORK FORCE AFTER RAISING FAMILY	0	.0%	0	.0%	1	1.2%
	SEE AND UNDERSTAND MY DOG'S NEEDS BETTER	0	.0%	0	.0%	0	.0%
	SELF-ENRICHMENT	0	.0%	0	.0%	0	.0%
	SO I CAN MAKE MORE MONEY	0	.0%	0	.0%	0	.0%
	SOMETHING TO DO	0	.0%	0	.0%	0	.0%
	STAGNATION IS NOT GOOD	0	.0%	0	.0%	0	.0%
	START A NEW CAREER	0	.0%	0	.0%	0	.0%
	TAKE CLASSES TO PURSUE AN INTEREST	0	.0%	0	.0%	0	.0%
	TAKING A GAP YEAR AND JUST WANT TO TAKE SOME CLASSES THAT I COULDN'T TAKE IN MY FOUR-YEAR DEGREE PROGRAM	0	.0%	0	.0%	0	.0%
	THE INTERNET AND PEOPLE LOOK REALLY NICE TO	0	.0%	0	.0%	0	.0%
	THE JOY OF LEARNING	0	.0%	0	.0%	0	.0%
	THINK IT IS IMPORTANT TO KEEP LEARNING/ EVEN AFTER FINISHING SCHOOL	0	.0%	0	.0%	0	.0%
TO ADVANCE CAREER	0	.0%	0	.0%	1	1.2%	
TO IMPROVE	0	.0%	0	.0%	1	1.2%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	OPEN UP MORE OPPORTUNITIES IN MY CAREER AND LEARN MORE ABOUT HOBBIES THAT INTEREST ME	0	.0%	0	.0%	0	.0%	1	.8%
	PERSONAL ENRICHMENT	0	.0%	0	.0%	0	.0%	2	1.6%
	PERSONAL GROWTH	0	.0%	0	.0%	0	.0%	1	.8%
	PERSONAL IMPROVEMENT	0	.0%	0	.0%	0	.0%	1	.8%
	PERSONAL INTERESTS	0	.0%	0	.0%	0	.0%	1	.8%
	PLAN TO BE A LIFE LONG LEARNER	0	.0%	0	.0%	0	.0%	1	.8%
	PREVENT BOREDOM	0	.0%	0	.0%	0	.0%	1	.8%
	PROCEED IN MY CAREER	0	.0%	0	.0%	0	.0%	0	.0%
	PURSUING MY CAREER	0	.0%	1	1.7%	0	.0%	0	.0%
	PURSUING MY MASTER'S OF SCIENCE TO HAVE BETTER PAY AND TITLE AT MY JOB	1	1.5%	0	.0%	0	.0%	0	.0%
	RETIRED AND ANYTHING I WOULD TAKE WOULD BE FOR PERSONAL INTERESTS	0	.0%	0	.0%	0	.0%	1	.8%
	RETURN TO WORK FORCE AFTER RAISING FAMILY	0	.0%	0	.0%	0	.0%	0	.0%
	SEE AND UNDERSTAND MY DOG'S NEEDS BETTER	0	.0%	0	.0%	0	.0%	1	.8%
	SELF-ENRICHMENT	0	.0%	0	.0%	0	.0%	1	.8%
	SO I CAN MAKE MORE MONEY	0	.0%	1	1.7%	0	.0%	0	.0%
	SOMETHING TO DO	0	.0%	0	.0%	0	.0%	2	1.6%
	STAGNATION IS NOT GOOD	0	.0%	1	1.7%	0	.0%	0	.0%
	START A NEW CAREER	0	.0%	0	.0%	1	2.3%	0	.0%
	TAKE CLASSES TO PURSUE AN INTEREST	0	.0%	0	.0%	0	.0%	1	.8%
	TAKING A GAP YEAR AND JUST WANT TO TAKE SOME CLASSES THAT I COULDN'T TAKE IN MY FOUR-YEAR DEGREE PROGRAM	0	.0%	1	1.7%	0	.0%	0	.0%
	THE INTERNET AND PEOPLE LOOK REALLY NICE TO	1	1.5%	0	.0%	0	.0%	0	.0%
	THE JOY OF LEARNING	0	.0%	0	.0%	0	.0%	1	.8%
	THINK IT IS IMPORTANT TO KEEP LEARNING/ EVEN AFTER FINISHING SCHOOL	0	.0%	0	.0%	0	.0%	1	.8%
TO ADVANCE CAREER	0	.0%	0	.0%	0	.0%	0	.0%	
TO IMPROVE	0	.0%	0	.0%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Rationale For Interest In Pursuing Education Or Training	OPEN UP MORE OPPORTUNITIES IN MY CAREER AND LEARN MORE ABOUT HOBBIES THAT INTEREST ME	1	.3%
	PERSONAL ENRICHMENT	2	.5%
	PERSONAL GROWTH	1	.3%
	PERSONAL IMPROVEMENT	1	.3%
	PERSONAL INTERESTS	1	.3%
	PLAN TO BE A LIFE LONG LEARNER	1	.3%
	PREVENT BOREDOM	1	.3%
	PROCEED IN MY CAREER	1	.3%
	PURSUING MY CAREER	1	.3%
	PURSUING MY MASTER'S OF SCIENCE TO HAVE BETTER PAY AND TITLE AT MY JOB	1	.3%
	RETIRED AND ANYTHING I WOULD TAKE WOULD BE FOR PERSONAL INTERESTS	1	.3%
	RETURN TO WORK FORCE AFTER RAISING FAMILY	1	.3%
	SEE AND UNDERSTAND MY DOG'S NEEDS BETTER	1	.3%
	SELF-ENRICHMENT	1	.3%
	SO I CAN MAKE MORE MONEY	1	.3%
	SOMETHING TO DO	2	.5%
	STAGNATION IS NOT GOOD	1	.3%
	START A NEW CAREER	1	.3%
	TAKE CLASSES TO PURSUE AN INTEREST	1	.3%
	TAKING A GAP YEAR AND JUST WANT TO TAKE SOME CLASSES THAT I COULDN'T TAKE IN MY FOUR-YEAR DEGREE PROGRAM	1	.3%
	THE INTERNET AND PEOPLE LOOK REALLY NICE TO	1	.3%
THE JOY OF LEARNING	1	.3%	
THINK IT IS IMPORTANT TO KEEP LEARNING/ EVEN AFTER FINISHING SCHOOL	1	.3%	
TO ADVANCE CAREER	1	.3%	
TO IMPROVE	1	.3%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	TO MAKE MORE MONEY	0	.0%	0	.0%	0	.0%
	TRAINING TO HELP ME ADVANCE IN MY CAREER/ REFRESH MY COLLEGE DEGREE	0	.0%	0	.0%	0	.0%
	TRAVEL/ HOSPITALITY AND FINANCE ARE OF GREAT INTEREST TO ME AND I DO A LOT OF EACH CATEGORY	0	.0%	0	.0%	0	.0%
	TRY ANOTHER FIELD	0	.0%	0	.0%	0	.0%
	UNDECIDED	0	.0%	0	.0%	0	.0%
	UPDATE CERTIFICATES AND LEARN NEW THINGS APPLIED TO MY JOB	0	.0%	0	.0%	1	1.2%
	UPDATE SKILLS	0	.0%	0	.0%	1	1.2%
	UPGRADE MY EDUCATIONAL LEVEL	1	8.3%	0	.0%	0	.0%
	UPGRADE SKILLS	0	.0%	0	.0%	0	.0%
	WANT A BETTER CAREER	0	.0%	0	.0%	0	.0%
	WANT A BETTER JOB	0	.0%	0	.0%	1	1.2%
	WANT BETTER MARKETING AND BUSINESS KNOWLEDGE AS IT RELATES TO ONLINE ACTIVITY	0	.0%	0	.0%	1	1.2%
	WANT BETTER SKILLS FOR IMPROVING AND GROWING MY CAREER	0	.0%	0	.0%	1	1.2%
	WANT EDUCATION	1	8.3%	0	.0%	0	.0%
	WANT TO	0	.0%	0	.0%	0	.0%
	WANT TO ADVANCE IN CAREER	0	.0%	0	.0%	0	.0%
	WANT TO BE A HIGH SCHOOL TEACHER WHEN I GET OLDER	0	.0%	0	.0%	0	.0%
	WANT TO CHANGE CAREERS	0	.0%	0	.0%	1	1.2%
	WANT TO CONTINUE LEARNING TO GET MORE OPPORTUNITIES AT WORK/ AND ENHANCE PROFESSIONAL DEVELOPMENT THAT MY WORK CAN'T PROVIDE	0	.0%	0	.0%	1	1.2%
	WANT TO ENSURE A BRIGHT FUTURE FOR MYSELF	1	8.3%	0	.0%	0	.0%
WANT TO FURTHER MY CAREER AND KNOWLEDGE	0	.0%	0	.0%	0	.0%	
WANT TO FURTHER MY EDUCATION	0	.0%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	TO MAKE MORE MONEY	0	.0%	0	.0%	1	2.3%	0	.0%
	TRAINING TO HELP ME ADVANCE IN MY CAREER/ REFRESH MY COLLEGE DEGREE	0	.0%	0	.0%	0	.0%	1	.8%
	TRAVEL/ HOSPITALITY AND FINANCE ARE OF GREAT INTEREST TO ME AND I DO A LOT OF EACH CATEGORY	0	.0%	0	.0%	0	.0%	1	.8%
	TRY ANOTHER FIELD	0	.0%	0	.0%	0	.0%	1	.8%
	UNDECIDED	1	1.5%	0	.0%	0	.0%	0	.0%
	UPDATE CERTIFICATES AND LEARN NEW THINGS APPLIED TO MY JOB	0	.0%	0	.0%	0	.0%	0	.0%
	UPDATE SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	UPGRADE MY EDUCATIONAL LEVEL	0	.0%	0	.0%	0	.0%	0	.0%
	UPGRADE SKILLS	0	.0%	1	1.7%	0	.0%	0	.0%
	WANT A BETTER CAREER	0	.0%	0	.0%	1	2.3%	0	.0%
	WANT A BETTER JOB	0	.0%	0	.0%	1	2.3%	0	.0%
	WANT BETTER MARKETING AND BUSINESS KNOWLEDGE AS IT RELATES TO ONLINE ACTIVITY	0	.0%	0	.0%	0	.0%	0	.0%
	WANT BETTER SKILLS FOR IMPROVING AND GROWING MY CAREER	0	.0%	0	.0%	0	.0%	0	.0%
	WANT EDUCATION	0	.0%	0	.0%	0	.0%	0	.0%
	WANT TO	0	.0%	1	1.7%	0	.0%	0	.0%
	WANT TO ADVANCE IN CAREER	1	1.5%	0	.0%	0	.0%	0	.0%
	WANT TO BE A HIGH SCHOOL TEACHER WHEN I GET OLDER	0	.0%	0	.0%	1	2.3%	0	.0%
	WANT TO CHANGE CAREERS	0	.0%	0	.0%	0	.0%	0	.0%
	WANT TO CONTINUE LEARNING TO GET MORE OPPORTUNITIES AT WORK/ AND ENHANCE PROFESSIONAL DEVELOPMENT THAT MY WORK CAN'T PROVIDE	0	.0%	0	.0%	0	.0%	0	.0%
	WANT TO ENSURE A BRIGHT FUTURE FOR MYSELF	0	.0%	0	.0%	0	.0%	0	.0%
WANT TO FURTHER MY CAREER AND KNOWLEDGE	1	1.5%	0	.0%	0	.0%	0	.0%	
WANT TO FURTHER MY EDUCATION	0	.0%	1	1.7%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Rationale For Interest In Pursuing Education Or Training	TO MAKE MORE MONEY	1	.3%
	TRAINING TO HELP ME ADVANCE IN MY CAREER/ REFRESH MY COLLEGE DEGREE	1	.3%
	TRAVEL/ HOSPITALITY AND FINANCE ARE OF GREAT INTEREST TO ME AND I DO A LOT OF EACH CATEGORY	1	.3%
	TRY ANOTHER FIELD	1	.3%
	UNDECIDED	1	.3%
	UPDATE CERTIFICATES AND LEARN NEW THINGS APPLIED TO MY JOB	1	.3%
	UPDATE SKILLS	1	.3%
	UPGRADE MY EDUCATIONAL LEVEL	1	.3%
	UPGRADE SKILLS	1	.3%
	WANT A BETTER CAREER	1	.3%
	WANT A BETTER JOB	2	.5%
	WANT BETTER MARKETING AND BUSINESS KNOWLEDGE AS IT RELATES TO ONLINE ACTIVITY	1	.3%
	WANT BETTER SKILLS FOR IMPROVING AND GROWING MY CAREER	1	.3%
	WANT EDUCATION	1	.3%
	WANT TO	1	.3%
	WANT TO ADVANCE IN CAREER	1	.3%
	WANT TO BE A HIGH SCHOOL TEACHER WHEN I GET OLDER	1	.3%
	WANT TO CHANGE CAREERS	1	.3%
	WANT TO CONTINUE LEARNING TO GET MORE OPPORTUNITIES AT WORK/ AND ENHANCE PROFESSIONAL DEVELOPMENT THAT MY WORK CAN'T PROVIDE	1	.3%
	WANT TO ENSURE A BRIGHT FUTURE FOR MYSELF	1	.3%
WANT TO FURTHER MY CAREER AND KNOWLEDGE	1	.3%	
WANT TO FURTHER MY EDUCATION	1	.3%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	WANT TO GET MY FIRST TWO YEARS OF COLLEGE CREDIT AT HARPER FOR A CHEAPER PRICE THAN AT A TRADITIONAL FOUR-YEAR COLLEGE	0	.0%	0	.0%	0	.0%
	WANT TO GET PAID MORE	0	.0%	0	.0%	0	.0%
	WANT TO HAVE MONEY	0	.0%	0	.0%	0	.0%
	WANT TO IMPROVE MY JOB SKILLS	0	.0%	0	.0%	1	1.2%
	WANT TO LEARN ENGLISH	0	.0%	1	16.7%	0	.0%
	WANT TO LEARN MORE	0	.0%	0	.0%	0	.0%
	WOULD ENJOY LEARNING TO PLAY THE PIANO	0	.0%	0	.0%	0	.0%
	WOULD GIVE ME A BETTER CHANCE AT A PROMOTION AT MY CURRENT JOB/ ALLOWS ME TO APPLY FOR JOBS THAT WOULD REQUIRE A FOUR-YEAR DEGREE	0	.0%	0	.0%	0	.0%
	WOULD LIKE MY MASTER'S DEGREE	0	.0%	0	.0%	0	.0%
	WOULD LIKE TO ADD SOME CERTIFICATIONS TO THE DEGREES AND EXPERIENCE THAT I ALREADY HAVE	0	.0%	0	.0%	0	.0%
	WOULD LIKE TO BE MORE SPECIALIZED SO I CAN MAKE ENOUGH MONEY TO AFFORD TO LIVE ON MY OWN	0	.0%	0	.0%	0	.0%
	WOULD LIKE TO EXPAND LEARNING EXPERIENCE	0	.0%	0	.0%	0	.0%
	WOULD LIKE TO PREPARE FOR HEAD SCHOOL	0	.0%	0	.0%	0	.0%
	WOULD LIKE TO PURSUE SOMETHING DIFFERENT	0	.0%	0	.0%	0	.0%
	WOULD LOVE TO ADD TO MY LICENSE	0	.0%	0	.0%	0	.0%
Total	12	100.0%	6	100.0%	86	100.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Interest In Pursuing Education Or Training	WANT TO GET MY FIRST TWO YEARS OF COLLEGE CREDIT AT HARPER FOR A CHEAPER PRICE THAN AT A TRADITIONAL FOUR-YEAR COLLEGE	0	.0%	1	1.7%	0	.0%	0	.0%
	WANT TO GET PAID MORE	0	.0%	1	1.7%	0	.0%	0	.0%
	WANT TO HAVE MONEY	0	.0%	0	.0%	1	2.3%	0	.0%
	WANT TO IMPROVE MY JOB SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	WANT TO LEARN ENGLISH	0	.0%	0	.0%	0	.0%	0	.0%
	WANT TO LEARN MORE	0	.0%	1	1.7%	0	.0%	0	.0%
	WOULD ENJOY LEARNING TO PLAY THE PIANO	0	.0%	0	.0%	0	.0%	1	.8%
	WOULD GIVE ME A BETTER CHANCE AT A PROMOTION AT MY CURRENT JOB/ ALLOWS ME TO APPLY FOR JOBS THAT WOULD REQUIRE A FOUR-YEAR DEGREE	0	.0%	0	.0%	1	2.3%	0	.0%
	WOULD LIKE MY MASTER'S DEGREE	1	1.5%	0	.0%	0	.0%	0	.0%
	WOULD LIKE TO ADD SOME CERTIFICATIONS TO THE DEGREES AND EXPERIENCE THAT I ALREADY HAVE	1	1.5%	0	.0%	0	.0%	0	.0%
	WOULD LIKE TO BE MORE SPECIALIZED SO I CAN MAKE ENOUGH MONEY TO AFFORD TO LIVE ON MY OWN	1	1.5%	0	.0%	0	.0%	0	.0%
	WOULD LIKE TO EXPAND LEARNING EXPERIENCE	0	.0%	0	.0%	0	.0%	1	.8%
	WOULD LIKE TO PREPARE FOR HEAD SCHOOL	1	1.5%	0	.0%	0	.0%	0	.0%
	WOULD LIKE TO PURSUE SOMETHING DIFFERENT	0	.0%	1	1.7%	0	.0%	0	.0%
	WOULD LOVE TO ADD TO MY LICENSE	1	1.5%	0	.0%	0	.0%	0	.0%
Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Rationale For Interest In Pursuing Education Or Training	WANT TO GET MY FIRST TWO YEARS OF COLLEGE CREDIT AT HARPER FOR A CHEAPER PRICE THAN AT A TRADITIONAL FOUR-YEAR COLLEGE	1	.3%
	WANT TO GET PAID MORE	1	.3%
	WANT TO HAVE MONEY	1	.3%
	WANT TO IMPROVE MY JOB SKILLS	1	.3%
	WANT TO LEARN ENGLISH	1	.3%
	WANT TO LEARN MORE	1	.3%
	WOULD ENJOY LEARNING TO PLAY THE PIANO	1	.3%
	WOULD GIVE ME A BETTER CHANCE AT A PROMOTION AT MY CURRENT JOB/ ALLOWS ME TO APPLY FOR JOBS THAT WOULD REQUIRE A FOUR-YEAR DEGREE	1	.3%
	WOULD LIKE MY MASTER'S DEGREE	1	.3%
	WOULD LIKE TO ADD SOME CERTIFICATIONS TO THE DEGREES AND EXPERIENCE THAT I ALREADY HAVE	1	.3%
	WOULD LIKE TO BE MORE SPECIALIZED SO I CAN MAKE ENOUGH MONEY TO AFFORD TO LIVE ON MY OWN	1	.3%
	WOULD LIKE TO EXPAND LEARNING EXPERIENCE	1	.3%
	WOULD LIKE TO PREPARE FOR HEAD SCHOOL	1	.3%
	WOULD LIKE TO PURSUE SOMETHING DIFFERENT	1	.3%
	WOULD LOVE TO ADD TO MY LICENSE	1	.3%
Total	397	100.0%	

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Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	3-YEAR-OLD KID AND NO RELATIVES TO WATCH HIM	0	.0%	0	.0%	1	1.2%
	40 HOUR A WEEK JOB AND MONEY	0	.0%	0	.0%	1	1.2%
	AGE	0	.0%	0	.0%	0	.0%
	AGE & HEALTH	0	.0%	0	.0%	0	.0%
	ALREADY HAVE ADVANCED DEGREES	0	.0%	0	.0%	0	.0%
	ANXIETY MAINLY BUT ALSO UNCERTAINTY TOWARDS LIFE PATHS	0	.0%	0	.0%	0	.0%
	ATTENDING TO GRANDCHILDREN	0	.0%	0	.0%	0	.0%
	BARRIERS WOULD BE MONEY	0	.0%	0	.0%	0	.0%
	BEING A FULL-TIME MOM	0	.0%	0	.0%	0	.0%
	BEING A WOMEN	0	.0%	0	.0%	1	1.2%
	BUSY WITH WORK	0	.0%	0	.0%	1	1.2%
	BUSY WORK SCHEDULE	0	.0%	0	.0%	0	.0%
	CAN'T AFFORD TO	0	.0%	0	.0%	0	.0%
	CHILDCARE	0	.0%	0	.0%	1	1.2%
	CHILDCARE AND COSTS	0	.0%	0	.0%	0	.0%
	CHILDCARE AND TIMING/ AS WELL AS FINANCIAL COMMITMENT	0	.0%	0	.0%	0	.0%
	CHILDREN	0	.0%	0	.0%	0	.0%
	CHILDREN AND I'M NOT DRIVING	0	.0%	0	.0%	0	.0%
	COLLEGE IS VERY EXPENSIVE AND THE IDEA OF BEING IN DEBT IS VERY SCARY	0	.0%	0	.0%	0	.0%
	COMMITMENTS TO JOB AND FAMILY	0	.0%	0	.0%	0	.0%
	COMMITMENTS WITH FAMILY	0	.0%	0	.0%	0	.0%
	COMMUTE/ HOURS	0	.0%	0	.0%	0	.0%
	COMPUTER TECH	0	.0%	0	.0%	0	.0%
	COST	0	.0%	0	.0%	2	2.3%
	COST AND TIME	0	.0%	0	.0%	1	1.2%
	COST AND UNCERTAINTY OF GOALS	0	.0%	0	.0%	0	.0%
	COSTS/ NOT ENOUGH ONLINE CLASSES/ NOT ENOUGH FLEXIBLE TERM OPTIONS/ WOULD LIKE MORE PROGRAM OPTIONS	0	.0%	0	.0%	0	.0%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	3-YEAR-OLD KID AND NO RELATIVES TO WATCH HIM	0	.0%	0	.0%	0	.0%	0	.0%
	40 HOUR A WEEK JOB AND MONEY	0	.0%	0	.0%	0	.0%	0	.0%
	AGE	0	.0%	0	.0%	0	.0%	1	.8%
	AGE & HEALTH	0	.0%	0	.0%	0	.0%	2	1.6%
	ALREADY HAVE ADVANCED DEGREES	1	1.5%	0	.0%	0	.0%	0	.0%
	ANXIETY MAINLY BUT ALSO UNCERTAINTY TOWARDS LIFE PATHS	0	.0%	0	.0%	1	2.3%	0	.0%
	ATTENDING TO GRANDCHILDREN	0	.0%	0	.0%	0	.0%	1	.8%
	BARRIERS WOULD BE MONEY	0	.0%	0	.0%	1	2.3%	0	.0%
	BEING A FULL-TIME MOM	0	.0%	1	1.7%	0	.0%	0	.0%
	BEING A WOMEN	0	.0%	0	.0%	0	.0%	0	.0%
	BUSY WITH WORK	0	.0%	0	.0%	0	.0%	0	.0%
	BUSY WORK SCHEDULE	0	.0%	0	.0%	0	.0%	1	.8%
	CAN'T AFFORD TO	0	.0%	0	.0%	1	2.3%	1	.8%
	CHILDCARE	0	.0%	0	.0%	0	.0%	0	.0%
	CHILDCARE AND COSTS	0	.0%	0	.0%	0	.0%	1	.8%
	CHILDCARE AND TIMING/ AS WELL AS FINANCIAL COMMITMENT	0	.0%	0	.0%	0	.0%	1	.8%
	CHILDREN	2	2.9%	0	.0%	0	.0%	0	.0%
	CHILDREN AND I'M NOT DRIVING	0	.0%	0	.0%	0	.0%	1	.8%
	COLLEGE IS VERY EXPENSIVE AND THE IDEA OF BEING IN DEBT IS VERY SCARY	0	.0%	0	.0%	1	2.3%	0	.0%
	COMMITMENTS TO JOB AND FAMILY	0	.0%	0	.0%	0	.0%	1	.8%
	COMMITMENTS WITH FAMILY	0	.0%	0	.0%	0	.0%	1	.8%
	COMMUTE/ HOURS	0	.0%	1	1.7%	0	.0%	0	.0%
	COMPUTER TECH	0	.0%	1	1.7%	0	.0%	0	.0%
	COST	2	2.9%	1	1.7%	0	.0%	4	3.3%
	COST AND TIME	0	.0%	1	1.7%	0	.0%	1	.8%
	COST AND UNCERTAINTY OF GOALS	1	1.5%	0	.0%	0	.0%	0	.0%
COSTS/ NOT ENOUGH ONLINE CLASSES/ NOT ENOUGH FLEXIBLE TERM OPTIONS/ WOULD LIKE MORE PROGRAM OPTIONS	1	1.5%	0	.0%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Barriers Currently Stopping Attendance	3-YEAR-OLD KID AND NO RELATIVES TO WATCH HIM	1	.3%
	40 HOUR A WEEK JOB AND MONEY	1	.3%
	AGE	1	.3%
	AGE & HEALTH	2	.5%
	ALREADY HAVE ADVANCED DEGREES	1	.3%
	ANXIETY MAINLY BUT ALSO UNCERTAINTY TOWARDS LIFE PATHS	1	.3%
	ATTENDING TO GRANDCHILDREN	1	.3%
	BARRIERS WOULD BE MONEY	1	.3%
	BEING A FULL-TIME MOM	1	.3%
	BEING A WOMEN	1	.3%
	BUSY WITH WORK	1	.3%
	BUSY WORK SCHEDULE	1	.3%
	CAN'T AFFORD TO	2	.5%
	CHILDCARE	1	.3%
	CHILDCARE AND COSTS	1	.3%
	CHILDCARE AND TIMING/ AS WELL AS FINANCIAL COMMITMENT	1	.3%
	CHILDREN	2	.5%
	CHILDREN AND I'M NOT DRIVING	1	.3%
	COLLEGE IS VERY EXPENSIVE AND THE IDEA OF BEING IN DEBT IS VERY SCARY	1	.3%
	COMMITMENTS TO JOB AND FAMILY	1	.3%
	COMMITMENTS WITH FAMILY	1	.3%
	COMMUTE/ HOURS	1	.3%
	COMPUTER TECH	1	.3%
	COST	9	2.3%
	COST AND TIME	3	.8%
	COST AND UNCERTAINTY OF GOALS	1	.3%
	COSTS/ NOT ENOUGH ONLINE CLASSES/ NOT ENOUGH FLEXIBLE TERM OPTIONS/ WOULD LIKE MORE PROGRAM OPTIONS	1	.3%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	CURRENT GPA/ CURRENT JOB AND NEEDING MONEY	0	.0%	0	.0%	0	.0%
	CURRENT JOB SCHEDULE/ HOUSEHOLD BILLS AND TASKS	0	.0%	0	.0%	0	.0%
	CURRENT RESPONSIBILITIES	0	.0%	0	.0%	1	1.2%
	CURRENT WORK COMMITMENTS/ SCHEDULE	0	.0%	0	.0%	1	1.2%
	CURRENTLY IN GRAD PROGRAM	0	.0%	0	.0%	0	.0%
	CURRENTLY WORKING FULL-TIME	0	.0%	0	.0%	0	.0%
	DEPRESSION	0	.0%	0	.0%	1	1.2%
	DIDN'T KNOW THE CLASSES WERE AVAILABLE	0	.0%	0	.0%	0	.0%
	DIFFICULT TO PURSUE WITH JOB	0	.0%	1	16.7%	0	.0%
	DISTANCE	0	.0%	0	.0%	1	1.2%
	DO NOT HAVE TIME	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	1	8.3%	1	16.7%	7	8.1%
	DON'T HAVE ENOUGH MONEY	0	.0%	0	.0%	0	.0%
	EASE OF TRANSPORTATION/ FINANCES/ TIMES AVAILABLE AND WAYS TO TAKE COURSES	0	.0%	0	.0%	0	.0%
	FAMILY	0	.0%	0	.0%	0	.0%
	FAMILY COMMITMENT	0	.0%	0	.0%	0	.0%
	FAMILY LIFE	0	.0%	0	.0%	0	.0%
	FAMILY RESPONSIBILITIES	0	.0%	0	.0%	2	2.3%
	FAMILY ROUTINES	0	.0%	0	.0%	0	.0%
	FAMILY TIME NEEDS	0	.0%	0	.0%	0	.0%
	FINANCE	0	.0%	0	.0%	1	1.2%
	FINANCES AND TIME	0	.0%	0	.0%	0	.0%
	FINANCIAL	0	.0%	0	.0%	0	.0%
	FINANCIAL AND TRANSPORTATION	0	.0%	0	.0%	0	.0%
	FINANCIAL BARRIERS/ SOME GOOD PROGRAMS ARE NOT AFFORDABLE	0	.0%	0	.0%	0	.0%
	FINANCIAL ISSUES	0	.0%	0	.0%	0	.0%
	FINANCIAL ISSUES AND FAMILY	0	.0%	0	.0%	0	.0%
	FREE TIME TO TAKE CLASSES	0	.0%	0	.0%	0	.0%
	FULL-TIME JOB AND MOM	0	.0%	0	.0%	0	.0%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	CURRENT GPA/ CURRENT JOB AND NEEDING MONEY	0	.0%	0	.0%	1	2.3%	0	.0%
	CURRENT JOB SCHEDULE/ HOUSEHOLD BILLS AND TASKS	1	1.5%	0	.0%	0	.0%	0	.0%
	CURRENT RESPONSIBILITIES	0	.0%	0	.0%	0	.0%	0	.0%
	CURRENT WORK COMMITMENTS/ SCHEDULE	0	.0%	0	.0%	0	.0%	0	.0%
	CURRENTLY IN GRAD PROGRAM	0	.0%	0	.0%	0	.0%	1	.8%
	CURRENTLY WORKING FULL-TIME	1	1.5%	0	.0%	0	.0%	0	.0%
	DEPRESSION	0	.0%	0	.0%	0	.0%	0	.0%
	DIDN'T KNOW THE CLASSES WERE AVAILABLE	0	.0%	0	.0%	0	.0%	1	.8%
	DIFFICULT TO PURSUE WITH JOB	0	.0%	0	.0%	0	.0%	0	.0%
	DISTANCE	0	.0%	0	.0%	0	.0%	1	.8%
	DO NOT HAVE TIME	0	.0%	0	.0%	0	.0%	1	.8%
	DO NOT KNOW	2	2.9%	2	3.4%	1	2.3%	3	2.4%
	DON'T HAVE ENOUGH MONEY	1	1.5%	0	.0%	0	.0%	0	.0%
	EASE OF TRANSPORTATION/ FINANCES/ TIMES AVAILABLE AND WAYS TO TAKE COURSES	1	1.5%	0	.0%	0	.0%	0	.0%
	FAMILY	0	.0%	1	1.7%	0	.0%	0	.0%
	FAMILY COMMITMENT	0	.0%	0	.0%	0	.0%	1	.8%
	FAMILY LIFE	1	1.5%	0	.0%	0	.0%	0	.0%
	FAMILY RESPONSIBILITIES	0	.0%	0	.0%	0	.0%	1	.8%
	FAMILY ROUTINES	1	1.5%	0	.0%	0	.0%	0	.0%
	FAMILY TIME NEEDS	1	1.5%	0	.0%	0	.0%	0	.0%
	FINANCE	0	.0%	0	.0%	0	.0%	1	.8%
	FINANCES AND TIME	0	.0%	0	.0%	1	2.3%	0	.0%
	FINANCIAL	0	.0%	1	1.7%	0	.0%	0	.0%
	FINANCIAL AND TRANSPORTATION	0	.0%	0	.0%	0	.0%	1	.8%
	FINANCIAL BARRIERS/ SOME GOOD PROGRAMS ARE NOT AFFORDABLE	0	.0%	0	.0%	1	2.3%	0	.0%
	FINANCIAL ISSUES	0	.0%	0	.0%	1	2.3%	0	.0%
	FINANCIAL ISSUES AND FAMILY	0	.0%	0	.0%	1	2.3%	0	.0%
	FREE TIME TO TAKE CLASSES	1	1.5%	0	.0%	0	.0%	0	.0%
	FULL-TIME JOB AND MOM	1	1.5%	0	.0%	0	.0%	0	.0%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Barriers Currently Stopping Attendance	CURRENT GPA/ CURRENT JOB AND NEEDING MONEY	1	.3%
	CURRENT JOB SCHEDULE/ HOUSEHOLD BILLS AND TASKS	1	.3%
	CURRENT RESPONSIBILITIES	1	.3%
	CURRENT WORK COMMITMENTS/ SCHEDULE	1	.3%
	CURRENTLY IN GRAD PROGRAM	1	.3%
	CURRENTLY WORKING FULL-TIME	1	.3%
	DEPRESSION	1	.3%
	DIDN'T KNOW THE CLASSES WERE AVAILABLE	1	.3%
	DIFFICULT TO PURSUE WITH JOB	1	.3%
	DISTANCE	2	.5%
	DO NOT HAVE TIME	1	.3%
	DO NOT KNOW	17	4.3%
	DON'T HAVE ENOUGH MONEY	1	.3%
	EASE OF TRANSPORTATION/ FINANCES/ TIMES AVAILABLE AND WAYS TO TAKE COURSES	1	.3%
	FAMILY	1	.3%
	FAMILY COMMITMENT	1	.3%
	FAMILY LIFE	1	.3%
	FAMILY RESPONSIBILITIES	3	.8%
	FAMILY ROUTINES	1	.3%
	FAMILY TIME NEEDS	1	.3%
	FINANCE	2	.5%
	FINANCES AND TIME	1	.3%
	FINANCIAL	1	.3%
	FINANCIAL AND TRANSPORTATION	1	.3%
	FINANCIAL BARRIERS/ SOME GOOD PROGRAMS ARE NOT AFFORDABLE	1	.3%
	FINANCIAL ISSUES	1	.3%
	FINANCIAL ISSUES AND FAMILY	1	.3%
FREE TIME TO TAKE CLASSES	1	.3%	
FULL-TIME JOB AND MOM	1	.3%	

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Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	FULL-TIME JOB/ FLEXIBLE WORK HOURS AND HARD TO PREDICT IF WE HAVE OVERTIME	0	.0%	0	.0%	0	.0%
	GRADES AND MONEY	1	8.3%	0	.0%	0	.0%
	HATE DRIVING	0	.0%	0	.0%	0	.0%
	HAVING A BABY	0	.0%	0	.0%	0	.0%
	HAVING A YOUNG CHILD AND ANOTHER ON THE WAY/ TIME/ MONEY	0	.0%	0	.0%	1	1.2%
	HAVING THE TIME	0	.0%	0	.0%	1	1.2%
	HEALTH	0	.0%	0	.0%	0	.0%
	HEALTH ISSUES	0	.0%	0	.0%	1	1.2%
	HIGH PRICES/ LITTLE EXTRA TIME IN CURRENT SCHEDULE	0	.0%	0	.0%	1	1.2%
	HIGH SCHOOL	0	.0%	0	.0%	0	.0%
	HOURS	0	.0%	0	.0%	1	1.2%
	HOUSEHOLD RESPONSIBILITIES	1	8.3%	0	.0%	0	.0%
	HOUSEWORK	0	.0%	0	.0%	0	.0%
	HOUSEWORK AND KIDS	0	.0%	0	.0%	1	1.2%
	I AM ATTENDING NOW	0	.0%	0	.0%	0	.0%
	I AM CURRENTLY ATTENDING COLLEGE	0	.0%	0	.0%	0	.0%
	I AM WORKING FULL-TIME AND TIRED	0	.0%	0	.0%	0	.0%
	I CURRENTLY DO ONLINE WORK	0	.0%	0	.0%	0	.0%
	I DO	0	.0%	0	.0%	0	.0%
	I DO NOT HAVE A JOB	0	.0%	0	.0%	0	.0%
	I DON'T KNOW ENGLISH	0	.0%	1	16.7%	0	.0%
	I DON'T KNOW ENOUGH ABOUT HTML CODING	0	.0%	0	.0%	1	1.2%
	I DON'T BELIEVE HARPER OFFERS ANY	0	.0%	0	.0%	0	.0%
	I DON'T GRADUATE UNTIL MAY	0	.0%	0	.0%	0	.0%
	I DON'T KNOW	1	8.3%	0	.0%	0	.0%
	I HAVE A FAMILY AND FULL-TIME JOB	0	.0%	0	.0%	0	.0%
I HAVE KIDS TO TAKE CARE OF/ I DON'T HAVE ENOUGH TIME TO ATTEND	0	.0%	0	.0%	1	1.2%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	FULL-TIME JOB/ FLEXIBLE WORK HOURS AND HARD TO PREDICT IF WE HAVE OVERTIME	0	.0%	0	.0%	0	.0%	1	.8%
	GRADES AND MONEY	0	.0%	0	.0%	0	.0%	0	.0%
	HATE DRIVING	0	.0%	0	.0%	0	.0%	1	.8%
	HAVING A BABY	0	.0%	0	.0%	1	2.3%	0	.0%
	HAVING A YOUNG CHILD AND ANOTHER ON THE WAY/ TIME/ MONEY	0	.0%	0	.0%	0	.0%	0	.0%
	HAVING THE TIME	1	1.5%	0	.0%	0	.0%	0	.0%
	HEALTH	0	.0%	0	.0%	1	2.3%	1	.8%
	HEALTH ISSUES	0	.0%	1	1.7%	0	.0%	0	.0%
	HIGH PRICES/ LITTLE EXTRA TIME IN CURRENT SCHEDULE	0	.0%	0	.0%	0	.0%	0	.0%
	HIGH SCHOOL	0	.0%	1	1.7%	0	.0%	0	.0%
	HOURS	0	.0%	0	.0%	0	.0%	0	.0%
	HOUSEHOLD RESPONSIBILITIES	0	.0%	0	.0%	0	.0%	0	.0%
	HOUSEWORK	1	1.5%	0	.0%	0	.0%	0	.0%
	HOUSEWORK AND KIDS	0	.0%	0	.0%	0	.0%	0	.0%
	I AM ATTENDING NOW	0	.0%	2	3.4%	0	.0%	0	.0%
	I AM CURRENTLY ATTENDING COLLEGE	0	.0%	0	.0%	1	2.3%	0	.0%
	I AM WORKING FULL-TIME AND TIRED	1	1.5%	0	.0%	0	.0%	0	.0%
	I CURRENTLY DO ONLINE WORK	1	1.5%	0	.0%	0	.0%	0	.0%
	I DO	0	.0%	1	1.7%	0	.0%	0	.0%
	I DO NOT HAVE A JOB	1	1.5%	0	.0%	0	.0%	0	.0%
	I DON'T KNOW ENGLISH	0	.0%	0	.0%	0	.0%	0	.0%
	I DON'T KNOW ENOUGH ABOUT HTML CODING	0	.0%	0	.0%	0	.0%	0	.0%
	I DON'T BELIEVE HARPER OFFERS ANY	0	.0%	0	.0%	0	.0%	1	.8%
	I DON'T GRADUATE UNTIL MAY	0	.0%	1	1.7%	0	.0%	0	.0%
I DON'T KNOW	0	.0%	0	.0%	0	.0%	0	.0%	
I HAVE A FAMILY AND FULL-TIME JOB	1	1.5%	0	.0%	0	.0%	0	.0%	
I HAVE KIDS TO TAKE CARE OF/ I DON'T HAVE ENOUGH TIME TO ATTEND	0	.0%	0	.0%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Barriers Currently Stopping Attendance	FULL-TIME JOB/ FLEXIBLE WORK HOURS AND HARD TO PREDICT IF WE HAVE OVERTIME	1	.3%
	GRADES AND MONEY	1	.3%
	HATE DRIVING	1	.3%
	HAVING A BABY	1	.3%
	HAVING A YOUNG CHILD AND ANOTHER ON THE WAY/ TIME/ MONEY	1	.3%
	HAVING THE TIME	2	.5%
	HEALTH	2	.5%
	HEALTH ISSUES	2	.5%
	HIGH PRICES/ LITTLE EXTRA TIME IN CURRENT SCHEDULE	1	.3%
	HIGH SCHOOL	1	.3%
	HOURS	1	.3%
	HOUSEHOLD RESPONSIBILITIES	1	.3%
	HOUSEWORK	1	.3%
	HOUSEWORK AND KIDS	1	.3%
	I AM ATTENDING NOW	2	.5%
	I AM CURRENTLY ATTENDING COLLEGE	1	.3%
	I AM WORKING FULL-TIME AND TIRED	1	.3%
	I CURRENTLY DO ONLINE WORK	1	.3%
	I DO	1	.3%
	I DO NOT HAVE A JOB	1	.3%
	I DON'T KNOW ENGLISH	1	.3%
	I DON'T KNOW ENOUGH ABOUT HTML CODING	1	.3%
	I DON'T BELIEVE HARPER OFFERS ANY	1	.3%
	I DON'T GRADUATE UNTIL MAY	1	.3%
	I DON'T KNOW	1	.3%
	I HAVE A FAMILY AND FULL-TIME JOB	1	.3%
I HAVE KIDS TO TAKE CARE OF/ I DON'T HAVE ENOUGH TIME TO ATTEND	1	.3%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	I HAVE NO BRAIN/ TOO BUSY ALL THE TIME/ NO EXTRA TIME FOR ME	1	8.3%	0	.0%	0	.0%
	I HAVE YOUNG KIDS AT HOME AND WORK FULL-TIME SO IT IS HARD	0	.0%	0	.0%	0	.0%
	I HAVEN'T DECIDED IF IT IS WORTH THE TIME AND EFFORT (IN THE LONG RUN)	0	.0%	0	.0%	0	.0%
	I NEED A CAR	1	8.3%	0	.0%	0	.0%
	I STILL HAVEN'T GRADUATED FROM HIGH SCHOOL	1	8.3%	0	.0%	0	.0%
	I WORK MORE THAN 40-HOUR WEEKS AND HAVE VERY LITTLE DOWN TIME	0	.0%	0	.0%	0	.0%
	I'M ATTENDING COLLEGE IN A DIFFERENT STATE AND HAVE NO TRANSPORTATION WHEN HOME FOR THE SUMMER	0	.0%	0	.0%	0	.0%
	I'M SAVING MONEY TO PAY FOR IT	0	.0%	0	.0%	1	1.2%
	INERTIA/ MEDICAL PROBLEMS	0	.0%	0	.0%	0	.0%
	INTERESTING	0	.0%	0	.0%	0	.0%
	IRREGULAR SCHEDULE DUE TO FREQUENT TRAVEL OUT-OF-STATE	0	.0%	0	.0%	0	.0%
	JOB	0	.0%	0	.0%	0	.0%
	JOB TIMING	1	8.3%	0	.0%	0	.0%
	JUST CURRENTLY UNDECIDED	0	.0%	0	.0%	0	.0%
	KIDS	0	.0%	0	.0%	1	1.2%
	KIDS AND FAMILY	0	.0%	0	.0%	1	1.2%
	KIDS AT HOME AND SCHEDULING	0	.0%	0	.0%	0	.0%
	KIDS/ WORK	0	.0%	0	.0%	0	.0%
	LACK OF CONFIDENCE	0	.0%	1	16.7%	0	.0%
	LACK OF TIME	0	.0%	0	.0%	0	.0%
	LACK OF TIME AND I'M NOT SURE IF I CAN LEARN A NEW CAREER	0	.0%	0	.0%	1	1.2%
	LACK OF TIME AND MONEY	0	.0%	0	.0%	0	.0%
	LACK OF TIME OR LACK OF COURSES OFFERED	0	.0%	0	.0%	0	.0%
	LANGUAGE	0	.0%	0	.0%	0	.0%
LANGUAGE BARRIER	0	.0%	0	.0%	1	1.2%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	I HAVE NO BRAIN/ TOO BUSY ALL THE TIME/ NO EXTRA TIME FOR ME	0	.0%	0	.0%	0	.0%	0	.0%
	I HAVE YOUNG KIDS AT HOME AND WORK FULL-TIME SO IT IS HARD	0	.0%	0	.0%	0	.0%	1	.8%
	I HAVEN'T DECIDED IF IT IS WORTH THE TIME AND EFFORT (IN THE LONG RUN)	1	1.5%	0	.0%	0	.0%	0	.0%
	I NEED A CAR	0	.0%	0	.0%	0	.0%	0	.0%
	I STILL HAVEN'T GRADUATED FROM HIGH SCHOOL	0	.0%	0	.0%	0	.0%	0	.0%
	I WORK MORE THAN 40-HOUR WEEKS AND HAVE VERY LITTLE DOWN TIME	1	1.5%	0	.0%	0	.0%	0	.0%
	I'M ATTENDING COLLEGE IN A DIFFERENT STATE AND HAVE NO TRANSPORTATION WHEN HOME FOR THE SUMMER	0	.0%	0	.0%	1	2.3%	0	.0%
	I'M SAVING MONEY TO PAY FOR IT	0	.0%	0	.0%	0	.0%	0	.0%
	INERTIA/ MEDICAL PROBLEMS	0	.0%	0	.0%	0	.0%	1	.8%
	INTERESTING	0	.0%	1	1.7%	0	.0%	0	.0%
	IRREGULAR SCHEDULE DUE TO FREQUENT TRAVEL OUT-OF-STATE	0	.0%	0	.0%	0	.0%	1	.8%
	JOB	0	.0%	2	3.4%	0	.0%	1	.8%
	JOB TIMING	0	.0%	0	.0%	0	.0%	0	.0%
	JUST CURRENTLY UNDECIDED	0	.0%	0	.0%	0	.0%	1	.8%
	KIDS	2	2.9%	0	.0%	1	2.3%	1	.8%
	KIDS AND FAMILY	0	.0%	0	.0%	0	.0%	0	.0%
	KIDS AT HOME AND SCHEDULING	0	.0%	0	.0%	0	.0%	1	.8%
	KIDS/ WORK	1	1.5%	0	.0%	0	.0%	0	.0%
	LACK OF CONFIDENCE	0	.0%	0	.0%	0	.0%	0	.0%
	LACK OF TIME	0	.0%	0	.0%	0	.0%	2	1.6%
	LACK OF TIME AND I'M NOT SURE IF I CAN LEARN A NEW CAREER	0	.0%	0	.0%	0	.0%	0	.0%
	LACK OF TIME AND MONEY	0	.0%	0	.0%	0	.0%	1	.8%
	LACK OF TIME OR LACK OF COURSES OFFERED	0	.0%	0	.0%	0	.0%	1	.8%
	LANGUAGE	0	.0%	0	.0%	0	.0%	1	.8%
LANGUAGE BARRIER	0	.0%	0	.0%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Barriers Currently Stopping Attendance	I HAVE NO BRAIN/ TOO BUSY ALL THE TIME/ NO EXTRA TIME FOR ME	1	.3%
	I HAVE YOUNG KIDS AT HOME AND WORK FULL-TIME SO IT IS HARD	1	.3%
	I HAVEN'T DECIDED IF IT IS WORTH THE TIME AND EFFORT (IN THE LONG RUN)	1	.3%
	I NEED A CAR	1	.3%
	I STILL HAVEN'T GRADUATED FROM HIGH SCHOOL	1	.3%
	I WORK MORE THAN 40-HOUR WEEKS AND HAVE VERY LITTLE DOWN TIME	1	.3%
	I'M ATTENDING COLLEGE IN A DIFFERENT STATE AND HAVE NO TRANSPORTATION WHEN HOME FOR THE SUMMER	1	.3%
	I'M SAVING MONEY TO PAY FOR IT	1	.3%
	INERTIA/ MEDICAL PROBLEMS	1	.3%
	INTERESTING	1	.3%
	IRREGULAR SCHEDULE DUE TO FREQUENT TRAVEL OUT-OF-STATE	1	.3%
	JOB	3	.8%
	JOB TIMING	1	.3%
	JUST CURRENTLY UNDECIDED	1	.3%
	KIDS	5	1.3%
	KIDS AND FAMILY	1	.3%
	KIDS AT HOME AND SCHEDULING	1	.3%
	KIDS/ WORK	1	.3%
	LACK OF CONFIDENCE	1	.3%
	LACK OF TIME	2	.5%
	LACK OF TIME AND I'M NOT SURE IF I CAN LEARN A NEW CAREER	1	.3%
	LACK OF TIME AND MONEY	1	.3%
	LACK OF TIME OR LACK OF COURSES OFFERED	1	.3%
	LANGUAGE	1	.3%
	LANGUAGE BARRIER	1	.3%

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	LAZY	0	.0%	0	.0%	0	.0%
	LIMITED MONEY AND TIME	0	.0%	0	.0%	0	.0%
	LOCATION/ TIME/ TRANSPORTATION	0	.0%	0	.0%	0	.0%
	MAKE MONEY	0	.0%	0	.0%	0	.0%
	MANAGEMENT SKILLS	0	.0%	0	.0%	1	1.2%
	MANAGING BOTH FAMILY AND EDUCATION	0	.0%	0	.0%	0	.0%
	MONEY	1	8.3%	0	.0%	6	7.0%
	MONEY AND NOT ENOUGH PROGRAMS	0	.0%	0	.0%	0	.0%
	MONEY AND TIME	1	8.3%	0	.0%	3	3.5%
	MONEY AND TIME COMMITMENT	0	.0%	0	.0%	0	.0%
	MONEY IS A HUGE ISSUE AND SO IS TRANSPORTATION/ TIMING OF THE CLASSES	0	.0%	0	.0%	1	1.2%
	MONEY TO SPEND ON EDUCATION	0	.0%	0	.0%	0	.0%
	MONEY/ FAMILY	0	.0%	0	.0%	1	1.2%
	MONEY/ FAMILY LIFE	0	.0%	0	.0%	0	.0%
	MONEY/ HEALTH	0	.0%	0	.0%	0	.0%
	MONEY/ TIME/ CONFUSION	0	.0%	0	.0%	0	.0%
	MOST CLASSES ARE IN CHICAGO ONLY	0	.0%	0	.0%	1	1.2%
	MOTIVATION	0	.0%	0	.0%	0	.0%
	MY AGE	0	.0%	0	.0%	0	.0%
	MY CURRENT JOB	0	.0%	0	.0%	0	.0%
	MY CURRENT WORKING HOURS	0	.0%	0	.0%	0	.0%
	MY EXPERIENCE WITH HARPER CLASSES IS THAT THEY ARE VERY BASIC; THE INSTRUCTOR LEADS YOU THROUGH THE BOOK/ I COULD DO THIS ON MY OWN	0	.0%	0	.0%	0	.0%
	MY JOB	0	.0%	0	.0%	0	.0%
	MY KIDS AND THEIR ACTIVITIES	0	.0%	0	.0%	1	1.2%
MY MOTHER/ I CARE FOR HER/ MONEY	0	.0%	0	.0%	0	.0%	
NEEDING MONEY	0	.0%	0	.0%	0	.0%	
NO BARRIERS	0	.0%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	LAZY	0	.0%	0	.0%	0	.0%	1	.8%
	LIMITED MONEY AND TIME	0	.0%	0	.0%	1	2.3%	0	.0%
	LOCATION/ TIME/ TRANSPORTATION	0	.0%	0	.0%	1	2.3%	0	.0%
	MAKE MONEY	0	.0%	1	1.7%	0	.0%	0	.0%
	MANAGEMENT SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	MANAGING BOTH FAMILY AND EDUCATION	1	1.5%	0	.0%	0	.0%	0	.0%
	MONEY	5	7.4%	8	13.8%	7	15.9%	0	.0%
	MONEY AND NOT ENOUGH PROGRAMS	0	.0%	0	.0%	0	.0%	1	.8%
	MONEY AND TIME	0	.0%	2	3.4%	1	2.3%	4	3.3%
	MONEY AND TIME COMMITMENT	0	.0%	0	.0%	0	.0%	1	.8%
	MONEY IS A HUGE ISSUE AND SO IS TRANSPORTATION/ TIMING OF THE CLASSES	0	.0%	0	.0%	0	.0%	0	.0%
	MONEY TO SPEND ON EDUCATION	1	1.5%	0	.0%	0	.0%	0	.0%
	MONEY/ FAMILY	0	.0%	0	.0%	0	.0%	0	.0%
	MONEY/ FAMILY LIFE	1	1.5%	0	.0%	0	.0%	0	.0%
	MONEY/ HEALTH	0	.0%	0	.0%	0	.0%	1	.8%
	MONEY/ TIME/ CONFUSION	1	1.5%	0	.0%	0	.0%	0	.0%
	MOST CLASSES ARE IN CHICAGO ONLY	0	.0%	0	.0%	0	.0%	0	.0%
	MOTIVATION	0	.0%	0	.0%	0	.0%	2	1.6%
	MY AGE	0	.0%	0	.0%	0	.0%	1	.8%
	MY CURRENT JOB	0	.0%	0	.0%	0	.0%	1	.8%
	MY CURRENT WORKING HOURS	1	1.5%	0	.0%	0	.0%	0	.0%
	MY EXPERIENCE WITH HARPER CLASSES IS THAT THEY ARE VERY BASIC; THE INSTRUCTOR LEADS YOU THROUGH THE BOOK/ I COULD DO THIS ON MY OWN	0	.0%	0	.0%	0	.0%	1	.8%
	MY JOB	0	.0%	0	.0%	0	.0%	1	.8%
MY KIDS AND THEIR ACTIVITIES	0	.0%	0	.0%	0	.0%	0	.0%	
MY MOTHER/ I CARE FOR HER/ MONEY	0	.0%	1	1.7%	0	.0%	0	.0%	
NEEDING MONEY	0	.0%	1	1.7%	0	.0%	0	.0%	
NO BARRIERS	0	.0%	0	.0%	0	.0%	2	1.6%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Barriers Currently Stopping Attendance	LAZY	1	.3%
	LIMITED MONEY AND TIME	1	.3%
	LOCATION/ TIME/ TRANSPORTATION	1	.3%
	MAKE MONEY	1	.3%
	MANAGEMENT SKILLS	1	.3%
	MANAGING BOTH FAMILY AND EDUCATION	1	.3%
	MONEY	27	6.8%
	MONEY AND NOT ENOUGH PROGRAMS	1	.3%
	MONEY AND TIME	11	2.8%
	MONEY AND TIME COMMITMENT	1	.3%
	MONEY IS A HUGE ISSUE AND SO IS TRANSPORTATION/ TIMING OF THE CLASSES	1	.3%
	MONEY TO SPEND ON EDUCATION	1	.3%
	MONEY/ FAMILY	1	.3%
	MONEY/ FAMILY LIFE	1	.3%
	MONEY/ HEALTH	1	.3%
	MONEY/ TIME/ CONFUSION	1	.3%
	MOST CLASSES ARE IN CHICAGO ONLY	1	.3%
	MOTIVATION	2	.5%
	MY AGE	1	.3%
	MY CURRENT JOB	1	.3%
	MY CURRENT WORKING HOURS	1	.3%
	MY EXPERIENCE WITH HARPER CLASSES IS THAT THEY ARE VERY BASIC; THE INSTRUCTOR LEADS YOU THROUGH THE BOOK/ I COULD DO THIS ON MY OWN	1	.3%
	MY JOB	1	.3%
	MY KIDS AND THEIR ACTIVITIES	1	.3%
	MY MOTHER/ I CARE FOR HER/ MONEY	1	.3%
	NEEDING MONEY	1	.3%
NO BARRIERS	2	.5%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	NO DEGREE	0	.0%	0	.0%	0	.0%
	NO RESPONSE	0	.0%	0	.0%	2	2.3%
	NOT ENOUGH FLEXIBLE TIMES BECAUSE I WORK FULL-TIME	0	.0%	0	.0%	0	.0%
	NOT ENOUGH FREE TIME	0	.0%	0	.0%	0	.0%
	NOT ENOUGH MONEY	0	.0%	0	.0%	0	.0%
	NOT HAVING ACCESS TO THE CAMPUS	0	.0%	0	.0%	0	.0%
	NOT HAVING THE RIGHT CLASSES	0	.0%	0	.0%	0	.0%
	NOT RIGHT NOW	0	.0%	0	.0%	0	.0%
	NOT SURE	0	.0%	1	16.7%	0	.0%
	NOT SURE WHAT I WOULD DO OR FOCUS ON	0	.0%	0	.0%	0	.0%
	NOTHING	2	16.7%	0	.0%	4	4.7%
	OTHER PERSONAL SITUATIONS	0	.0%	0	.0%	1	1.2%
	OVERALL COSTS OF CLASSES AND TIME	0	.0%	0	.0%	0	.0%
	OVERLOAD OF WORK AND RAISING CHILD	0	.0%	0	.0%	1	1.2%
	PERSONAL PROBLEMS LIKE FINANCIAL INDEPENDENCE AND ANXIETY	0	.0%	0	.0%	0	.0%
	PHYSICAL HANDICAPS	0	.0%	0	.0%	0	.0%
	PRICE OF CLASSES	0	.0%	0	.0%	0	.0%
	PRICES AND TIME	0	.0%	0	.0%	1	1.2%
	RETIREMENT	0	.0%	0	.0%	0	.0%
	SCHEDULE	0	.0%	0	.0%	0	.0%
	SCHEDULE OF MY KIDS	0	.0%	0	.0%	0	.0%
	SCHEDULE/ LACK OF CLASSES	0	.0%	0	.0%	0	.0%
	SCHEDULE/ MONEY/ FEAR	0	.0%	0	.0%	1	1.2%
	SCHOOL AGE CHILD - HIS AFTER SCHOOL ACTIVITIES GET IN THE WAY/ HAVE TO CARE FOR ELDERLY PARENT	0	.0%	0	.0%	0	.0%
	SELF-MOTIVATION	0	.0%	0	.0%	0	.0%
	TAKING CARE OF GRANDCHILDREN	0	.0%	0	.0%	0	.0%
	TAKING CARE OF PARENT	0	.0%	0	.0%	0	.0%
TECHNOLOGY	0	.0%	0	.0%	0	.0%	
TIME	0	.0%	0	.0%	6	7.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	NO DEGREE	0	.0%	1	1.7%	0	.0%	0	.0%
	NO RESPONSE	2	2.9%	3	5.2%	0	.0%	2	1.6%
	NOT ENOUGH FLEXIBLE TIMES BECAUSE I WORK FULL-TIME	0	.0%	0	.0%	0	.0%	1	.8%
	NOT ENOUGH FREE TIME	0	.0%	0	.0%	0	.0%	1	.8%
	NOT ENOUGH MONEY	0	.0%	0	.0%	1	2.3%	0	.0%
	NOT HAVING ACCESS TO THE CAMPUS	0	.0%	1	1.7%	0	.0%	0	.0%
	NOT HAVING THE RIGHT CLASSES	0	.0%	0	.0%	0	.0%	1	.8%
	NOT RIGHT NOW	0	.0%	0	.0%	0	.0%	1	.8%
	NOT SURE	0	.0%	0	.0%	1	2.3%	0	.0%
	NOT SURE WHAT I WOULD DO OR FOCUS ON	1	1.5%	0	.0%	0	.0%	0	.0%
	NOTHING	5	7.4%	6	10.3%	7	15.9%	8	6.5%
	OTHER PERSONAL SITUATIONS	0	.0%	0	.0%	0	.0%	0	.0%
	OVERALL COSTS OF CLASSES AND TIME	0	.0%	0	.0%	0	.0%	1	.8%
	OVERLOAD OF WORK AND RAISING CHILD	0	.0%	0	.0%	0	.0%	0	.0%
	PERSONAL PROBLEMS LIKE FINANCIAL INDEPENDENCE AND ANXIETY	0	.0%	0	.0%	1	2.3%	0	.0%
	PHYSICAL HANDICAPS	1	1.5%	0	.0%	0	.0%	0	.0%
	PRICE OF CLASSES	0	.0%	1	1.7%	1	2.3%	0	.0%
	PRICES AND TIME	0	.0%	0	.0%	0	.0%	0	.0%
	RETIREMENT	0	.0%	0	.0%	0	.0%	1	.8%
	SCHEDULE	0	.0%	1	1.7%	0	.0%	1	.8%
	SCHEDULE OF MY KIDS	0	.0%	0	.0%	0	.0%	1	.8%
	SCHEDULE/ LACK OF CLASSES	0	.0%	0	.0%	0	.0%	1	.8%
	SCHEDULE/ MONEY/ FEAR	0	.0%	0	.0%	0	.0%	0	.0%
	SCHOOL AGE CHILD - HIS AFTER SCHOOL ACTIVITIES GET IN THE WAY/ HAVE TO CARE FOR ELDERLY PARENT	0	.0%	0	.0%	1	2.3%	0	.0%
	SELF-MOTIVATION	0	.0%	0	.0%	1	2.3%	0	.0%
	TAKING CARE OF GRANDCHILDREN	1	1.5%	0	.0%	0	.0%	0	.0%
	TAKING CARE OF PARENT	0	.0%	1	1.7%	0	.0%	0	.0%
TECHNOLOGY	0	.0%	0	.0%	0	.0%	1	.8%	
TIME	6	8.8%	1	1.7%	1	2.3%	18	14.6%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Barriers Currently Stopping Attendance	NO DEGREE	1	.3%
	NO RESPONSE	9	2.3%
	NOT ENOUGH FLEXIBLE TIMES BECAUSE I WORK FULL-TIME	1	.3%
	NOT ENOUGH FREE TIME	1	.3%
	NOT ENOUGH MONEY	1	.3%
	NOT HAVING ACCESS TO THE CAMPUS	1	.3%
	NOT HAVING THE RIGHT CLASSES	1	.3%
	NOT RIGHT NOW	1	.3%
	NOT SURE	2	.5%
	NOT SURE WHAT I WOULD DO OR FOCUS ON	1	.3%
	NOTHING	32	8.1%
	OTHER PERSONAL SITUATIONS	1	.3%
	OVERALL COSTS OF CLASSES AND TIME	1	.3%
	OVERLOAD OF WORK AND RAISING CHILD	1	.3%
	PERSONAL PROBLEMS LIKE FINANCIAL INDEPENDENCE AND ANXIETY	1	.3%
	PHYSICAL HANDICAPS	1	.3%
	PRICE OF CLASSES	2	.5%
	PRICES AND TIME	1	.3%
	RETIREMENT	1	.3%
	SCHEDULE	2	.5%
	SCHEDULE OF MY KIDS	1	.3%
	SCHEDULE/ LACK OF CLASSES	1	.3%
	SCHEDULE/ MONEY/ FEAR	1	.3%
	SCHOOL AGE CHILD - HIS AFTER SCHOOL ACTIVITIES GET IN THE WAY/ HAVE TO CARE FOR ELDERLY PARENT	1	.3%
	SELF-MOTIVATION	1	.3%
	TAKING CARE OF GRANDCHILDREN	1	.3%
TAKING CARE OF PARENT	1	.3%	
TECHNOLOGY	1	.3%	
TIME	32	8.1%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	TIME ADJUSTMENTS	0	.0%	0	.0%	1	1.2%
	TIME AND AGE	0	.0%	0	.0%	0	.0%
	TIME AND COST	0	.0%	0	.0%	1	1.2%
	TIME AND FAMILY CONSTRAINTS	0	.0%	0	.0%	0	.0%
	TIME AND MONEY	0	.0%	0	.0%	2	2.3%
	TIME AND MONEY AND FAMILY	0	.0%	0	.0%	0	.0%
	TIME AND MONEY CONSTRAINTS	0	.0%	0	.0%	1	1.2%
	TIME AND MONEY ISSUE	0	.0%	0	.0%	1	1.2%
	TIME AND WINTER	0	.0%	0	.0%	0	.0%
	TIME COMMITMENTS/ TRANSPORTATION	0	.0%	0	.0%	0	.0%
	TIME CONSTRAINTS	0	.0%	0	.0%	1	1.2%
	TIME FRAME OF WHAT IS AVAILABLE IN COLLEGE PROGRAMS	0	.0%	0	.0%	0	.0%
	TIME MANAGEMENT/ AVAILABILITY OF PROGRAMS I WANT	0	.0%	0	.0%	0	.0%
	TIME/ COMMITMENTS	0	.0%	0	.0%	1	1.2%
	TIME/ FAMILY/ CURRENT WORK SCHEDULE	0	.0%	0	.0%	0	.0%
	TIME/ FAMILY/ YOUNG KIDS	0	.0%	0	.0%	0	.0%
	TIME/ JOB/ GYM	0	.0%	0	.0%	0	.0%
	TIME/ LACK THERE OF/ PERUSING MY MSW CURRENTLY	0	.0%	0	.0%	0	.0%
	TIME/ MONEY	0	.0%	0	.0%	1	1.2%
	TIME/ WORK SCHEDULE/ COMMUTE	0	.0%	0	.0%	0	.0%
	TIMES OF CLASSES/ COST OF CLASSES	0	.0%	0	.0%	0	.0%
	TIMING	0	.0%	0	.0%	1	1.2%
	TOO BUSY	0	.0%	0	.0%	0	.0%
	TOO MANY RESPONSIBILITIES	0	.0%	0	.0%	0	.0%
	TRANSPORTATION/ COST	0	.0%	0	.0%	1	1.2%
	TRAVEL FOR WORK	0	.0%	0	.0%	0	.0%
TRAVEL IN THE WINTER	0	.0%	0	.0%	0	.0%	
TUITION	0	.0%	0	.0%	0	.0%	
TUITION COST	0	.0%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	TIME ADJUSTMENTS	0	.0%	0	.0%	0	.0%	0	.0%
	TIME AND AGE	0	.0%	1	1.7%	0	.0%	0	.0%
	TIME AND COST	1	1.5%	0	.0%	0	.0%	0	.0%
	TIME AND FAMILY CONSTRAINTS	0	.0%	1	1.7%	0	.0%	0	.0%
	TIME AND MONEY	2	2.9%	1	1.7%	1	2.3%	3	2.4%
	TIME AND MONEY AND FAMILY	1	1.5%	0	.0%	0	.0%	0	.0%
	TIME AND MONEY CONSTRAINTS	0	.0%	0	.0%	0	.0%	0	.0%
	TIME AND MONEY ISSUE	0	.0%	0	.0%	0	.0%	0	.0%
	TIME AND WINTER	1	1.5%	0	.0%	0	.0%	0	.0%
	TIME COMMITMENTS/ TRANSPORTATION	0	.0%	0	.0%	0	.0%	1	.8%
	TIME CONSTRAINTS	0	.0%	1	1.7%	0	.0%	1	.8%
	TIME FRAME OF WHAT IS AVAILABLE IN COLLEGE PROGRAMS	0	.0%	0	.0%	0	.0%	1	.8%
	TIME MANAGEMENT/ AVAILABILITY OF PROGRAMS I WANT	1	1.5%	0	.0%	0	.0%	0	.0%
	TIME/ COMMITMENTS	0	.0%	0	.0%	0	.0%	0	.0%
	TIME/ FAMILY/ CURRENT WORK SCHEDULE	1	1.5%	0	.0%	0	.0%	0	.0%
	TIME/ FAMILY/ YOUNG KIDS	1	1.5%	0	.0%	0	.0%	0	.0%
	TIME/ JOB/ GYM	0	.0%	0	.0%	0	.0%	1	.8%
	TIME/ LACK THERE OF/ PERUSING MY MSW CURRENTLY	1	1.5%	0	.0%	0	.0%	0	.0%
	TIME/ MONEY	0	.0%	1	1.7%	0	.0%	0	.0%
	TIME/ WORK SCHEDULE/ COMMUTE	0	.0%	0	.0%	0	.0%	1	.8%
	TIMES OF CLASSES/ COST OF CLASSES	0	.0%	0	.0%	0	.0%	1	.8%
	TIMING	0	.0%	0	.0%	0	.0%	0	.0%
	TOO BUSY	0	.0%	0	.0%	0	.0%	1	.8%
	TOO MANY RESPONSIBILITIES	0	.0%	0	.0%	0	.0%	1	.8%
	TRANSPORTATION/ COST	0	.0%	0	.0%	0	.0%	0	.0%
	TRAVEL FOR WORK	0	.0%	0	.0%	0	.0%	1	.8%
	TRAVEL IN THE WINTER	0	.0%	0	.0%	0	.0%	1	.8%
	TUITION	0	.0%	1	1.7%	0	.0%	0	.0%
TUITION COST	0	.0%	1	1.7%	0	.0%	0	.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Barriers Currently Stopping Attendance	TIME ADJUSTMENTS	1	.3%
	TIME AND AGE	1	.3%
	TIME AND COST	2	.5%
	TIME AND FAMILY CONSTRAINTS	1	.3%
	TIME AND MONEY	9	2.3%
	TIME AND MONEY AND FAMILY	1	.3%
	TIME AND MONEY CONSTRAINTS	1	.3%
	TIME AND MONEY ISSUE	1	.3%
	TIME AND WINTER	1	.3%
	TIME COMMITMENTS/ TRANSPORTATION	1	.3%
	TIME CONSTRAINTS	3	.8%
	TIME FRAME OF WHAT IS AVAILABLE IN COLLEGE PROGRAMS	1	.3%
	TIME MANAGEMENT/ AVAILABILITY OF PROGRAMS I WANT	1	.3%
	TIME/ COMMITMENTS	1	.3%
	TIME/ FAMILY/ CURRENT WORK SCHEDULE	1	.3%
	TIME/ FAMILY/ YOUNG KIDS	1	.3%
	TIME/ JOB/ GYM	1	.3%
	TIME/ LACK THERE OF/ PERUSING MY MSW CURRENTLY	1	.3%
	TIME/ MONEY	2	.5%
	TIME/ WORK SCHEDULE/ COMMUTE	1	.3%
	TIMES OF CLASSES/ COST OF CLASSES	1	.3%
	TIMING	1	.3%
	TOO BUSY	1	.3%
	TOO MANY RESPONSIBILITIES	1	.3%
	TRANSPORTATION/ COST	1	.3%
	TRAVEL FOR WORK	1	.3%
	TRAVEL IN THE WINTER	1	.3%
	TUITION	1	.3%
TUITION COST	1	.3%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	UNCERTAINTY OF WHAT I WANT TO DO	0	.0%	0	.0%	1	1.2%
	UNDECIDED IN CAREER CHOICE	0	.0%	0	.0%	1	1.2%
	UNPREDICTABLE WORK HOURS	0	.0%	0	.0%	0	.0%
	UPDATE COMPUTER SKILLS	0	.0%	0	.0%	1	1.2%
	WEATHER	0	.0%	1	16.7%	0	.0%
	WORK	0	.0%	0	.0%	1	1.2%
	WORK AND FAMILY	0	.0%	0	.0%	0	.0%
	WORK AND LEGAL ISSUES	0	.0%	0	.0%	1	1.2%
	WORK FULL-TIME	0	.0%	0	.0%	1	1.2%
	WORK PRESSURE	0	.0%	0	.0%	0	.0%
	WORK REQUIREMENTS	0	.0%	0	.0%	0	.0%
	WORK SCHEDULE	0	.0%	0	.0%	0	.0%
	WORK SCHEDULE AND FINANCIAL PROBLEMS	0	.0%	0	.0%	0	.0%
	WORK/ COST	0	.0%	0	.0%	0	.0%
	WORK/ DEBT/ NOT MOTIVATED	0	.0%	0	.0%	0	.0%
	WORK/ MONEY	0	.0%	0	.0%	0	.0%
	WORK/ NO TIME	0	.0%	0	.0%	0	.0%
	WORK/ TRAVEL	0	.0%	0	.0%	0	.0%
	WORKING FULL-TIME	0	.0%	0	.0%	2	2.3%
	WORKING FULL-TIME AND TRAVELING FOR BUSINESS FREQUENTLY	0	.0%	0	.0%	0	.0%
	WORKING FULL-TIME IN DOWNTOWN CHICAGO AND LIVING IN THE SUBURBS	0	.0%	0	.0%	0	.0%
	WORKING FULL-TIME/ NOT WANTING TO GO TO SCHOOL AFTER A FULL DAY OF WORK	0	.0%	0	.0%	0	.0%
	WORKLOAD/ FAMILY WORK	0	.0%	0	.0%	1	1.2%
	WRITING ABILITY	0	.0%	0	.0%	1	1.2%
	YES BUT WILL NOT SHARE	0	.0%	0	.0%	0	.0%
	YOUNG CHILDREN	0	.0%	0	.0%	0	.0%
	Total		12	100.0%	6	100.0%	86

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Barriers Currently Stopping Attendance	UNCERTAINTY OF WHAT I WANT TO DO	0	.0%	0	.0%	0	.0%	0	.0%
	UNDECIDED IN CAREER CHOICE	0	.0%	0	.0%	0	.0%	0	.0%
	UNPREDICTABLE WORK HOURS	0	.0%	0	.0%	0	.0%	1	.8%
	UPDATE COMPUTER SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	WEATHER	0	.0%	0	.0%	0	.0%	1	.8%
	WORK	1	1.5%	1	1.7%	0	.0%	4	3.3%
	WORK AND FAMILY	1	1.5%	0	.0%	0	.0%	0	.0%
	WORK AND LEGAL ISSUES	0	.0%	0	.0%	0	.0%	0	.0%
	WORK FULL-TIME	0	.0%	0	.0%	0	.0%	0	.0%
	WORK PRESSURE	0	.0%	1	1.7%	0	.0%	0	.0%
	WORK REQUIREMENTS	0	.0%	0	.0%	0	.0%	1	.8%
	WORK SCHEDULE	0	.0%	0	.0%	1	2.3%	2	1.6%
	WORK SCHEDULE AND FINANCIAL PROBLEMS	1	1.5%	0	.0%	0	.0%	0	.0%
	WORK/ COST	0	.0%	0	.0%	1	2.3%	0	.0%
	WORK/ DEBT/ NOT MOTIVATED	0	.0%	0	.0%	1	2.3%	0	.0%
	WORK/ MONEY	0	.0%	1	1.7%	0	.0%	0	.0%
	WORK/ NO TIME	0	.0%	0	.0%	0	.0%	1	.8%
	WORK/ TRAVEL	0	.0%	0	.0%	0	.0%	1	.8%
	WORKING FULL-TIME	0	.0%	0	.0%	0	.0%	1	.8%
	WORKING FULL-TIME AND TRAVELING FOR BUSINESS FREQUENTLY	0	.0%	0	.0%	0	.0%	1	.8%
	WORKING FULL-TIME IN DOWNTOWN CHICAGO AND LIVING IN THE SUBURBS	0	.0%	0	.0%	1	2.3%	0	.0%
	WORKING FULL-TIME/ NOT WANTING TO GO TO SCHOOL AFTER A FULL DAY OF WORK	0	.0%	1	1.7%	0	.0%	0	.0%
	WORKLOAD/ FAMILY WORK	0	.0%	0	.0%	0	.0%	0	.0%
	WRITING ABILITY	0	.0%	0	.0%	0	.0%	0	.0%
YES BUT WILL NOT SHARE	1	1.5%	0	.0%	0	.0%	0	.0%	
YOUNG CHILDREN	0	.0%	1	1.7%	0	.0%	0	.0%	
Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%	

Table 8-A. Rationale For Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Barriers Currently Stopping Attendance	UNCERTAINTY OF WHAT I WANT TO DO	1	.3%
	UNDECIDED IN CAREER CHOICE	1	.3%
	UNPREDICTABLE WORK HOURS	1	.3%
	UPDATE COMPUTER SKILLS	1	.3%
	WEATHER	2	.5%
	WORK	7	1.8%
	WORK AND FAMILY	1	.3%
	WORK AND LEGAL ISSUES	1	.3%
	WORK FULL-TIME	1	.3%
	WORK PRESSURE	1	.3%
	WORK REQUIREMENTS	1	.3%
	WORK SCHEDULE	3	.8%
	WORK SCHEDULE AND FINANCIAL PROBLEMS	1	.3%
	WORK/ COST	1	.3%
	WORK/ DEBT/ NOT MOTIVATED	1	.3%
	WORK/ MONEY	1	.3%
	WORK/ NO TIME	1	.3%
	WORK/ TRAVEL	1	.3%
	WORKING FULL-TIME	3	.8%
	WORKING FULL-TIME AND TRAVELING FOR BUSINESS FREQUENTLY	1	.3%
	WORKING FULL-TIME IN DOWNTOWN CHICAGO AND LIVING IN THE SUBURBS	1	.3%
	WORKING FULL-TIME/ NOT WANTING TO GO TO SCHOOL AFTER A FULL DAY OF WORK	1	.3%
	WORKLOAD/ FAMILY WORK	1	.3%
	WRITING ABILITY	1	.3%
YES BUT WILL NOT SHARE	1	.3%	
YOUNG CHILDREN	1	.3%	
Total	397	100.0%	

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Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Taken Classes For GED Previously	Yes	3	25.0%	0	.0%	0	.0%
	No	9	75.0%	0	.0%	0	.0%
	Total	12	100.0%	0	.0%	0	.0%
Location Classes Previously Taken	DO NOT KNOW	1	33.3%	0	.0%	0	.0%
	MEHS	1	33.3%	0	.0%	0	.0%
	PRISON	1	33.3%	0	.0%	0	.0%
	Total	3	100.0%	0	.0%	0	.0%
Native Language	ENGLISH	0	.0%	2	33.3%	0	.0%
	FRENCH	0	.0%	1	16.7%	0	.0%
	HINDU	0	.0%	1	16.7%	0	.0%
	SPANISH	0	.0%	1	16.7%	0	.0%
	TAMIL	0	.0%	1	16.7%	0	.0%
	Total	0	.0%	6	100.0%	0	.0%
Taken ESL Classes Previously	Yes	0	.0%	1	16.7%	0	.0%
	No	0	.0%	5	83.3%	0	.0%
	Total	0	.0%	6	100.0%	0	.0%
Location Classes Previously Taken	ENGLISH CLASS	0	.0%	1	100.0%	0	.0%
	Total	0	.0%	1	100.0%	0	.0%
Class/ Skill Needed To Improve Job Skills - Response 1	ACCOUNTING	0	.0%	0	.0%	1	1.2%
	ACCOUNTING SKILLS	0	.0%	0	.0%	1	1.2%
	ADMINISTRATION	0	.0%	0	.0%	2	2.3%
	ADVANCED MICROSOFT OFFICE	0	.0%	0	.0%	1	1.2%
	AMERICAN SIGN LANGUAGE	0	.0%	0	.0%	1	1.2%
	BETTER COMMUNICATION	0	.0%	0	.0%	1	1.2%
	BLUEPRINT READING	0	.0%	0	.0%	1	1.2%
	BUSINESS	0	.0%	0	.0%	5	5.8%
	BUSINESS ADMINISTRATION	0	.0%	0	.0%	1	1.2%
	BUSINESS STUDIES	0	.0%	0	.0%	1	1.2%
	COMMERCIAL REAL ESTATE	0	.0%	0	.0%	1	1.2%
	COMMUNICATION	0	.0%	0	.0%	2	2.3%
	COMPUTER	0	.0%	0	.0%	3	3.5%
	COMPUTER CLASSES	0	.0%	0	.0%	4	4.7%
	COMPUTER SKILLS	0	.0%	0	.0%	2	2.3%
DATA ANALYTICS	0	.0%	0	.0%	1	1.2%	
DIGITAL MARKETING	0	.0%	0	.0%	1	1.2%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Taken Classes For GED Previously	Yes	0	.0%	0	.0%	0	.0%	0	.0%
	No	0	.0%	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	0	.0%	0	.0%
Location Classes Previously Taken	DO NOT KNOW	0	.0%	0	.0%	0	.0%	0	.0%
	MEHS	0	.0%	0	.0%	0	.0%	0	.0%
	PRISON	0	.0%	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	0	.0%	0	.0%
Native Language	ENGLISH	0	.0%	0	.0%	0	.0%	0	.0%
	FRENCH	0	.0%	0	.0%	0	.0%	0	.0%
	HINDU	0	.0%	0	.0%	0	.0%	0	.0%
	SPANISH	0	.0%	0	.0%	0	.0%	0	.0%
	TAMIL	0	.0%	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	0	.0%	0	.0%
Taken ESL Classes Previously	Yes	0	.0%	0	.0%	0	.0%	0	.0%
	No	0	.0%	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	0	.0%	0	.0%
Location Classes Previously Taken	ENGLISH CLASS	0	.0%	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	0	.0%	0	.0%
Class/ Skill Needed To Improve Job Skills - Response 1	ACCOUNTING	0	.0%	0	.0%	0	.0%	0	.0%
	ACCOUNTING SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	ADMINISTRATION	0	.0%	0	.0%	0	.0%	0	.0%
	ADVANCED MICROSOFT OFFICE	0	.0%	0	.0%	0	.0%	0	.0%
	AMERICAN SIGN LANGUAGE	0	.0%	0	.0%	0	.0%	0	.0%
	BETTER COMMUNICATION	0	.0%	0	.0%	0	.0%	0	.0%
	BLUEPRINT READING	0	.0%	0	.0%	0	.0%	0	.0%
	BUSINESS	0	.0%	0	.0%	0	.0%	0	.0%
	BUSINESS ADMINISTRATION	0	.0%	0	.0%	0	.0%	0	.0%
	BUSINESS STUDIES	0	.0%	0	.0%	0	.0%	0	.0%
	COMMERCIAL REAL ESTATE	0	.0%	0	.0%	0	.0%	0	.0%
	COMMUNICATION	0	.0%	0	.0%	0	.0%	0	.0%
	COMPUTER	0	.0%	0	.0%	0	.0%	0	.0%
	COMPUTER CLASSES	0	.0%	0	.0%	0	.0%	0	.0%
	COMPUTER SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
DATA ANALYTICS	0	.0%	0	.0%	0	.0%	0	.0%	
DIGITAL MARKETING	0	.0%	0	.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Taken Classes For GED Previously	Yes	3	25.0%
	No	9	75.0%
	Total	12	100.0%
Location Classes Previously Taken	DO NOT KNOW	1	33.3%
	MEHS	1	33.3%
	PRISON	1	33.3%
	Total	3	100.0%
Native Language	ENGLISH	2	33.3%
	FRENCH	1	16.7%
	HINDU	1	16.7%
	SPANISH	1	16.7%
	TAMIL	1	16.7%
	Total	6	100.0%
Taken ESL Classes Previously	Yes	1	16.7%
	No	5	83.3%
	Total	6	100.0%
Location Classes Previously Taken	ENGLISH CLASS	1	100.0%
	Total	1	100.0%
Class/ Skill Needed To Improve Job Skills - Response 1	ACCOUNTING	1	1.2%
	ACCOUNTING SKILLS	1	1.2%
	ADMINISTRATION	2	2.3%
	ADVANCED MICROSOFT OFFICE	1	1.2%
	AMERICAN SIGN LANGUAGE	1	1.2%
	BETTER COMMUNICATION	1	1.2%
	BLUEPRINT READING	1	1.2%
	BUSINESS	5	5.8%
	BUSINESS ADMINISTRATION	1	1.2%
	BUSINESS STUDIES	1	1.2%
	COMMERCIAL REAL ESTATE	1	1.2%
	COMMUNICATION	2	2.3%
	COMPUTER	3	3.5%
	COMPUTER CLASSES	4	4.7%
	COMPUTER SKILLS	2	2.3%
DATA ANALYTICS	1	1.2%	
DIGITAL MARKETING	1	1.2%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Class/ Skill Needed To Improve Job Skills - Response 1	DO NOT KNOW	0	.0%	0	.0%	11	12.8%
	ENGINEERING CLASSES	0	.0%	0	.0%	1	1.2%
	ENGLISH	0	.0%	0	.0%	1	1.2%
	EXCEL	0	.0%	0	.0%	1	1.2%
	FINANCE SKILLS	0	.0%	0	.0%	1	1.2%
	FOOD HANDLER PERMIT	0	.0%	0	.0%	1	1.2%
	GET KNOWLEDGE ABOUT NEW TECHNOLOGY	0	.0%	0	.0%	1	1.2%
	GOOD CUSTOMER SERVICE	0	.0%	0	.0%	1	1.2%
	GRAPHIC DESIGN	0	.0%	0	.0%	2	2.3%
	HARD WORK	0	.0%	0	.0%	1	1.2%
	HTML CODING	0	.0%	0	.0%	1	1.2%
	HVAC	0	.0%	0	.0%	1	1.2%
	IMPROVE FLUENCY OF SPEAKING ENGLISH	0	.0%	0	.0%	1	1.2%
	INFORMATION TECHNOLOGY	0	.0%	0	.0%	1	1.2%
	LANGUAGE	0	.0%	0	.0%	1	1.2%
	LEADERSHIP TRAINING	0	.0%	0	.0%	1	1.2%
	LEGAL CLASSES	0	.0%	0	.0%	1	1.2%
	MANAGEMENT	0	.0%	0	.0%	2	2.3%
	MANAGERS NEED TO LEAVE	0	.0%	0	.0%	1	1.2%
	MARKETING	0	.0%	0	.0%	1	1.2%
	MATH	0	.0%	0	.0%	2	2.3%
	MEDICAL FIELD	0	.0%	0	.0%	1	1.2%
	NETWORKING	0	.0%	0	.0%	2	2.3%
	POWERPOINT	0	.0%	0	.0%	1	1.2%
	PROJECT MANAGEMENT	0	.0%	0	.0%	1	1.2%
	PSYCHOLOGY	0	.0%	0	.0%	1	1.2%
	PYTHON PROGRAMMING	0	.0%	0	.0%	1	1.2%
	QUICKBOOKS	0	.0%	0	.0%	1	1.2%
	READ MORE	0	.0%	0	.0%	1	1.2%
	REGULATORY AFFAIRS	0	.0%	0	.0%	1	1.2%
SERIES 7 COURSE	0	.0%	0	.0%	1	1.2%	
SOCIAL WORK	0	.0%	0	.0%	1	1.2%	
SOFT SKILLS	0	.0%	0	.0%	1	1.2%	
SOFTWARE	0	.0%	0	.0%	1	1.2%	
SPECIAL ED SKILLS	0	.0%	0	.0%	1	1.2%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Class/ Skill Needed To Improve Job Skills - Response 1	DO NOT KNOW	0	.0%	0	.0%	0	.0%	0	.0%
	ENGINEERING CLASSES	0	.0%	0	.0%	0	.0%	0	.0%
	ENGLISH	0	.0%	0	.0%	0	.0%	0	.0%
	EXCEL	0	.0%	0	.0%	0	.0%	0	.0%
	FINANCE SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	FOOD HANDLER PERMIT	0	.0%	0	.0%	0	.0%	0	.0%
	GET KNOWLEDGE ABOUT NEW TECHNOLOGY	0	.0%	0	.0%	0	.0%	0	.0%
	GOOD CUSTOMER SERVICE	0	.0%	0	.0%	0	.0%	0	.0%
	GRAPHIC DESIGN	0	.0%	0	.0%	0	.0%	0	.0%
	HARD WORK	0	.0%	0	.0%	0	.0%	0	.0%
	HTML CODING	0	.0%	0	.0%	0	.0%	0	.0%
	HVAC	0	.0%	0	.0%	0	.0%	0	.0%
	IMPROVE FLUENCY OF SPEAKING ENGLISH	0	.0%	0	.0%	0	.0%	0	.0%
	INFORMATION TECHNOLOGY	0	.0%	0	.0%	0	.0%	0	.0%
	LANGUAGE	0	.0%	0	.0%	0	.0%	0	.0%
	LEADERSHIP TRAINING	0	.0%	0	.0%	0	.0%	0	.0%
	LEGAL CLASSES	0	.0%	0	.0%	0	.0%	0	.0%
	MANAGEMENT	0	.0%	0	.0%	0	.0%	0	.0%
	MANAGERS NEED TO LEAVE	0	.0%	0	.0%	0	.0%	0	.0%
	MARKETING	0	.0%	0	.0%	0	.0%	0	.0%
	MATH	0	.0%	0	.0%	0	.0%	0	.0%
	MEDICAL FIELD	0	.0%	0	.0%	0	.0%	0	.0%
	NETWORKING	0	.0%	0	.0%	0	.0%	0	.0%
	POWERPOINT	0	.0%	0	.0%	0	.0%	0	.0%
	PROJECT MANAGEMENT	0	.0%	0	.0%	0	.0%	0	.0%
	PSYCHOLOGY	0	.0%	0	.0%	0	.0%	0	.0%
	PYTHON PROGRAMMING	0	.0%	0	.0%	0	.0%	0	.0%
	QUICKBOOKS	0	.0%	0	.0%	0	.0%	0	.0%
	READ MORE	0	.0%	0	.0%	0	.0%	0	.0%
	REGULATORY AFFAIRS	0	.0%	0	.0%	0	.0%	0	.0%
SERIES 7 COURSE	0	.0%	0	.0%	0	.0%	0	.0%	
SOCIAL WORK	0	.0%	0	.0%	0	.0%	0	.0%	
SOFT SKILLS	0	.0%	0	.0%	0	.0%	0	.0%	
SOFTWARE	0	.0%	0	.0%	0	.0%	0	.0%	
SPECIAL ED SKILLS	0	.0%	0	.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Class/ Skill Needed To Improve Job Skills - Response 1	DO NOT KNOW	11	12.8%
	ENGINEERING CLASSES	1	1.2%
	ENGLISH	1	1.2%
	EXCEL	1	1.2%
	FINANCE SKILLS	1	1.2%
	FOOD HANDLER PERMIT	1	1.2%
	GET KNOWLEDGE ABOUT NEW TECHNOLOGY	1	1.2%
	GOOD CUSTOMER SERVICE	1	1.2%
	GRAPHIC DESIGN	2	2.3%
	HARD WORK	1	1.2%
	HTML CODING	1	1.2%
	HVAC	1	1.2%
	IMPROVE FLUENCY OF SPEAKING ENGLISH	1	1.2%
	INFORMATION TECHNOLOGY	1	1.2%
	LANGUAGE	1	1.2%
	LEADERSHIP TRAINING	1	1.2%
	LEGAL CLASSES	1	1.2%
	MANAGEMENT	2	2.3%
	MANAGERS NEED TO LEAVE	1	1.2%
	MARKETING	1	1.2%
	MATH	2	2.3%
	MEDICAL FIELD	1	1.2%
	NETWORKING	2	2.3%
	POWERPOINT	1	1.2%
	PROJECT MANAGEMENT	1	1.2%
	PSYCHOLOGY	1	1.2%
	PYTHON PROGRAMMING	1	1.2%
	QUICKBOOKS	1	1.2%
	READ MORE	1	1.2%
	REGULATORY AFFAIRS	1	1.2%
	SERIES 7 COURSE	1	1.2%
	SOCIAL WORK	1	1.2%
SOFT SKILLS	1	1.2%	
SOFTWARE	1	1.2%	
SPECIAL ED SKILLS	1	1.2%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Class/ Skill Needed To Improve Job Skills - Response 1	SPEECH	0	.0%	0	.0%	1	1.2%
	SUPERVISORY SKILLS	0	.0%	0	.0%	1	1.2%
	TEACHING DEGREE	0	.0%	0	.0%	1	1.2%
	TECHNICAL CLASS	0	.0%	0	.0%	1	1.2%
	TECHNICAL MANAGEMENT	0	.0%	0	.0%	1	1.2%
	TECHNICAL SUPPORT	0	.0%	0	.0%	1	1.2%
	WEB DESIGN	0	.0%	0	.0%	1	1.2%
	WRITING BETTER	0	.0%	0	.0%	1	1.2%
	Total	0	.0%	0	.0%	86	100.0%
Class/ Skill Needed To Improve Job Skills - Response 2	ACCOUNTING	0	.0%	0	.0%	1	2.0%
	ART	0	.0%	0	.0%	1	2.0%
	BASIC ACCOUNTING	0	.0%	0	.0%	1	2.0%
	BETTER LEADERSHIP QUALITIES	0	.0%	0	.0%	1	2.0%
	BUSINESS	0	.0%	0	.0%	1	2.0%
	BUSINESS ADMINISTRATION	0	.0%	0	.0%	1	2.0%
	BUSINESS MANAGEMENT	0	.0%	0	.0%	2	4.0%
	CLOUD TECHNOLOGY	0	.0%	0	.0%	1	2.0%
	CNC CLASSES	0	.0%	0	.0%	1	2.0%
	COMMUNICATION	0	.0%	0	.0%	3	6.0%
	COMPANY TOOLS	0	.0%	0	.0%	1	2.0%
	CONTRACT	0	.0%	0	.0%	1	2.0%
	CUSTOMER SERVICE	0	.0%	0	.0%	1	2.0%
	DATA ANALYSIS	0	.0%	0	.0%	1	2.0%
	DO NOT KNOW	0	.0%	0	.0%	1	2.0%
	EDUCATION CLASSES	0	.0%	0	.0%	1	2.0%
	ENGLISH CLASSES	0	.0%	0	.0%	1	2.0%
	EXCEL	0	.0%	0	.0%	2	4.0%
	FINANCE	0	.0%	0	.0%	1	2.0%
	FINANCE SKILLS	0	.0%	0	.0%	1	2.0%
	FINANCIAL	0	.0%	0	.0%	1	2.0%
	HTML CODING	0	.0%	0	.0%	1	2.0%
	ILLUSTRATION	0	.0%	0	.0%	1	2.0%
	IMPROVE JAVA SKILL	0	.0%	0	.0%	1	2.0%
	IT	0	.0%	0	.0%	1	2.0%
	IT SOFTWARE COURSE	0	.0%	0	.0%	1	2.0%
	MANAGEMENT	0	.0%	0	.0%	1	2.0%

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Class/ Skill Needed To Improve Job Skills - Response 1	SPEECH	0	.0%	0	.0%	0	.0%	0	.0%
	SUPERVISORY SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	TEACHING DEGREE	0	.0%	0	.0%	0	.0%	0	.0%
	TECHNICAL CLASS	0	.0%	0	.0%	0	.0%	0	.0%
	TECHNICAL MANAGEMENT	0	.0%	0	.0%	0	.0%	0	.0%
	TECHNICAL SUPPORT	0	.0%	0	.0%	0	.0%	0	.0%
	WEB DESIGN	0	.0%	0	.0%	0	.0%	0	.0%
	WRITING BETTER	0	.0%	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	0	.0%	0	.0%
Class/ Skill Needed To Improve Job Skills - Response 2	ACCOUNTING	0	.0%	0	.0%	0	.0%	0	.0%
	ART	0	.0%	0	.0%	0	.0%	0	.0%
	BASIC ACCOUNTING	0	.0%	0	.0%	0	.0%	0	.0%
	BETTER LEADERSHIP QUALITIES	0	.0%	0	.0%	0	.0%	0	.0%
	BUSINESS	0	.0%	0	.0%	0	.0%	0	.0%
	BUSINESS ADMINISTRATION	0	.0%	0	.0%	0	.0%	0	.0%
	BUSINESS MANAGEMENT	0	.0%	0	.0%	0	.0%	0	.0%
	CLOUD TECHNOLOGY	0	.0%	0	.0%	0	.0%	0	.0%
	CNC CLASSES	0	.0%	0	.0%	0	.0%	0	.0%
	COMMUNICATION	0	.0%	0	.0%	0	.0%	0	.0%
	COMPANY TOOLS	0	.0%	0	.0%	0	.0%	0	.0%
	CONTRACT	0	.0%	0	.0%	0	.0%	0	.0%
	CUSTOMER SERVICE	0	.0%	0	.0%	0	.0%	0	.0%
	DATA ANALYSIS	0	.0%	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	0	.0%	0	.0%	0	.0%	0	.0%
	EDUCATION CLASSES	0	.0%	0	.0%	0	.0%	0	.0%
	ENGLISH CLASSES	0	.0%	0	.0%	0	.0%	0	.0%
	EXCEL	0	.0%	0	.0%	0	.0%	0	.0%
	FINANCE	0	.0%	0	.0%	0	.0%	0	.0%
	FINANCE SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	FINANCIAL	0	.0%	0	.0%	0	.0%	0	.0%
	HTML CODING	0	.0%	0	.0%	0	.0%	0	.0%
	ILLUSTRATION	0	.0%	0	.0%	0	.0%	0	.0%
	IMPROVE JAVA SKILL	0	.0%	0	.0%	0	.0%	0	.0%
	IT	0	.0%	0	.0%	0	.0%	0	.0%
	IT SOFTWARE COURSE	0	.0%	0	.0%	0	.0%	0	.0%
	MANAGEMENT	0	.0%	0	.0%	0	.0%	0	.0%

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Class/ Skill Needed To Improve Job Skills - Response 1	SPEECH	1	1.2%
	SUPERVISORY SKILLS	1	1.2%
	TEACHING DEGREE	1	1.2%
	TECHNICAL CLASS	1	1.2%
	TECHNICAL MANAGEMENT	1	1.2%
	TECHNICAL SUPPORT	1	1.2%
	WEB DESIGN	1	1.2%
	WRITING BETTER	1	1.2%
	Total	86	100.0%
Class/ Skill Needed To Improve Job Skills - Response 2	ACCOUNTING	1	2.0%
	ART	1	2.0%
	BASIC ACCOUNTING	1	2.0%
	BETTER LEADERSHIP QUALITIES	1	2.0%
	BUSINESS	1	2.0%
	BUSINESS ADMINISTRATION	1	2.0%
	BUSINESS MANAGEMENT	2	4.0%
	CLOUD TECHNOLOGY	1	2.0%
	CNC CLASSES	1	2.0%
	COMMUNICATION	3	6.0%
	COMPANY TOOLS	1	2.0%
	CONTRACT	1	2.0%
	CUSTOMER SERVICE	1	2.0%
	DATA ANALYSIS	1	2.0%
	DO NOT KNOW	1	2.0%
	EDUCATION CLASSES	1	2.0%
	ENGLISH CLASSES	1	2.0%
	EXCEL	2	4.0%
	FINANCE	1	2.0%
	FINANCE SKILLS	1	2.0%
	FINANCIAL	1	2.0%
	HTML CODING	1	2.0%
	ILLUSTRATION	1	2.0%
	IMPROVE JAVA SKILL	1	2.0%
	IT	1	2.0%
	IT SOFTWARE COURSE	1	2.0%
MANAGEMENT	1	2.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Class/ Skill Needed To Improve Job Skills - Response 2	MANAGEMENT CAPABILITIES	0	.0%	0	.0%	1	2.0%
	MANAGEMENT SKILLS	0	.0%	0	.0%	1	2.0%
	MORE CLERICAL ASSORTED SKILLS	0	.0%	0	.0%	1	2.0%
	MUSIC	0	.0%	0	.0%	1	2.0%
	OFFICE	0	.0%	0	.0%	1	2.0%
	ONLINE MARKETING	0	.0%	0	.0%	1	2.0%
	PROGRAMMING	0	.0%	0	.0%	1	2.0%
	PROJECT MANAGEMENT	0	.0%	0	.0%	1	2.0%
	PUBLIC SPEAKING	0	.0%	0	.0%	1	2.0%
	SCIENCE	0	.0%	0	.0%	1	2.0%
	SIGN LANGUAGE	0	.0%	0	.0%	1	2.0%
	SOCIOLOGY	0	.0%	0	.0%	1	2.0%
	SPECIAL EDUCATOR LICENSE	0	.0%	0	.0%	1	2.0%
	STATIONARY ENGINEER LICENSE	0	.0%	0	.0%	1	2.0%
	STUDY EVERYDAY INCLUDING WEEKENDS	0	.0%	0	.0%	1	2.0%
	TECHNICAL WRITING	0	.0%	0	.0%	1	2.0%
	WEB DESIGN	0	.0%	0	.0%	1	2.0%
	WELDING	0	.0%	0	.0%	1	2.0%
WRITING	0	.0%	0	.0%	1	2.0%	
Total	0	.0%	0	.0%	50	100.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Class/ Skill Needed To Improve Job Skills - Response 2	MANAGEMENT CAPABILITIES	0	.0%	0	.0%	0	.0%	0	.0%
	MANAGEMENT SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	MORE CLERICAL ASSORTED SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	MUSIC	0	.0%	0	.0%	0	.0%	0	.0%
	OFFICE	0	.0%	0	.0%	0	.0%	0	.0%
	ONLINE MARKETING	0	.0%	0	.0%	0	.0%	0	.0%
	PROGRAMMING	0	.0%	0	.0%	0	.0%	0	.0%
	PROJECT MANAGEMENT	0	.0%	0	.0%	0	.0%	0	.0%
	PUBLIC SPEAKING	0	.0%	0	.0%	0	.0%	0	.0%
	SCIENCE	0	.0%	0	.0%	0	.0%	0	.0%
	SIGN LANGUAGE	0	.0%	0	.0%	0	.0%	0	.0%
	SOCIOLOGY	0	.0%	0	.0%	0	.0%	0	.0%
	SPECIAL EDUCATOR LICENSE	0	.0%	0	.0%	0	.0%	0	.0%
	STATIONARY ENGINEER LICENSE	0	.0%	0	.0%	0	.0%	0	.0%
	STUDY EVERYDAY INCLUDING WEEKENDS	0	.0%	0	.0%	0	.0%	0	.0%
	TECHNICAL WRITING	0	.0%	0	.0%	0	.0%	0	.0%
	WEB DESIGN	0	.0%	0	.0%	0	.0%	0	.0%
WELDING	0	.0%	0	.0%	0	.0%	0	.0%	
WRITING	0	.0%	0	.0%	0	.0%	0	.0%	
Total	0	.0%	0	.0%	0	.0%	0	.0%	

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Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Class/ Skill Needed To Improve Job Skills - Response 2	MANAGEMENT CAPABILITIES	1	2.0%
	MANAGEMENT SKILLS	1	2.0%
	MORE CLERICAL ASSORTED SKILLS	1	2.0%
	MUSIC	1	2.0%
	OFFICE	1	2.0%
	ONLINE MARKETING	1	2.0%
	PROGRAMMING	1	2.0%
	PROJECT MANAGEMENT	1	2.0%
	PUBLIC SPEAKING	1	2.0%
	SCIENCE	1	2.0%
	SIGN LANGUAGE	1	2.0%
	SOCIOLOGY	1	2.0%
	SPECIAL EDUCATOR LICENSE	1	2.0%
	STATIONARY ENGINEER LICENSE	1	2.0%
	STUDY EVERYDAY INCLUDING WEEKENDS	1	2.0%
	TECHNICAL WRITING	1	2.0%
	WEB DESIGN	1	2.0%
	WELDING	1	2.0%
WRITING	1	2.0%	
Total	50	100.0%	

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Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Class/ Skill Needed To Improve Job Skills - Response 3	ABILITY TO MANAGE A TEAM	0	.0%	0	.0%	1	3.7%
	ACCOUNTING	0	.0%	0	.0%	1	3.7%
	ACCOUNTING/ MAYBE MEDICAL CODING	0	.0%	0	.0%	1	3.7%
	ANATOMY	0	.0%	0	.0%	1	3.7%
	APP DESIGN	0	.0%	0	.0%	1	3.7%
	BETTER WORK ETHIC	0	.0%	0	.0%	1	3.7%
	BUSINESS	0	.0%	0	.0%	2	7.4%
	COMMUNICATION	0	.0%	0	.0%	1	3.7%
	COOKING	0	.0%	0	.0%	1	3.7%
	DESIGN	0	.0%	0	.0%	1	3.7%
	DIGITAL GRAPHIC DESIGN	0	.0%	0	.0%	1	3.7%
	ECONOMICS	0	.0%	0	.0%	1	3.7%
	EMERGENCY DISPATCH	0	.0%	0	.0%	1	3.7%
	FINANCE	0	.0%	0	.0%	2	7.4%
	FINANCE SKILLS	0	.0%	0	.0%	1	3.7%
	INFORMATION TECHNOLOGY	0	.0%	0	.0%	1	3.7%
	LINKEDIN	0	.0%	0	.0%	1	3.7%
	MANAGEMENT	0	.0%	0	.0%	1	3.7%
	MICROSOFT OFFICE	0	.0%	0	.0%	1	3.7%
	PRESENTING	0	.0%	0	.0%	1	3.7%
	PROJECT MANAGEMENT	0	.0%	0	.0%	1	3.7%
	PSYCHOLOGY	0	.0%	0	.0%	1	3.7%
	SMALL BUSINESS PLANNING	0	.0%	0	.0%	1	3.7%
WRITE TO IMPROVE MY SKILLS	0	.0%	0	.0%	1	3.7%	
WRITING	0	.0%	0	.0%	1	3.7%	
Total	0	.0%	0	.0%	27	100.0%	

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Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Class/ Skill Needed To Improve Job Skills - Response 3	ABILITY TO MANAGE A TEAM	0	.0%	0	.0%	0	.0%	0	.0%
	ACCOUNTING	0	.0%	0	.0%	0	.0%	0	.0%
	ACCOUNTING/ MAYBE MEDICAL CODING	0	.0%	0	.0%	0	.0%	0	.0%
	ANATOMY	0	.0%	0	.0%	0	.0%	0	.0%
	APP DESIGN	0	.0%	0	.0%	0	.0%	0	.0%
	BETTER WORK ETHIC	0	.0%	0	.0%	0	.0%	0	.0%
	BUSINESS	0	.0%	0	.0%	0	.0%	0	.0%
	COMMUNICATION	0	.0%	0	.0%	0	.0%	0	.0%
	COOKING	0	.0%	0	.0%	0	.0%	0	.0%
	DESIGN	0	.0%	0	.0%	0	.0%	0	.0%
	DIGITAL GRAPHIC DESIGN	0	.0%	0	.0%	0	.0%	0	.0%
	ECONOMICS	0	.0%	0	.0%	0	.0%	0	.0%
	EMERGENCY DISPATCH	0	.0%	0	.0%	0	.0%	0	.0%
	FINANCE	0	.0%	0	.0%	0	.0%	0	.0%
	FINANCE SKILLS	0	.0%	0	.0%	0	.0%	0	.0%
	INFORMATION TECHNOLOGY	0	.0%	0	.0%	0	.0%	0	.0%
	LINKEDIN	0	.0%	0	.0%	0	.0%	0	.0%
	MANAGEMENT	0	.0%	0	.0%	0	.0%	0	.0%
	MICROSOFT OFFICE	0	.0%	0	.0%	0	.0%	0	.0%
	PRESENTING	0	.0%	0	.0%	0	.0%	0	.0%
	PROJECT MANAGEMENT	0	.0%	0	.0%	0	.0%	0	.0%
PSYCHOLOGY	0	.0%	0	.0%	0	.0%	0	.0%	
SMALL BUSINESS PLANNING	0	.0%	0	.0%	0	.0%	0	.0%	
WRITE TO IMPROVE MY SKILLS	0	.0%	0	.0%	0	.0%	0	.0%	
WRITING	0	.0%	0	.0%	0	.0%	0	.0%	
Total	0	.0%	0	.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Class/ Skill Needed To Improve Job Skills - Response 3	ABILITY TO MANAGE A TEAM	1	3.7%
	ACCOUNTING	1	3.7%
	ACCOUNTING/ MAYBE MEDICAL CODING	1	3.7%
	ANATOMY	1	3.7%
	APP DESIGN	1	3.7%
	BETTER WORK ETHIC	1	3.7%
	BUSINESS	2	7.4%
	COMMUNICATION	1	3.7%
	COOKING	1	3.7%
	DESIGN	1	3.7%
	DIGITAL GRAPHIC DESIGN	1	3.7%
	ECONOMICS	1	3.7%
	EMERGENCY DISPATCH	1	3.7%
	FINANCE	2	7.4%
	FINANCE SKILLS	1	3.7%
	INFORMATION TECHNOLOGY	1	3.7%
	LINKEDIN	1	3.7%
	MANAGEMENT	1	3.7%
	MICROSOFT OFFICE	1	3.7%
	PRESENTING	1	3.7%
	PROJECT MANAGEMENT	1	3.7%
	PSYCHOLOGY	1	3.7%
	SMALL BUSINESS PLANNING	1	3.7%
WRITE TO IMPROVE MY SKILLS	1	3.7%	
WRITING	1	3.7%	
Total	27	100.0%	

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Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Certifications/ Credentials Needed - Response 1	ACCOUNTING	0	.0%	0	.0%	0	.0%
	ASSOCIATE DEGREE	0	.0%	0	.0%	0	.0%
	AUTO	0	.0%	0	.0%	0	.0%
	AWS	0	.0%	0	.0%	0	.0%
	BLACK BELT SIX SIGMA	0	.0%	0	.0%	0	.0%
	BUSINESS CLASSES	0	.0%	0	.0%	0	.0%
	CFA	0	.0%	0	.0%	0	.0%
	COMPUTER SKILLS	0	.0%	0	.0%	0	.0%
	COSMETOLOGY	0	.0%	0	.0%	0	.0%
	CPA	0	.0%	0	.0%	0	.0%
	CPDJS TO KEEP MY TEACHING LICENSE	0	.0%	0	.0%	0	.0%
	CPR	0	.0%	0	.0%	0	.0%
	CQE	0	.0%	0	.0%	0	.0%
	DEVELOPMENT/ CODING CERTIFICATE	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	0	.0%	0	.0%	0	.0%
	EARLY EDUCATION	0	.0%	0	.0%	0	.0%
	ENTRY LEVEL FOR VARIOUS JOBS	0	.0%	0	.0%	0	.0%
	EVENT PLANNING	0	.0%	0	.0%	0	.0%
	FINANCE	0	.0%	0	.0%	0	.0%
	HEALTH	0	.0%	0	.0%	0	.0%
	I STILL NEED TO GET SOME MORE VERIFICATION	0	.0%	0	.0%	0	.0%
	LICENSING	0	.0%	0	.0%	0	.0%
	MASTER'S	0	.0%	0	.0%	0	.0%
	MASTER'S +	0	.0%	0	.0%	0	.0%
	MASTER'S IN SCIENCE	0	.0%	0	.0%	0	.0%
	MBA	0	.0%	0	.0%	0	.0%
	MICROSOFT	0	.0%	0	.0%	0	.0%
	MINIMALISM WRITING STYLE	0	.0%	0	.0%	0	.0%
	MSL	0	.0%	0	.0%	0	.0%
	NETWORKING	0	.0%	0	.0%	0	.0%
NONE JUST CE	0	.0%	0	.0%	0	.0%	
NOT SURE	0	.0%	0	.0%	0	.0%	
NOT SURE YET/ DEPENDS ON WHAT TYPE OF JOB I DECIDE TO APPLY FOR	0	.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Certifications/ Credentials Needed - Response 1	ACCOUNTING	1	1.5%	0	.0%	0	.0%	0	.0%
	ASSOCIATE DEGREE	1	1.5%	0	.0%	0	.0%	0	.0%
	AUTO	1	1.5%	0	.0%	0	.0%	0	.0%
	AWS	1	1.5%	0	.0%	0	.0%	0	.0%
	BLACK BELT SIX SIGMA	1	1.5%	0	.0%	0	.0%	0	.0%
	BUSINESS CLASSES	1	1.5%	0	.0%	0	.0%	0	.0%
	CFA	1	1.5%	0	.0%	0	.0%	0	.0%
	COMPUTER SKILLS	1	1.5%	0	.0%	0	.0%	0	.0%
	COSMETOLOGY	1	1.5%	0	.0%	0	.0%	0	.0%
	CPA	1	1.5%	0	.0%	0	.0%	0	.0%
	CPDUS TO KEEP MY TEACHING LICENSE	1	1.5%	0	.0%	0	.0%	0	.0%
	CPR	1	1.5%	0	.0%	0	.0%	0	.0%
	CQE	1	1.5%	0	.0%	0	.0%	0	.0%
	DEVELOPMENT/ CODING CERTIFICATE	1	1.5%	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	6	8.8%	0	.0%	0	.0%	0	.0%
	EARLY EDUCATION	1	1.5%	0	.0%	0	.0%	0	.0%
	ENTRY LEVEL FOR VARIOUS JOBS	1	1.5%	0	.0%	0	.0%	0	.0%
	EVENT PLANNING	1	1.5%	0	.0%	0	.0%	0	.0%
	FINANCE	1	1.5%	0	.0%	0	.0%	0	.0%
	HEALTH	1	1.5%	0	.0%	0	.0%	0	.0%
	I STILL NEED TO GET SOME MORE VERIFICATION	1	1.5%	0	.0%	0	.0%	0	.0%
	LICENSING	1	1.5%	0	.0%	0	.0%	0	.0%
	MASTER'S	1	1.5%	0	.0%	0	.0%	0	.0%
	MASTER'S +	1	1.5%	0	.0%	0	.0%	0	.0%
	MASTER'S IN SCIENCE	1	1.5%	0	.0%	0	.0%	0	.0%
	MBA	2	2.9%	0	.0%	0	.0%	0	.0%
	MICROSOFT	1	1.5%	0	.0%	0	.0%	0	.0%
	MINIMALISM WRITING STYLE	1	1.5%	0	.0%	0	.0%	0	.0%
	MSL	1	1.5%	0	.0%	0	.0%	0	.0%
	NETWORKING	1	1.5%	0	.0%	0	.0%	0	.0%
NONE JUST CE	1	1.5%	0	.0%	0	.0%	0	.0%	
NOT SURE	7	10.3%	0	.0%	0	.0%	0	.0%	
NOT SURE YET/ DEPENDS ON WHAT TYPE OF JOB I DECIDE TO APPLY FOR	1	1.5%	0	.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Certifications/ Credentials Needed - Response 1	ACCOUNTING	1	1.5%
	ASSOCIATE DEGREE	1	1.5%
	AUTO	1	1.5%
	AWS	1	1.5%
	BLACK BELT SIX SIGMA	1	1.5%
	BUSINESS CLASSES	1	1.5%
	CFA	1	1.5%
	COMPUTER SKILLS	1	1.5%
	COSMETOLOGY	1	1.5%
	CPA	1	1.5%
	CPDUS TO KEEP MY TEACHING LICENSE	1	1.5%
	CPR	1	1.5%
	CQE	1	1.5%
	DEVELOPMENT/ CODING CERTIFICATE	1	1.5%
	DO NOT KNOW	6	8.8%
	EARLY EDUCATION	1	1.5%
	ENTRY LEVEL FOR VARIOUS JOBS	1	1.5%
	EVENT PLANNING	1	1.5%
	FINANCE	1	1.5%
	HEALTH	1	1.5%
	I STILL NEED TO GET SOME MORE VERIFICATION	1	1.5%
	LICENSING	1	1.5%
	MASTER'S	1	1.5%
	MASTER'S +	1	1.5%
	MASTER'S IN SCIENCE	1	1.5%
	MBA	2	2.9%
	MICROSOFT	1	1.5%
	MINIMALISM WRITING STYLE	1	1.5%
	MSL	1	1.5%
	NETWORKING	1	1.5%
	NONE JUST CE	1	1.5%
NOT SURE	7	10.3%	
NOT SURE YET/ DEPENDS ON WHAT TYPE OF JOB I DECIDE TO APPLY FOR	1	1.5%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Certifications/ Credentials Needed - Response 1	NOTHING SPECIFIC	0	.0%	0	.0%	0	.0%
	PARALEGAL CERTIFICATE	0	.0%	0	.0%	0	.0%
	PARALEGAL DEGREE	0	.0%	0	.0%	0	.0%
	PHLEBOTOMY	0	.0%	0	.0%	0	.0%
	PMP	0	.0%	0	.0%	0	.0%
	POST-MASTER'S COURSES	0	.0%	0	.0%	0	.0%
	PROFESSIONAL DEVELOPMENT FOR TEACHING	0	.0%	0	.0%	0	.0%
	PROJECT MANAGEMENT CERTIFICATION	0	.0%	0	.0%	0	.0%
	RESEARCH	0	.0%	0	.0%	0	.0%
	SAFETY CERTIFICATION	0	.0%	0	.0%	0	.0%
	SAP PROFESSIONAL	0	.0%	0	.0%	0	.0%
	SHRM HR	0	.0%	0	.0%	0	.0%
	SHRM-CP	0	.0%	0	.0%	0	.0%
	SIX SIGMA BLACK BELT	0	.0%	0	.0%	0	.0%
	SPHR	0	.0%	0	.0%	0	.0%
	SUPPLY MANAGEMENT	0	.0%	0	.0%	0	.0%
	TEACHING CERTIFICATE	0	.0%	0	.0%	0	.0%
	TINNER/ PIPEFITTER	0	.0%	0	.0%	0	.0%
	TO GET CERTIFIED ASSOCIATE DEGREE	0	.0%	0	.0%	0	.0%
	TWO HOUR MASSAGE ETHICS	0	.0%	0	.0%	0	.0%
VARIOUS	0	.0%	0	.0%	0	.0%	
WEB DESIGN	0	.0%	0	.0%	0	.0%	
Total	0	.0%	0	.0%	0	.0%	

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Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Certifications/ Credentials Needed - Response 1	NOTHING SPECIFIC	1	1.5%	0	.0%	0	.0%	0	.0%
	PARALEGAL CERTIFICATE	1	1.5%	0	.0%	0	.0%	0	.0%
	PARALEGAL DEGREE	1	1.5%	0	.0%	0	.0%	0	.0%
	PHLEBOTOMY	1	1.5%	0	.0%	0	.0%	0	.0%
	PMP	2	2.9%	0	.0%	0	.0%	0	.0%
	POST-MASTER'S COURSES	1	1.5%	0	.0%	0	.0%	0	.0%
	PROFESSIONAL DEVELOPMENT FOR TEACHING	1	1.5%	0	.0%	0	.0%	0	.0%
	PROJECT MANAGEMENT CERTIFICATION	1	1.5%	0	.0%	0	.0%	0	.0%
	RESEARCH	1	1.5%	0	.0%	0	.0%	0	.0%
	SAFETY CERTIFICATION	1	1.5%	0	.0%	0	.0%	0	.0%
	SAP PROFESSIONAL	1	1.5%	0	.0%	0	.0%	0	.0%
	SHRM HR	1	1.5%	0	.0%	0	.0%	0	.0%
	SHRM-CP	1	1.5%	0	.0%	0	.0%	0	.0%
	SIX SIGMA BLACK BELT	1	1.5%	0	.0%	0	.0%	0	.0%
	SPHR	1	1.5%	0	.0%	0	.0%	0	.0%
	SUPPLY MANAGEMENT	1	1.5%	0	.0%	0	.0%	0	.0%
	TEACHING CERTIFICATE	1	1.5%	0	.0%	0	.0%	0	.0%
	TINNER/ PIPEFITTER	1	1.5%	0	.0%	0	.0%	0	.0%
	TO GET CERTIFIED ASSOCIATE DEGREE	1	1.5%	0	.0%	0	.0%	0	.0%
	TWO HOUR MASSAGE ETHICS	1	1.5%	0	.0%	0	.0%	0	.0%
VARIOUS	1	1.5%	0	.0%	0	.0%	0	.0%	
WEB DESIGN	1	1.5%	0	.0%	0	.0%	0	.0%	
Total	68	100.0%	0	.0%	0	.0%	0	.0%	

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Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Certifications/ Credentials Needed - Response 1	NOTHING SPECIFIC	1	1.5%
	PARALEGAL CERTIFICATE	1	1.5%
	PARALEGAL DEGREE	1	1.5%
	PHLEBOTOMY	1	1.5%
	PMP	2	2.9%
	POST-MASTER'S COURSES	1	1.5%
	PROFESSIONAL DEVELOPMENT FOR TEACHING	1	1.5%
	PROJECT MANAGEMENT CERTIFICATION	1	1.5%
	RESEARCH	1	1.5%
	SAFETY CERTIFICATION	1	1.5%
	SAP PROFESSIONAL	1	1.5%
	SHRM HR	1	1.5%
	SHRM-CP	1	1.5%
	SIX SIGMA BLACK BELT	1	1.5%
	SPHR	1	1.5%
	SUPPLY MANAGEMENT	1	1.5%
	TEACHING CERTIFICATE	1	1.5%
	TINNER/ PIPEFITTER	1	1.5%
	TO GET CERTIFIED ASSOCIATE DEGREE	1	1.5%
	TWO HOUR MASSAGE ETHICS	1	1.5%
VARIOUS	1	1.5%	
WEB DESIGN	1	1.5%	
Total	68	100.0%	

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Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Certifications/ Credentials Needed - Response 2	22 HOURS CONTINUING EDUCATION FOR MASSAGE THERAPY	0	.0%	0	.0%	0	.0%
	CERTIFIED FOOD SCIENTIST	0	.0%	0	.0%	0	.0%
	CISCO	0	.0%	0	.0%	0	.0%
	DATA SCIENCE	0	.0%	0	.0%	0	.0%
	DITA TRAINING	0	.0%	0	.0%	0	.0%
	ENVIRONMENTAL SCIENTIST CREDENTIALS	0	.0%	0	.0%	0	.0%
	ESL	0	.0%	0	.0%	0	.0%
	FORKLIFT	0	.0%	0	.0%	0	.0%
	HR	0	.0%	0	.0%	0	.0%
	MARKETING	0	.0%	0	.0%	0	.0%
	MICROSOFT	0	.0%	0	.0%	0	.0%
	MS	0	.0%	0	.0%	0	.0%
	PROJECTION MANAGEMENT	0	.0%	0	.0%	0	.0%
	SOMETHING ELSE OCCUPATIONAL	0	.0%	0	.0%	0	.0%
	SURGICAL TECH	0	.0%	0	.0%	0	.0%
TO BECOME ULTRASOUND TECHNICIAN	0	.0%	0	.0%	0	.0%	
Total	0	.0%	0	.0%	0	.0%	
Certifications/ Credentials Needed - Response 3	BUSINESS	0	.0%	0	.0%	0	.0%
	CNC	0	.0%	0	.0%	0	.0%
	DATA ANALYSIS	0	.0%	0	.0%	0	.0%
	EDUCATIONAL	0	.0%	0	.0%	0	.0%
	EXCEL	0	.0%	0	.0%	0	.0%
	PSYCHOLOGIST LICENSE	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	0	.0%

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Certifications/ Credentials Needed - Response 2	22 HOURS CONTINUING EDUCATION FOR MASSAGE THERAPY	1	5.9%	0	.0%	0	.0%	0	.0%
	CERTIFIED FOOD SCIENTIST	1	5.9%	0	.0%	0	.0%	0	.0%
	CISCO	1	5.9%	0	.0%	0	.0%	0	.0%
	DATA SCIENCE	1	5.9%	0	.0%	0	.0%	0	.0%
	DITA TRAINING	1	5.9%	0	.0%	0	.0%	0	.0%
	ENVIRONMENTAL SCIENTIST CREDENTIALS	1	5.9%	0	.0%	0	.0%	0	.0%
	ESL	1	5.9%	0	.0%	0	.0%	0	.0%
	FORKLIFT	1	5.9%	0	.0%	0	.0%	0	.0%
	HR	2	11.8%	0	.0%	0	.0%	0	.0%
	MARKETING	1	5.9%	0	.0%	0	.0%	0	.0%
	MICROSOFT	1	5.9%	0	.0%	0	.0%	0	.0%
	MS	1	5.9%	0	.0%	0	.0%	0	.0%
	PROJECTION MANAGEMENT	1	5.9%	0	.0%	0	.0%	0	.0%
	SOMETHING ELSE OCCUPATIONAL	1	5.9%	0	.0%	0	.0%	0	.0%
	SURGICAL TECH	1	5.9%	0	.0%	0	.0%	0	.0%
TO BECOME ULTRASOUND TECHNICIAN	1	5.9%	0	.0%	0	.0%	0	.0%	
Total	17	100.0%	0	.0%	0	.0%	0	.0%	
Certifications/ Credentials Needed - Response 3	BUSINESS	1	16.7%	0	.0%	0	.0%	0	.0%
	CNC	1	16.7%	0	.0%	0	.0%	0	.0%
	DATA ANALYSIS	1	16.7%	0	.0%	0	.0%	0	.0%
	EDUCATIONAL	1	16.7%	0	.0%	0	.0%	0	.0%
	EXCEL	1	16.7%	0	.0%	0	.0%	0	.0%
	PSYCHOLOGIST LICENSE	1	16.7%	0	.0%	0	.0%	0	.0%
	Total	6	100.0%	0	.0%	0	.0%	0	.0%

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Certifications/ Credentials Needed - Response 2	22 HOURS CONTINUING EDUCATION FOR MASSAGE THERAPY	1	5.9%
	CERTIFIED FOOD SCIENTIST	1	5.9%
	CISCO	1	5.9%
	DATA SCIENCE	1	5.9%
	DITA TRAINING	1	5.9%
	ENVIRONMENTAL SCIENTIST CREDENTIALS	1	5.9%
	ESL	1	5.9%
	FORKLIFT	1	5.9%
	HR	2	11.8%
	MARKETING	1	5.9%
	MICROSOFT	1	5.9%
	MS	1	5.9%
	PROJECTION MANAGEMENT	1	5.9%
	SOMETHING ELSE OCCUPATIONAL	1	5.9%
	SURGICAL TECH	1	5.9%
	TO BECOME ULTRASOUND TECHNICIAN	1	5.9%
	Total	17	100.0%
Certifications/ Credentials Needed - Response 3	BUSINESS	1	16.7%
	CNC	1	16.7%
	DATA ANALYSIS	1	16.7%
	EDUCATIONAL	1	16.7%
	EXCEL	1	16.7%
	PSYCHOLOGIST LICENSE	1	16.7%
	Total	6	100.0%

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Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
College Class Needed - Response 1	ANYTHING I CAN AFFORD	0	.0%	0	.0%	0	.0%
	ARCHITECTURE	0	.0%	0	.0%	0	.0%
	BIOLOGY	0	.0%	0	.0%	0	.0%
	BUSINESS	0	.0%	0	.0%	0	.0%
	BUSINESS 101	0	.0%	0	.0%	0	.0%
	CALCULUS	0	.0%	0	.0%	0	.0%
	CHEMICAL	0	.0%	0	.0%	0	.0%
	CHILD EDUCATION	0	.0%	0	.0%	0	.0%
	COMPUTER SCIENCE	0	.0%	0	.0%	0	.0%
	COMPUTER TECH	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	0	.0%	0	.0%	0	.0%
	ECONOMICS	0	.0%	0	.0%	0	.0%
	EDUCATION	0	.0%	0	.0%	0	.0%
	ENGLISH	0	.0%	0	.0%	0	.0%
	ENVIRONMENTAL SCIENCE	0	.0%	0	.0%	0	.0%
	EXCEL	0	.0%	0	.0%	0	.0%
	FINANCE	0	.0%	0	.0%	0	.0%
	GEN ED	0	.0%	0	.0%	0	.0%
	GRAPHIC ARTS	0	.0%	0	.0%	0	.0%
	HEALTH	0	.0%	0	.0%	0	.0%
	HISTORY	0	.0%	0	.0%	0	.0%
	HORTICULTURE	0	.0%	0	.0%	0	.0%
	HUMAN ANATOMY	0	.0%	0	.0%	0	.0%
	MANAGEMENT	0	.0%	0	.0%	0	.0%
	MANDARIN	0	.0%	0	.0%	0	.0%
	MASS COMMUNICATION	0	.0%	0	.0%	0	.0%
	MASTER OF SCIENCE	0	.0%	0	.0%	0	.0%
	MASTER'S IN SPECIAL EDUCATION	0	.0%	0	.0%	0	.0%
	MASTER'S PLUS CLASSES	0	.0%	0	.0%	0	.0%
	MATH	0	.0%	0	.0%	0	.0%
	OFFICE MANAGEMENT	0	.0%	0	.0%	0	.0%
	PHYSIOLOGY	0	.0%	0	.0%	0	.0%
	POWERPOINT	0	.0%	0	.0%	0	.0%
PSYCHOLOGY	0	.0%	0	.0%	0	.0%	
RADIOLOGY	0	.0%	0	.0%	0	.0%	
SCIENCE	0	.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
College Class Needed - Response 1	ANYTHING I CAN AFFORD	0	.0%	1	1.7%	0	.0%	0	.0%
	ARCHITECTURE	0	.0%	1	1.7%	0	.0%	0	.0%
	BIOLOGY	0	.0%	3	5.2%	0	.0%	0	.0%
	BUSINESS	0	.0%	5	8.6%	0	.0%	0	.0%
	BUSINESS 101	0	.0%	1	1.7%	0	.0%	0	.0%
	CALCULUS	0	.0%	1	1.7%	0	.0%	0	.0%
	CHEMICAL	0	.0%	1	1.7%	0	.0%	0	.0%
	CHILD EDUCATION	0	.0%	1	1.7%	0	.0%	0	.0%
	COMPUTER SCIENCE	0	.0%	1	1.7%	0	.0%	0	.0%
	COMPUTER TECH	0	.0%	1	1.7%	0	.0%	0	.0%
	DO NOT KNOW	0	.0%	2	3.4%	0	.0%	0	.0%
	ECONOMICS	0	.0%	2	3.4%	0	.0%	0	.0%
	EDUCATION	0	.0%	1	1.7%	0	.0%	0	.0%
	ENGLISH	0	.0%	1	1.7%	0	.0%	0	.0%
	ENVIRONMENTAL SCIENCE	0	.0%	1	1.7%	0	.0%	0	.0%
	EXCEL	0	.0%	1	1.7%	0	.0%	0	.0%
	FINANCE	0	.0%	1	1.7%	0	.0%	0	.0%
	GEN ED	0	.0%	1	1.7%	0	.0%	0	.0%
	GRAPHIC ARTS	0	.0%	1	1.7%	0	.0%	0	.0%
	HEALTH	0	.0%	1	1.7%	0	.0%	0	.0%
	HISTORY	0	.0%	4	6.9%	0	.0%	0	.0%
	HORTICULTURE	0	.0%	1	1.7%	0	.0%	0	.0%
	HUMAN ANATOMY	0	.0%	1	1.7%	0	.0%	0	.0%
	MANAGEMENT	0	.0%	1	1.7%	0	.0%	0	.0%
	MANDARIN	0	.0%	1	1.7%	0	.0%	0	.0%
	MASS COMMUNICATION	0	.0%	1	1.7%	0	.0%	0	.0%
	MASTER OF SCIENCE	0	.0%	1	1.7%	0	.0%	0	.0%
	MASTER'S IN SPECIAL EDUCATION	0	.0%	1	1.7%	0	.0%	0	.0%
	MASTER'S PLUS CLASSES	0	.0%	1	1.7%	0	.0%	0	.0%
	MATH	0	.0%	2	3.4%	0	.0%	0	.0%
	OFFICE MANAGEMENT	0	.0%	1	1.7%	0	.0%	0	.0%
	PHYSIOLOGY	0	.0%	1	1.7%	0	.0%	0	.0%
	POWERPOINT	0	.0%	1	1.7%	0	.0%	0	.0%
PSYCHOLOGY	0	.0%	4	6.9%	0	.0%	0	.0%	
RADIOLOGY	0	.0%	1	1.7%	0	.0%	0	.0%	
SCIENCE	0	.0%	1	1.7%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
College Class Needed - Response 1	ANYTHING I CAN AFFORD	1	1.7%
	ARCHITECTURE	1	1.7%
	BIOLOGY	3	5.2%
	BUSINESS	5	8.6%
	BUSINESS 101	1	1.7%
	CALCULUS	1	1.7%
	CHEMICAL	1	1.7%
	CHILD EDUCATION	1	1.7%
	COMPUTER SCIENCE	1	1.7%
	COMPUTER TECH	1	1.7%
	DO NOT KNOW	2	3.4%
	ECONOMICS	2	3.4%
	EDUCATION	1	1.7%
	ENGLISH	1	1.7%
	ENVIRONMENTAL SCIENCE	1	1.7%
	EXCEL	1	1.7%
	FINANCE	1	1.7%
	GEN ED	1	1.7%
	GRAPHIC ARTS	1	1.7%
	HEALTH	1	1.7%
	HISTORY	4	6.9%
	HORTICULTURE	1	1.7%
	HUMAN ANATOMY	1	1.7%
	MANAGEMENT	1	1.7%
	MANDARIN	1	1.7%
	MASS COMMUNICATION	1	1.7%
	MASTER OF SCIENCE	1	1.7%
	MASTER'S IN SPECIAL EDUCATION	1	1.7%
	MASTER'S PLUS CLASSES	1	1.7%
	MATH	2	3.4%
	OFFICE MANAGEMENT	1	1.7%
	PHYSIOLOGY	1	1.7%
	POWERPOINT	1	1.7%
PSYCHOLOGY	4	6.9%	
RADIOLOGY	1	1.7%	
SCIENCE	1	1.7%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
College Class Needed - Response 1	SIGN LANGUAGE	0	.0%	0	.0%	0	.0%
	SPANISH	0	.0%	0	.0%	0	.0%
	SPORTS MANAGEMENT	0	.0%	0	.0%	0	.0%
	STATISTICS FOR BIOLOGY	0	.0%	0	.0%	0	.0%
	TAX PREPARATION	0	.0%	0	.0%	0	.0%
	US HISTORY	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	0	.0%
College Class Needed - Response 2	ACCESS	0	.0%	0	.0%	0	.0%
	AGRICULTURAL	0	.0%	0	.0%	0	.0%
	ANATOMY	0	.0%	0	.0%	0	.0%
	BEHAVIOR ANALYSIS	0	.0%	0	.0%	0	.0%
	BIOLOGY	0	.0%	0	.0%	0	.0%
	BUSINESS	0	.0%	0	.0%	0	.0%
	CHEMISTRY	0	.0%	0	.0%	0	.0%
	CNA	0	.0%	0	.0%	0	.0%
	CRIMINAL JUSTICE	0	.0%	0	.0%	0	.0%
	ECONOMICS	0	.0%	0	.0%	0	.0%
	ENGLISH	0	.0%	0	.0%	0	.0%
	FINANCES	0	.0%	0	.0%	0	.0%
	FRENCH	0	.0%	0	.0%	0	.0%
	JOURNALISM	0	.0%	0	.0%	0	.0%
	KINETICS	0	.0%	0	.0%	0	.0%
	MATH	0	.0%	0	.0%	0	.0%
	MUSIC	0	.0%	0	.0%	0	.0%
	PAINTING	0	.0%	0	.0%	0	.0%
	PHILOSOPHY	0	.0%	0	.0%	0	.0%
	PHOTOGRAPHY	0	.0%	0	.0%	0	.0%
	PSYCHOLOGY	0	.0%	0	.0%	0	.0%
	REPORT WRITING	0	.0%	0	.0%	0	.0%
	SALES	0	.0%	0	.0%	0	.0%
	SCIENCES	0	.0%	0	.0%	0	.0%
	SPANISH	0	.0%	0	.0%	0	.0%
	WEB DEVELOPMENT	0	.0%	0	.0%	0	.0%
WORD	0	.0%	0	.0%	0	.0%	
Total	0	.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
College Class Needed - Response 1	SIGN LANGUAGE	0	.0%	1	1.7%	0	.0%	0	.0%
	SPANISH	0	.0%	2	3.4%	0	.0%	0	.0%
	SPORTS MANAGEMENT	0	.0%	1	1.7%	0	.0%	0	.0%
	STATISTICS FOR BIOLOGY	0	.0%	1	1.7%	0	.0%	0	.0%
	TAX PREPARATION	0	.0%	1	1.7%	0	.0%	0	.0%
	US HISTORY	0	.0%	1	1.7%	0	.0%	0	.0%
	Total	0	.0%	58	100.0%	0	.0%	0	.0%
College Class Needed - Response 2	ACCESS	0	.0%	1	3.1%	0	.0%	0	.0%
	AGRICULTURAL	0	.0%	1	3.1%	0	.0%	0	.0%
	ANATOMY	0	.0%	1	3.1%	0	.0%	0	.0%
	BEHAVIOR ANALYSIS	0	.0%	1	3.1%	0	.0%	0	.0%
	BIOLOGY	0	.0%	1	3.1%	0	.0%	0	.0%
	BUSINESS	0	.0%	1	3.1%	0	.0%	0	.0%
	CHEMISTRY	0	.0%	1	3.1%	0	.0%	0	.0%
	CNA	0	.0%	1	3.1%	0	.0%	0	.0%
	CRIMINAL JUSTICE	0	.0%	1	3.1%	0	.0%	0	.0%
	ECONOMICS	0	.0%	1	3.1%	0	.0%	0	.0%
	ENGLISH	0	.0%	1	3.1%	0	.0%	0	.0%
	FINANCES	0	.0%	1	3.1%	0	.0%	0	.0%
	FRENCH	0	.0%	1	3.1%	0	.0%	0	.0%
	JOURNALISM	0	.0%	2	6.3%	0	.0%	0	.0%
	KINETICS	0	.0%	1	3.1%	0	.0%	0	.0%
	MATH	0	.0%	2	6.3%	0	.0%	0	.0%
	MUSIC	0	.0%	1	3.1%	0	.0%	0	.0%
	PAINTING	0	.0%	1	3.1%	0	.0%	0	.0%
	PHILOSOPHY	0	.0%	1	3.1%	0	.0%	0	.0%
	PHOTOGRAPHY	0	.0%	1	3.1%	0	.0%	0	.0%
	PSYCHOLOGY	0	.0%	2	6.3%	0	.0%	0	.0%
	REPORT WRITING	0	.0%	1	3.1%	0	.0%	0	.0%
	SALES	0	.0%	1	3.1%	0	.0%	0	.0%
	SCIENCES	0	.0%	2	6.3%	0	.0%	0	.0%
SPANISH	0	.0%	2	6.3%	0	.0%	0	.0%	
WEB DEVELOPMENT	0	.0%	1	3.1%	0	.0%	0	.0%	
WORD	0	.0%	1	3.1%	0	.0%	0	.0%	
Total	0	.0%	32	100.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
College Class Needed - Response 1	SIGN LANGUAGE	1	1.7%
	SPANISH	2	3.4%
	SPORTS MANAGEMENT	1	1.7%
	STATISTICS FOR BIOLOGY	1	1.7%
	TAX PREPARATION	1	1.7%
	US HISTORY	1	1.7%
	Total	58	100.0%
College Class Needed - Response 2	ACCESS	1	3.1%
	AGRICULTURAL	1	3.1%
	ANATOMY	1	3.1%
	BEHAVIOR ANALYSIS	1	3.1%
	BIOLOGY	1	3.1%
	BUSINESS	1	3.1%
	CHEMISTRY	1	3.1%
	CNA	1	3.1%
	CRIMINAL JUSTICE	1	3.1%
	ECONOMICS	1	3.1%
	ENGLISH	1	3.1%
	FINANCES	1	3.1%
	FRENCH	1	3.1%
	JOURNALISM	2	6.3%
	KINETICS	1	3.1%
	MATH	2	6.3%
	MUSIC	1	3.1%
	PAINTING	1	3.1%
	PHILOSOPHY	1	3.1%
	PHOTOGRAPHY	1	3.1%
	PSYCHOLOGY	2	6.3%
	REPORT WRITING	1	3.1%
	SALES	1	3.1%
	SCIENCES	2	6.3%
	SPANISH	2	6.3%
	WEB DEVELOPMENT	1	3.1%
	WORD	1	3.1%
	Total	32	100.0%

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
College Class Needed - Response 3	ACCOUNTING	0	.0%	0	.0%	0	.0%
	ANATOMY	0	.0%	0	.0%	0	.0%
	ART HISTORY	0	.0%	0	.0%	0	.0%
	ASTRONOMY	0	.0%	0	.0%	0	.0%
	BEHAVIOR ANALYSIS	0	.0%	0	.0%	0	.0%
	CLASSIC ART	0	.0%	0	.0%	0	.0%
	CREATIVE WRITING	0	.0%	0	.0%	0	.0%
	ENGINEERING	0	.0%	0	.0%	0	.0%
	ENGLISH	0	.0%	0	.0%	0	.0%
	FRENCH	0	.0%	0	.0%	0	.0%
	GEOLOGY	0	.0%	0	.0%	0	.0%
	GREEK MYTHOLOGY	0	.0%	0	.0%	0	.0%
	HINDUISM	0	.0%	0	.0%	0	.0%
	INTERNATIONAL BUSINESS	0	.0%	0	.0%	0	.0%
	LEISURE	0	.0%	0	.0%	0	.0%
	LITERATURE	0	.0%	0	.0%	0	.0%
	MATH	0	.0%	0	.0%	0	.0%
	MEDICAL	0	.0%	0	.0%	0	.0%
	MEDICAL TERMINOLOGY	0	.0%	0	.0%	0	.0%
	PHILOSOPHY	0	.0%	0	.0%	0	.0%
	POLITICAL SCIENCE	0	.0%	0	.0%	0	.0%
	RECREATIONAL	0	.0%	0	.0%	0	.0%
	SEWING	0	.0%	0	.0%	0	.0%
THEATER	0	.0%	0	.0%	0	.0%	
WORD PROCESSING	0	.0%	0	.0%	0	.0%	
Total	0	.0%	0	.0%	0	.0%	
Degree Of Interest	Certificate	0	.0%	0	.0%	0	.0%
	Associate	0	.0%	0	.0%	0	.0%
	Bachelor's	0	.0%	0	.0%	0	.0%
	Master's	0	.0%	0	.0%	0	.0%
	Doctoral/ Professional	0	.0%	0	.0%	0	.0%
	Do not know/ not sure	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	0	.0%

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
College Class Needed - Response 3	ACCOUNTING	0	.0%	1	3.4%	0	.0%	0	.0%
	ANATOMY	0	.0%	1	3.4%	0	.0%	0	.0%
	ART HISTORY	0	.0%	1	3.4%	0	.0%	0	.0%
	ASTRONOMY	0	.0%	1	3.4%	0	.0%	0	.0%
	BEHAVIOR ANALYSIS	0	.0%	1	3.4%	0	.0%	0	.0%
	CLASSIC ART	0	.0%	1	3.4%	0	.0%	0	.0%
	CREATIVE WRITING	0	.0%	1	3.4%	0	.0%	0	.0%
	ENGINEERING	0	.0%	2	6.9%	0	.0%	0	.0%
	ENGLISH	0	.0%	1	3.4%	0	.0%	0	.0%
	FRENCH	0	.0%	1	3.4%	0	.0%	0	.0%
	GEOLOGY	0	.0%	1	3.4%	0	.0%	0	.0%
	GREEK MYTHOLOGY	0	.0%	1	3.4%	0	.0%	0	.0%
	HINDUISM	0	.0%	1	3.4%	0	.0%	0	.0%
	INTERNATIONAL BUSINESS	0	.0%	1	3.4%	0	.0%	0	.0%
	LEISURE	0	.0%	1	3.4%	0	.0%	0	.0%
	LITERATURE	0	.0%	4	13.8%	0	.0%	0	.0%
	MATH	0	.0%	1	3.4%	0	.0%	0	.0%
	MEDICAL	0	.0%	1	3.4%	0	.0%	0	.0%
	MEDICAL TERMINOLOGY	0	.0%	1	3.4%	0	.0%	0	.0%
	PHILOSOPHY	0	.0%	1	3.4%	0	.0%	0	.0%
	POLITICAL SCIENCE	0	.0%	1	3.4%	0	.0%	0	.0%
	RECREATIONAL	0	.0%	1	3.4%	0	.0%	0	.0%
	SEWING	0	.0%	1	3.4%	0	.0%	0	.0%
THEATER	0	.0%	1	3.4%	0	.0%	0	.0%	
WORD PROCESSING	0	.0%	1	3.4%	0	.0%	0	.0%	
Total	0	.0%	29	100.0%	0	.0%	0	.0%	
Degree Of Interest	Certificate	0	.0%	0	.0%	3	6.8%	0	.0%
	Associate	0	.0%	0	.0%	3	6.8%	0	.0%
	Bachelor's	0	.0%	0	.0%	25	56.8%	0	.0%
	Master's	0	.0%	0	.0%	7	15.9%	0	.0%
	Doctoral/ Professional	0	.0%	0	.0%	3	6.8%	0	.0%
	Do not know/ not sure	0	.0%	0	.0%	3	6.8%	0	.0%
	Total	0	.0%	0	.0%	44	100.0%	0	.0%

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
College Class Needed - Response 3	ACCOUNTING	1	3.4%
	ANATOMY	1	3.4%
	ART HISTORY	1	3.4%
	ASTRONOMY	1	3.4%
	BEHAVIOR ANALYSIS	1	3.4%
	CLASSIC ART	1	3.4%
	CREATIVE WRITING	1	3.4%
	ENGINEERING	2	6.9%
	ENGLISH	1	3.4%
	FRENCH	1	3.4%
	GEOLOGY	1	3.4%
	GREEK MYTHOLOGY	1	3.4%
	HINDUISM	1	3.4%
	INTERNATIONAL BUSINESS	1	3.4%
	LEISURE	1	3.4%
	LITERATURE	4	13.8%
	MATH	1	3.4%
	MEDICAL	1	3.4%
	MEDICAL TERMINOLOGY	1	3.4%
	PHILOSOPHY	1	3.4%
	POLITICAL SCIENCE	1	3.4%
	RECREATIONAL	1	3.4%
	SEWING	1	3.4%
THEATER	1	3.4%	
WORD PROCESSING	1	3.4%	
Total	29	100.0%	
Degree Of Interest	Certificate	3	6.8%
	Associate	3	6.8%
	Bachelor's	25	56.8%
	Master's	7	15.9%
	Doctoral/ Professional	3	6.8%
	Do not know/ not sure	3	6.8%
	Total	44	100.0%

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Table 9. Interest In Education And Training By Area Of Interest Of Respondent

Program Area Of Interest		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
ACTUARIAL SCIENCE	0	.0%	0	.0%	0	.0%	
BACHELOR OF SCIENCE	0	.0%	0	.0%	0	.0%	
BIOLOGY	0	.0%	0	.0%	0	.0%	
BUSINESS	0	.0%	0	.0%	0	.0%	
BUSINESS ADMINISTRATION	0	.0%	0	.0%	0	.0%	
CHEMISTRY	0	.0%	0	.0%	0	.0%	
CHILD PSYCHOLOGY	0	.0%	0	.0%	0	.0%	
CNA	0	.0%	0	.0%	0	.0%	
DANCE PERFORMANCE	0	.0%	0	.0%	0	.0%	
DENTAL STUDIES	0	.0%	0	.0%	0	.0%	
DO NOT KNOW	0	.0%	0	.0%	0	.0%	
EDUCATION	0	.0%	0	.0%	0	.0%	
ELECTRONICS ENGINEERING	0	.0%	0	.0%	0	.0%	
ENGINEERING	0	.0%	0	.0%	0	.0%	
FINANCE	0	.0%	0	.0%	0	.0%	
FINANCES	0	.0%	0	.0%	0	.0%	
GENERAL STUDIES OR BUSINESS	0	.0%	0	.0%	0	.0%	
HEALTH SCIENCE PRE-PA	0	.0%	0	.0%	0	.0%	
HUMAN RESOURCES DEVELOPMENT	0	.0%	0	.0%	0	.0%	
INFORMATION	0	.0%	0	.0%	0	.0%	
LAW	0	.0%	0	.0%	0	.0%	
LIBERAL ARTS	0	.0%	0	.0%	0	.0%	
LITERATURE	0	.0%	0	.0%	0	.0%	
LPN	0	.0%	0	.0%	0	.0%	
NUTRITION AND DIETETICS	0	.0%	0	.0%	0	.0%	
PHLEBOTOMY	0	.0%	0	.0%	0	.0%	
POLITICAL SCIENCE AND INTERNATIONAL RELATIONS	0	.0%	0	.0%	0	.0%	
PRE-MEDICINE	0	.0%	0	.0%	0	.0%	
RADIOLOGIC TECHNOLOGY	0	.0%	0	.0%	0	.0%	
SOCIAL WORK	0	.0%	0	.0%	0	.0%	
SPECIAL EDUCATION	0	.0%	0	.0%	0	.0%	
ZOOLOGY	0	.0%	0	.0%	0	.0%	
Total	0	.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

Program Area Of Interest		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
	ACTUARIAL SCIENCE	0	.0%	0	.0%	1	2.3%	0	.0%
	BACHELOR OF SCIENCE	0	.0%	0	.0%	2	4.5%	0	.0%
	BIOLOGY	0	.0%	0	.0%	1	2.3%	0	.0%
	BUSINESS	0	.0%	0	.0%	8	18.2%	0	.0%
	BUSINESS ADMINISTRATION	0	.0%	0	.0%	1	2.3%	0	.0%
	CHEMISTRY	0	.0%	0	.0%	1	2.3%	0	.0%
	CHILD PSYCHOLOGY	0	.0%	0	.0%	1	2.3%	0	.0%
	CNA	0	.0%	0	.0%	1	2.3%	0	.0%
	DANCE PERFORMANCE	0	.0%	0	.0%	1	2.3%	0	.0%
	DENTAL STUDIES	0	.0%	0	.0%	1	2.3%	0	.0%
	DO NOT KNOW	0	.0%	0	.0%	5	11.4%	0	.0%
	EDUCATION	0	.0%	0	.0%	1	2.3%	0	.0%
	ELECTRONICS ENGINEERING	0	.0%	0	.0%	1	2.3%	0	.0%
	ENGINEERING	0	.0%	0	.0%	1	2.3%	0	.0%
	FINANCE	0	.0%	0	.0%	1	2.3%	0	.0%
	FINANCES	0	.0%	0	.0%	1	2.3%	0	.0%
	GENERAL STUDIES OR BUSINESS	0	.0%	0	.0%	1	2.3%	0	.0%
	HEALTH SCIENCE PRE-PA	0	.0%	0	.0%	1	2.3%	0	.0%
	HUMAN RESOURCES DEVELOPMENT	0	.0%	0	.0%	1	2.3%	0	.0%
	INFORMATION	0	.0%	0	.0%	1	2.3%	0	.0%
	LAW	0	.0%	0	.0%	1	2.3%	0	.0%
	LIBERAL ARTS	0	.0%	0	.0%	1	2.3%	0	.0%
	LITERATURE	0	.0%	0	.0%	1	2.3%	0	.0%
	LPN	0	.0%	0	.0%	1	2.3%	0	.0%
	NUTRITION AND DIETETICS	0	.0%	0	.0%	1	2.3%	0	.0%
	PHLEBOTOMY	0	.0%	0	.0%	1	2.3%	0	.0%
	POLITICAL SCIENCE AND INTERNATIONAL RELATIONS	0	.0%	0	.0%	1	2.3%	0	.0%
	PRE-MEDICINE	0	.0%	0	.0%	1	2.3%	0	.0%
	RADIOLOGIC TECHNOLOGY	0	.0%	0	.0%	1	2.3%	0	.0%
	SOCIAL WORK	0	.0%	0	.0%	1	2.3%	0	.0%
	SPECIAL EDUCATION	0	.0%	0	.0%	1	2.3%	0	.0%
	ZOOLOGY	0	.0%	0	.0%	1	2.3%	0	.0%
	Total	0	.0%	0	.0%	44	100.0%	0	.0%

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Program Area Of Interest	ACTUARIAL SCIENCE	1	2.3%
	BACHELOR OF SCIENCE	2	4.5%
	BIOLOGY	1	2.3%
	BUSINESS	8	18.2%
	BUSINESS ADMINISTRATION	1	2.3%
	CHEMISTRY	1	2.3%
	CHILD PSYCHOLOGY	1	2.3%
	CNA	1	2.3%
	DANCE PERFORMANCE	1	2.3%
	DENTAL STUDIES	1	2.3%
	DO NOT KNOW	5	11.4%
	EDUCATION	1	2.3%
	ELECTRONICS ENGINEERING	1	2.3%
	ENGINEERING	1	2.3%
	FINANCE	1	2.3%
	FINANCES	1	2.3%
	GENERAL STUDIES OR BUSINESS	1	2.3%
	HEALTH SCIENCE PRE-PA	1	2.3%
	HUMAN RESOURCES DEVELOPMENT	1	2.3%
	INFORMATION	1	2.3%
	LAW	1	2.3%
	LIBERAL ARTS	1	2.3%
	LITERATURE	1	2.3%
	LPN	1	2.3%
	NUTRITION AND DIETETICS	1	2.3%
	PHLEBOTOMY	1	2.3%
	POLITICAL SCIENCE AND INTERNATIONAL RELATIONS	1	2.3%
	PRE-MEDICINE	1	2.3%
	RADIOLOGIC TECHNOLOGY	1	2.3%
	SOCIAL WORK	1	2.3%
SPECIAL EDUCATION	1	2.3%	
ZOOLOGY	1	2.3%	
Total	44	100.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Previously Earned College Credits/ Degree To Transfer In	Yes	0	.0%	0	.0%	0	.0%
	No	0	.0%	0	.0%	0	.0%
	Do not know	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	0	.0%
Number Credits Earned	3	0	.0%	0	.0%	0	.0%
	6	0	.0%	0	.0%	0	.0%
	20	0	.0%	0	.0%	0	.0%
	26	0	.0%	0	.0%	0	.0%
	28	0	.0%	0	.0%	0	.0%
	30	0	.0%	0	.0%	0	.0%
	33	0	.0%	0	.0%	0	.0%
	36	0	.0%	0	.0%	0	.0%
	38	0	.0%	0	.0%	0	.0%
	42	0	.0%	0	.0%	0	.0%
	50	0	.0%	0	.0%	0	.0%
	60	0	.0%	0	.0%	0	.0%
	65	0	.0%	0	.0%	0	.0%
	80	0	.0%	0	.0%	0	.0%
	83	0	.0%	0	.0%	0	.0%
	90	0	.0%	0	.0%	0	.0%
	95	0	.0%	0	.0%	0	.0%
	100	0	.0%	0	.0%	0	.0%
	117	0	.0%	0	.0%	0	.0%
125	0	.0%	0	.0%	0	.0%	
Total	0	.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Previously Earned College Credits/ Degree To Transfer In	Yes	0	.0%	0	.0%	28	63.6%	0	.0%
	No	0	.0%	0	.0%	11	25.0%	0	.0%
	Do not know	0	.0%	0	.0%	5	11.4%	0	.0%
	Total	0	.0%	0	.0%	44	100.0%	0	.0%
Number Credits Earned	3	0	.0%	0	.0%	1	3.8%	0	.0%
	6	0	.0%	0	.0%	2	7.7%	0	.0%
	20	0	.0%	0	.0%	1	3.8%	0	.0%
	26	0	.0%	0	.0%	1	3.8%	0	.0%
	28	0	.0%	0	.0%	1	3.8%	0	.0%
	30	0	.0%	0	.0%	2	7.7%	0	.0%
	33	0	.0%	0	.0%	1	3.8%	0	.0%
	36	0	.0%	0	.0%	1	3.8%	0	.0%
	38	0	.0%	0	.0%	1	3.8%	0	.0%
	42	0	.0%	0	.0%	1	3.8%	0	.0%
	50	0	.0%	0	.0%	2	7.7%	0	.0%
	60	0	.0%	0	.0%	3	11.5%	0	.0%
	65	0	.0%	0	.0%	1	3.8%	0	.0%
	80	0	.0%	0	.0%	1	3.8%	0	.0%
	83	0	.0%	0	.0%	1	3.8%	0	.0%
	90	0	.0%	0	.0%	2	7.7%	0	.0%
	95	0	.0%	0	.0%	1	3.8%	0	.0%
	100	0	.0%	0	.0%	1	3.8%	0	.0%
	117	0	.0%	0	.0%	1	3.8%	0	.0%
125	0	.0%	0	.0%	1	3.8%	0	.0%	
Total	0	.0%	0	.0%	26	100.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Previously Earned College Credits/ Degree To Transfer In	Yes	28	63.6%
	No	11	25.0%
	Do not know	5	11.4%
	Total	44	100.0%
Number Credits Earned	3	1	3.8%
	6	2	7.7%
	20	1	3.8%
	26	1	3.8%
	28	1	3.8%
	30	2	7.7%
	33	1	3.8%
	36	1	3.8%
	38	1	3.8%
	42	1	3.8%
	50	2	7.7%
	60	3	11.5%
	65	1	3.8%
	80	1	3.8%
	83	1	3.8%
	90	2	7.7%
	95	1	3.8%
	100	1	3.8%
	117	1	3.8%
	125	1	3.8%
Total	26	100.0%	

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Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Recreational/ Leisure Class - Response 1	ACCOUNTING	0	.0%	0	.0%	0	.0%
	ACTING	0	.0%	0	.0%	0	.0%
	ART	0	.0%	0	.0%	0	.0%
	ART CLASSES	0	.0%	0	.0%	0	.0%
	ART HISTORY	0	.0%	0	.0%	0	.0%
	ART PAINTING	0	.0%	0	.0%	0	.0%
	ARTS AND CRAFTS	0	.0%	0	.0%	0	.0%
	AUTO REPAIR	0	.0%	0	.0%	0	.0%
	BAKING	0	.0%	0	.0%	0	.0%
	CHINESE	0	.0%	0	.0%	0	.0%
	CLASSES ABOUT FILM	0	.0%	0	.0%	0	.0%
	COMPUTER	0	.0%	0	.0%	0	.0%
	COOKING	0	.0%	0	.0%	0	.0%
	DANCE	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	0	.0%	0	.0%	0	.0%
	DRAMA	0	.0%	0	.0%	0	.0%
	ESTATE PLANNING	0	.0%	0	.0%	0	.0%
	EXERCISE	0	.0%	0	.0%	0	.0%
	FITNESS	0	.0%	0	.0%	0	.0%
	FITNESS/ STRENGTH TRAINING	0	.0%	0	.0%	0	.0%
	FLORAL DESIGN	0	.0%	0	.0%	0	.0%
	FLOWER ARRANGEMENT	0	.0%	0	.0%	0	.0%
	FRENCH	0	.0%	0	.0%	0	.0%
	GERMAN LANGUAGE	0	.0%	0	.0%	0	.0%
	GOLF	0	.0%	0	.0%	0	.0%
	GRAPHIC DESIGN	0	.0%	0	.0%	0	.0%
	HEALTH	0	.0%	0	.0%	0	.0%
	HISTORY	0	.0%	0	.0%	0	.0%
	HOME EC	0	.0%	0	.0%	0	.0%
	INVESTING IN STOCKS	0	.0%	0	.0%	0	.0%
	ITALIAN	0	.0%	0	.0%	0	.0%
	JAPANESE	0	.0%	0	.0%	0	.0%
LANGUAGE	0	.0%	0	.0%	0	.0%	
LITERATURE	0	.0%	0	.0%	0	.0%	
MATH	0	.0%	0	.0%	0	.0%	
MEDIATION	0	.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recreational/ Leisure Class - Response 1	ACCOUNTING	0	.0%	0	.0%	0	.0%	1	.8%
	ACTING	0	.0%	0	.0%	0	.0%	1	.8%
	ART	0	.0%	0	.0%	0	.0%	12	9.8%
	ART CLASSES	0	.0%	0	.0%	0	.0%	1	.8%
	ART HISTORY	0	.0%	0	.0%	0	.0%	2	1.6%
	ART PAINTING	0	.0%	0	.0%	0	.0%	1	.8%
	ARTS AND CRAFTS	0	.0%	0	.0%	0	.0%	1	.8%
	AUTO REPAIR	0	.0%	0	.0%	0	.0%	1	.8%
	BAKING	0	.0%	0	.0%	0	.0%	2	1.6%
	CHINESE	0	.0%	0	.0%	0	.0%	1	.8%
	CLASSES ABOUT FILM	0	.0%	0	.0%	0	.0%	1	.8%
	COMPUTER	0	.0%	0	.0%	0	.0%	4	3.3%
	COOKING	0	.0%	0	.0%	0	.0%	12	9.8%
	DANCE	0	.0%	0	.0%	0	.0%	1	.8%
	DO NOT KNOW	0	.0%	0	.0%	0	.0%	4	3.3%
	DRAMA	0	.0%	0	.0%	0	.0%	1	.8%
	ESTATE PLANNING	0	.0%	0	.0%	0	.0%	1	.8%
	EXERCISE	0	.0%	0	.0%	0	.0%	2	1.6%
	FITNESS	0	.0%	0	.0%	0	.0%	1	.8%
	FITNESS/ STRENGTH TRAINING	0	.0%	0	.0%	0	.0%	1	.8%
	FLORAL DESIGN	0	.0%	0	.0%	0	.0%	1	.8%
	FLOWER ARRANGEMENT	0	.0%	0	.0%	0	.0%	1	.8%
	FRENCH	0	.0%	0	.0%	0	.0%	2	1.6%
	GERMAN LANGUAGE	0	.0%	0	.0%	0	.0%	1	.8%
	GOLF	0	.0%	0	.0%	0	.0%	1	.8%
	GRAPHIC DESIGN	0	.0%	0	.0%	0	.0%	1	.8%
	HEALTH	0	.0%	0	.0%	0	.0%	1	.8%
	HISTORY	0	.0%	0	.0%	0	.0%	1	.8%
	HOME EC	0	.0%	0	.0%	0	.0%	1	.8%
	INVESTING IN STOCKS	0	.0%	0	.0%	0	.0%	1	.8%
ITALIAN	0	.0%	0	.0%	0	.0%	3	2.4%	
JAPANESE	0	.0%	0	.0%	0	.0%	1	.8%	
LANGUAGE	0	.0%	0	.0%	0	.0%	3	2.4%	
LITERATURE	0	.0%	0	.0%	0	.0%	2	1.6%	
MATH	0	.0%	0	.0%	0	.0%	1	.8%	
MEDIATION	0	.0%	0	.0%	0	.0%	1	.8%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Recreational/ Leisure Class - Response 1	ACCOUNTING	1	.8%
	ACTING	1	.8%
	ART	12	9.8%
	ART CLASSES	1	.8%
	ART HISTORY	2	1.6%
	ART PAINTING	1	.8%
	ARTS AND CRAFTS	1	.8%
	AUTO REPAIR	1	.8%
	BAKING	2	1.6%
	CHINESE	1	.8%
	CLASSES ABOUT FILM	1	.8%
	COMPUTER	4	3.3%
	COOKING	12	9.8%
	DANCE	1	.8%
	DO NOT KNOW	4	3.3%
	DRAMA	1	.8%
	ESTATE PLANNING	1	.8%
	EXERCISE	2	1.6%
	FITNESS	1	.8%
	FITNESS/ STRENGTH TRAINING	1	.8%
	FLORAL DESIGN	1	.8%
	FLOWER ARRANGEMENT	1	.8%
	FRENCH	2	1.6%
	GERMAN LANGUAGE	1	.8%
	GOLF	1	.8%
	GRAPHIC DESIGN	1	.8%
	HEALTH	1	.8%
	HISTORY	1	.8%
	HOME EC	1	.8%
	INVESTING IN STOCKS	1	.8%
	ITALIAN	3	2.4%
	JAPANESE	1	.8%
	LANGUAGE	3	2.4%
LITERATURE	2	1.6%	
MATH	1	.8%	
MEDIATION	1	.8%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Recreational/ Leisure Class - Response 1	MICROSOFT SERVER TRAINING	0	.0%	0	.0%	0	.0%
	MOTORCYCLE	0	.0%	0	.0%	0	.0%
	PAINTING	0	.0%	0	.0%	0	.0%
	PHOTOGRAPHY	0	.0%	0	.0%	0	.0%
	PIANO	0	.0%	0	.0%	0	.0%
	PILATES	0	.0%	0	.0%	0	.0%
	POLISH LANGUAGE	0	.0%	0	.0%	0	.0%
	POTTERY	0	.0%	0	.0%	0	.0%
	QUICKBOOKS	0	.0%	0	.0%	0	.0%
	QUILTING	0	.0%	0	.0%	0	.0%
	REAL ESTATE	0	.0%	0	.0%	0	.0%
	SCIENCE	0	.0%	0	.0%	0	.0%
	SIGN LANGUAGE	0	.0%	0	.0%	0	.0%
	SOMETHING IN VISUAL AND PERFORMING ARTS	0	.0%	0	.0%	0	.0%
	SPANISH	0	.0%	0	.0%	0	.0%
	SPANISH AS A SECOND LANGUAGE	0	.0%	0	.0%	0	.0%
	SPORTS INJURIES	0	.0%	0	.0%	0	.0%
	STAINED GLASS	0	.0%	0	.0%	0	.0%
	STOCK TRADING	0	.0%	0	.0%	0	.0%
	SWIMMING	0	.0%	0	.0%	0	.0%
	TENNIS	0	.0%	0	.0%	0	.0%
	THEATER	0	.0%	0	.0%	0	.0%
	TRAVEL INFORMATION	0	.0%	0	.0%	0	.0%
	TRAVEL/ HOSPITALITY INDUSTRY	0	.0%	0	.0%	0	.0%
	UNSURE	0	.0%	0	.0%	0	.0%
	VARIOUS FITNESS CLASSES	0	.0%	0	.0%	0	.0%
	VET TECH	0	.0%	0	.0%	0	.0%
	VOLLEYBALL	0	.0%	0	.0%	0	.0%
	WEB DESIGN	0	.0%	0	.0%	0	.0%
	WOODWORKING	0	.0%	0	.0%	0	.0%
WRITING	0	.0%	0	.0%	0	.0%	
WRITING STUDIO	0	.0%	0	.0%	0	.0%	
YOGA	0	.0%	0	.0%	0	.0%	
Total	0	.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recreational/ Leisure Class - Response 1	MICROSOFT SERVER TRAINING	0	.0%	0	.0%	0	.0%	1	.8%
	MOTORCYCLE	0	.0%	0	.0%	0	.0%	1	.8%
	PAINTING	0	.0%	0	.0%	0	.0%	1	.8%
	PHOTOGRAPHY	0	.0%	0	.0%	0	.0%	6	4.9%
	PIANO	0	.0%	0	.0%	0	.0%	1	.8%
	PILATES	0	.0%	0	.0%	0	.0%	1	.8%
	POLISH LANGUAGE	0	.0%	0	.0%	0	.0%	1	.8%
	POTTERY	0	.0%	0	.0%	0	.0%	1	.8%
	QUICKBOOKS	0	.0%	0	.0%	0	.0%	1	.8%
	QUILTING	0	.0%	0	.0%	0	.0%	1	.8%
	REAL ESTATE	0	.0%	0	.0%	0	.0%	1	.8%
	SCIENCE	0	.0%	0	.0%	0	.0%	1	.8%
	SIGN LANGUAGE	0	.0%	0	.0%	0	.0%	3	2.4%
	SOMETHING IN VISUAL AND PERFORMING ARTS	0	.0%	0	.0%	0	.0%	1	.8%
	SPANISH	0	.0%	0	.0%	0	.0%	4	3.3%
	SPANISH AS A SECOND LANGUAGE	0	.0%	0	.0%	0	.0%	1	.8%
	SPORTS INJURIES	0	.0%	0	.0%	0	.0%	1	.8%
	STAINED GLASS	0	.0%	0	.0%	0	.0%	1	.8%
	STOCK TRADING	0	.0%	0	.0%	0	.0%	1	.8%
	SWIMMING	0	.0%	0	.0%	0	.0%	1	.8%
	TENNIS	0	.0%	0	.0%	0	.0%	1	.8%
	THEATER	0	.0%	0	.0%	0	.0%	1	.8%
	TRAVEL INFORMATION	0	.0%	0	.0%	0	.0%	1	.8%
	TRAVEL/ HOSPITALITY INDUSTRY	0	.0%	0	.0%	0	.0%	1	.8%
	UNSURE	0	.0%	0	.0%	0	.0%	6	4.9%
	VARIOUS FITNESS CLASSES	0	.0%	0	.0%	0	.0%	1	.8%
	VET TECH	0	.0%	0	.0%	0	.0%	1	.8%
	VOLLEYBALL	0	.0%	0	.0%	0	.0%	1	.8%
	WEB DESIGN	0	.0%	0	.0%	0	.0%	1	.8%
	WOODWORKING	0	.0%	0	.0%	0	.0%	1	.8%
WRITING	0	.0%	0	.0%	0	.0%	2	1.6%	
WRITING STUDIO	0	.0%	0	.0%	0	.0%	1	.8%	
YOGA	0	.0%	0	.0%	0	.0%	2	1.6%	
Total	0	.0%	0	.0%	0	.0%	123	100.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Recreational/ Leisure Class - Response 1	MICROSOFT SERVER TRAINING	1	.8%
	MOTORCYCLE	1	.8%
	PAINTING	1	.8%
	PHOTOGRAPHY	6	4.9%
	PIANO	1	.8%
	PILATES	1	.8%
	POLISH LANGUAGE	1	.8%
	POTTERY	1	.8%
	QUICKBOOKS	1	.8%
	QUILTING	1	.8%
	REAL ESTATE	1	.8%
	SCIENCE	1	.8%
	SIGN LANGUAGE	3	2.4%
	SOMETHING IN VISUAL AND PERFORMING ARTS	1	.8%
	SPANISH	4	3.3%
	SPANISH AS A SECOND LANGUAGE	1	.8%
	SPORTS INJURIES	1	.8%
	STAINED GLASS	1	.8%
	STOCK TRADING	1	.8%
	SWIMMING	1	.8%
	TENNIS	1	.8%
	THEATER	1	.8%
	TRAVEL INFORMATION	1	.8%
	TRAVEL/ HOSPITALITY INDUSTRY	1	.8%
	UNSURE	6	4.9%
	VARIOUS FITNESS CLASSES	1	.8%
	VET TECH	1	.8%
	VOLLEYBALL	1	.8%
	WEB DESIGN	1	.8%
	WOODWORKING	1	.8%
WRITING	2	1.6%	
WRITING STUDIO	1	.8%	
YOGA	2	1.6%	
Total	123	100.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Recreational/ Leisure Class - Response 2	ANIMAL TECH	0	.0%	0	.0%	0	.0%
	ART	0	.0%	0	.0%	0	.0%
	BASIC FINANCE AND INVESTING	0	.0%	0	.0%	0	.0%
	CELL PHONE USES	0	.0%	0	.0%	0	.0%
	CHEMISTRY	0	.0%	0	.0%	0	.0%
	COMPUTER	0	.0%	0	.0%	0	.0%
	COOKING	0	.0%	0	.0%	0	.0%
	CPM	0	.0%	0	.0%	0	.0%
	CROCHETING	0	.0%	0	.0%	0	.0%
	DANCE	0	.0%	0	.0%	0	.0%
	DRAWING	0	.0%	0	.0%	0	.0%
	EXERCISE	0	.0%	0	.0%	0	.0%
	FILMMAKING	0	.0%	0	.0%	0	.0%
	FITNESS	0	.0%	0	.0%	0	.0%
	FOOD	0	.0%	0	.0%	0	.0%
	GARDENING/ HORTICULTURE	0	.0%	0	.0%	0	.0%
	GENEALOGY	0	.0%	0	.0%	0	.0%
	GERMAN	0	.0%	0	.0%	0	.0%
	HEALTH FOR SENIOR CITIZENS	0	.0%	0	.0%	0	.0%
	HISTORY	0	.0%	0	.0%	0	.0%
	HORTICULTURE	0	.0%	0	.0%	0	.0%
	LANGUAGE	0	.0%	0	.0%	0	.0%
	LITERATURE CLASS	0	.0%	0	.0%	0	.0%
	MUSIC	0	.0%	0	.0%	0	.0%
	MUSIC LESSONS	0	.0%	0	.0%	0	.0%
	NONBUSINESS COMPUTER USE	0	.0%	0	.0%	0	.0%
	PAINTING	0	.0%	0	.0%	0	.0%
	PHOTOGRAPHY	0	.0%	0	.0%	0	.0%
	PLANTS	0	.0%	0	.0%	0	.0%
	POTTERY	0	.0%	0	.0%	0	.0%
REAL ESTATE	0	.0%	0	.0%	0	.0%	
RUSSIAN	0	.0%	0	.0%	0	.0%	
SELF HELP	0	.0%	0	.0%	0	.0%	
SEWING	0	.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recreational/ Leisure Class - Response 2	ANIMAL TECH	0	.0%	0	.0%	0	.0%	1	1.4%
	ART	0	.0%	0	.0%	0	.0%	2	2.9%
	BASIC FINANCE AND INVESTING	0	.0%	0	.0%	0	.0%	1	1.4%
	CELL PHONE USES	0	.0%	0	.0%	0	.0%	1	1.4%
	CHEMISTRY	0	.0%	0	.0%	0	.0%	1	1.4%
	COMPUTER	0	.0%	0	.0%	0	.0%	2	2.9%
	COOKING	0	.0%	0	.0%	0	.0%	4	5.8%
	CPM	0	.0%	0	.0%	0	.0%	1	1.4%
	CROCHETING	0	.0%	0	.0%	0	.0%	1	1.4%
	DANCE	0	.0%	0	.0%	0	.0%	1	1.4%
	DRAWING	0	.0%	0	.0%	0	.0%	1	1.4%
	EXERCISE	0	.0%	0	.0%	0	.0%	3	4.3%
	FILMMAKING	0	.0%	0	.0%	0	.0%	1	1.4%
	FITNESS	0	.0%	0	.0%	0	.0%	2	2.9%
	FOOD	0	.0%	0	.0%	0	.0%	1	1.4%
	GARDENING/ HORTICULTURE	0	.0%	0	.0%	0	.0%	1	1.4%
	GENEALOGY	0	.0%	0	.0%	0	.0%	1	1.4%
	GERMAN	0	.0%	0	.0%	0	.0%	1	1.4%
	HEALTH FOR SENIOR CITIZENS	0	.0%	0	.0%	0	.0%	3	4.3%
	HISTORY	0	.0%	0	.0%	0	.0%	4	5.8%
	HORTICULTURE	0	.0%	0	.0%	0	.0%	2	2.9%
	LANGUAGE	0	.0%	0	.0%	0	.0%	2	2.9%
	LITERATURE CLASS	0	.0%	0	.0%	0	.0%	1	1.4%
	MUSIC	0	.0%	0	.0%	0	.0%	1	1.4%
	MUSIC LESSONS	0	.0%	0	.0%	0	.0%	1	1.4%
	NONBUSINESS COMPUTER USE	0	.0%	0	.0%	0	.0%	1	1.4%
	PAINTING	0	.0%	0	.0%	0	.0%	1	1.4%
	PHOTOGRAPHY	0	.0%	0	.0%	0	.0%	4	5.8%
	PLANTS	0	.0%	0	.0%	0	.0%	1	1.4%
	POTTERY	0	.0%	0	.0%	0	.0%	2	2.9%
REAL ESTATE	0	.0%	0	.0%	0	.0%	1	1.4%	
RUSSIAN	0	.0%	0	.0%	0	.0%	1	1.4%	
SELF HELP	0	.0%	0	.0%	0	.0%	1	1.4%	
SEWING	0	.0%	0	.0%	0	.0%	1	1.4%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Recreational/ Leisure Class - Response 2	ANIMAL TECH	1	1.4%
	ART	2	2.9%
	BASIC FINANCE AND INVESTING	1	1.4%
	CELL PHONE USES	1	1.4%
	CHEMISTRY	1	1.4%
	COMPUTER	2	2.9%
	COOKING	4	5.8%
	CPM	1	1.4%
	CROCHETING	1	1.4%
	DANCE	1	1.4%
	DRAWING	1	1.4%
	EXERCISE	3	4.3%
	FILMMAKING	1	1.4%
	FITNESS	2	2.9%
	FOOD	1	1.4%
	GARDENING/ HORTICULTURE	1	1.4%
	GENEALOGY	1	1.4%
	GERMAN	1	1.4%
	HEALTH FOR SENIOR CITIZENS	3	4.3%
	HISTORY	4	5.8%
	HORTICULTURE	2	2.9%
	LANGUAGE	2	2.9%
	LITERATURE CLASS	1	1.4%
	MUSIC	1	1.4%
	MUSIC LESSONS	1	1.4%
	NONBUSINESS COMPUTER USE	1	1.4%
	PAINTING	1	1.4%
	PHOTOGRAPHY	4	5.8%
	PLANTS	1	1.4%
	POTTERY	2	2.9%
	REAL ESTATE	1	1.4%
RUSSIAN	1	1.4%	
SELF HELP	1	1.4%	
SEWING	1	1.4%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Recreational/ Leisure Class - Response 2	SIGN LANGUAGE	0	.0%	0	.0%	0	.0%
	SIGN LANGUAGE 2	0	.0%	0	.0%	0	.0%
	SOMETHING INVOLVING GARDENING	0	.0%	0	.0%	0	.0%
	SPANISH	0	.0%	0	.0%	0	.0%
	SPORTS	0	.0%	0	.0%	0	.0%
	SUPPLY CHAIN	0	.0%	0	.0%	0	.0%
	THEATER	0	.0%	0	.0%	0	.0%
	VOICE	0	.0%	0	.0%	0	.0%
	VOICE ACTING	0	.0%	0	.0%	0	.0%
	WOODWORKING	0	.0%	0	.0%	0	.0%
	YOGA	0	.0%	0	.0%	0	.0%
Total	0	.0%	0	.0%	0	.0%	
Recreational/ Leisure Class - Response 3	ANIMAL TRAINING	0	.0%	0	.0%	0	.0%
	ART	0	.0%	0	.0%	0	.0%
	BUSINESS	0	.0%	0	.0%	0	.0%
	CAMPING	0	.0%	0	.0%	0	.0%
	COOKING	0	.0%	0	.0%	0	.0%
	CULTURE	0	.0%	0	.0%	0	.0%
	EXERCISE CLASS	0	.0%	0	.0%	0	.0%
	FINANCIAL PLANNING	0	.0%	0	.0%	0	.0%
	FINE ARTS	0	.0%	0	.0%	0	.0%
	GARDENING CLASS	0	.0%	0	.0%	0	.0%
	GERMAN	0	.0%	0	.0%	0	.0%
	GRANT WRITING	0	.0%	0	.0%	0	.0%
	HISTORY	0	.0%	0	.0%	0	.0%
	IMPROV	0	.0%	0	.0%	0	.0%
	LANGUAGE	0	.0%	0	.0%	0	.0%
	MEDITATION	0	.0%	0	.0%	0	.0%
	MOVIES	0	.0%	0	.0%	0	.0%
	MUSIC	0	.0%	0	.0%	0	.0%
	PHILOSOPHY	0	.0%	0	.0%	0	.0%
	PHYSICS	0	.0%	0	.0%	0	.0%
	PILATES	0	.0%	0	.0%	0	.0%
	RELIGION	0	.0%	0	.0%	0	.0%
	SEWING	0	.0%	0	.0%	0	.0%
SIGN LANGUAGE 3	0	.0%	0	.0%	0	.0%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recreational/ Leisure Class - Response 2	SIGN LANGUAGE	0	.0%	0	.0%	0	.0%	1	1.4%
	SIGN LANGUAGE 2	0	.0%	0	.0%	0	.0%	1	1.4%
	SOMETHING INVOLVING GARDENING	0	.0%	0	.0%	0	.0%	1	1.4%
	SPANISH	0	.0%	0	.0%	0	.0%	2	2.9%
	SPORTS	0	.0%	0	.0%	0	.0%	1	1.4%
	SUPPLY CHAIN	0	.0%	0	.0%	0	.0%	1	1.4%
	THEATER	0	.0%	0	.0%	0	.0%	1	1.4%
	VOICE	0	.0%	0	.0%	0	.0%	1	1.4%
	VOICE ACTING	0	.0%	0	.0%	0	.0%	1	1.4%
	WOODWORKING	0	.0%	0	.0%	0	.0%	1	1.4%
	YOGA	0	.0%	0	.0%	0	.0%	5	7.2%
Total	0	.0%	0	.0%	0	.0%	69	100.0%	
Recreational/ Leisure Class - Response 3	ANIMAL TRAINING	0	.0%	0	.0%	0	.0%	1	2.9%
	ART	0	.0%	0	.0%	0	.0%	1	2.9%
	BUSINESS	0	.0%	0	.0%	0	.0%	1	2.9%
	CAMPING	0	.0%	0	.0%	0	.0%	1	2.9%
	COOKING	0	.0%	0	.0%	0	.0%	5	14.3%
	CULTURE	0	.0%	0	.0%	0	.0%	1	2.9%
	EXERCISE CLASS	0	.0%	0	.0%	0	.0%	1	2.9%
	FINANCIAL PLANNING	0	.0%	0	.0%	0	.0%	1	2.9%
	FINE ARTS	0	.0%	0	.0%	0	.0%	1	2.9%
	GARDENING CLASS	0	.0%	0	.0%	0	.0%	1	2.9%
	GERMAN	0	.0%	0	.0%	0	.0%	1	2.9%
	GRANT WRITING	0	.0%	0	.0%	0	.0%	1	2.9%
	HISTORY	0	.0%	0	.0%	0	.0%	2	5.7%
	IMPROV	0	.0%	0	.0%	0	.0%	1	2.9%
	LANGUAGE	0	.0%	0	.0%	0	.0%	1	2.9%
	MEDITATION	0	.0%	0	.0%	0	.0%	1	2.9%
	MOVIES	0	.0%	0	.0%	0	.0%	1	2.9%
	MUSIC	0	.0%	0	.0%	0	.0%	1	2.9%
	PHILOSOPHY	0	.0%	0	.0%	0	.0%	1	2.9%
	PHYSICS	0	.0%	0	.0%	0	.0%	1	2.9%
	PILATES	0	.0%	0	.0%	0	.0%	1	2.9%
RELIGION	0	.0%	0	.0%	0	.0%	1	2.9%	
SEWING	0	.0%	0	.0%	0	.0%	1	2.9%	
SIGN LANGUAGE 3	0	.0%	0	.0%	0	.0%	1	2.9%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Recreational/ Leisure Class - Response 2	SIGN LANGUAGE	1	1.4%
	SIGN LANGUAGE 2	1	1.4%
	SOMETHING INVOLVING GARDENING	1	1.4%
	SPANISH	2	2.9%
	SPORTS	1	1.4%
	SUPPLY CHAIN	1	1.4%
	THEATER	1	1.4%
	VOICE	1	1.4%
	VOICE ACTING	1	1.4%
	WOODWORKING	1	1.4%
	YOGA	5	7.2%
	Total	69	100.0%
Recreational/ Leisure Class - Response 3	ANIMAL TRAINING	1	2.9%
	ART	1	2.9%
	BUSINESS	1	2.9%
	CAMPING	1	2.9%
	COOKING	5	14.3%
	CULTURE	1	2.9%
	EXERCISE CLASS	1	2.9%
	FINANCIAL PLANNING	1	2.9%
	FINE ARTS	1	2.9%
	GARDENING CLASS	1	2.9%
	GERMAN	1	2.9%
	GRANT WRITING	1	2.9%
	HISTORY	2	5.7%
	IMPROV	1	2.9%
	LANGUAGE	1	2.9%
	MEDITATION	1	2.9%
	MOVIES	1	2.9%
	MUSIC	1	2.9%
	PHILOSOPHY	1	2.9%
	PHYSICS	1	2.9%
	PILATES	1	2.9%
RELIGION	1	2.9%	
SEWING	1	2.9%	
SIGN LANGUAGE 3	1	2.9%	

Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Recreational/ Leisure Class - Response 3	SPANISH	0	.0%	0	.0%	0	.0%
	SPEAKING SPANISH	0	.0%	0	.0%	0	.0%
	TAI CHI	0	.0%	0	.0%	0	.0%
	WINE	0	.0%	0	.0%	0	.0%
	YOUTH CLASSES	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	0	.0%

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Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Recreational/ Leisure Class - Response 3	SPANISH	0	.0%	0	.0%	0	.0%	1	2.9%
	SPEAKING SPANISH	0	.0%	0	.0%	0	.0%	1	2.9%
	TAI CHI	0	.0%	0	.0%	0	.0%	2	5.7%
	WINE	0	.0%	0	.0%	0	.0%	1	2.9%
	YOUTH CLASSES	0	.0%	0	.0%	0	.0%	1	2.9%
	Total	0	.0%	0	.0%	0	.0%	35	100.0%

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Table 9. Interest In Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Recreational/ Leisure Class - Response 3	SPANISH	1	2.9%
	SPEAKING SPANISH	1	2.9%
	TAI CHI	2	5.7%
	WINE	1	2.9%
	YOUTH CLASSES	1	2.9%
	Total	35	100.0%

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Report

Number Credits Earned

Interest In Education And Training	Mean	N	Std. Deviation
Seek or finish a college degree	54.73	26	34.237
Total	54.73	26	34.237

Table 10. College Preferred For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
College Of Interest For Attendance	Other College	1	8.3%	1	16.7%	8	9.3%
	Harper College	7	58.3%	3	50.0%	46	53.5%
	Do not know	4	33.3%	2	33.3%	32	37.2%
	Total	12	100.0%	6	100.0%	86	100.0%
Other College Of Interest	A PROGRAM THAT OFFERS MASTER'S LEVEL CLASSES	0	.0%	0	.0%	0	.0%
	AMERICAN COLLEGE OF EDUCATION	0	.0%	0	.0%	0	.0%
	BEST AVAILABLE IN MY AREA GIVEN SUBJECT	0	.0%	0	.0%	0	.0%
	CHENEY COUNTY	0	.0%	0	.0%	0	.0%
	CHICAGO UNIVERSITY	0	.0%	0	.0%	1	12.5%
	COLLEGE OF DUPAGE	0	.0%	0	.0%	1	12.5%
	COLLEGE OF LAKE COUNTY	0	.0%	0	.0%	0	.0%
	CREIGHTON UNIVERSITY	0	.0%	0	.0%	0	.0%
	DEPAUL UNIVERSITY	0	.0%	0	.0%	1	12.5%
	DOMINICAN UNIVERSITY	0	.0%	0	.0%	0	.0%
	ELGIN COMMUNITY COLLEGE	0	.0%	1	100.0%	0	.0%
	ELGIN COMMUNITY COLLEGE/ MCHENRY COMMUNITY COLLEGE	0	.0%	0	.0%	0	.0%
	ELMHURST COLLEGE	0	.0%	0	.0%	0	.0%
	FOUR-YEAR COLLEGE	0	.0%	0	.0%	0	.0%
	HARPER COLLEGE/ NATIONAL LOUIS UNIVERSITY/ ONLINE	0	.0%	0	.0%	0	.0%
	I HAVE COSMETOLOGY DEGREE AND WENT THROUGH HIGH SCHOOL PROGRAM/ THANKFULLY I OWN BUSINESS NOW BUT NEVER GOT HIGH SCHOOL DIPLOMA	1	100.0%	0	.0%	0	.0%
	I TRIED TO FIND OUT MORE ABOUT HARPER'S EARLY CHILDHOOD PROGRAM. BUT WAS PRETTY MUCH TURNED AWAY AND TOLD TO ATTEND A FOUR-YEAR COLLEGE	0	.0%	0	.0%	0	.0%

Table 10. College Preferred For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
College Of Interest For Attendance	Other College	10	14.7%	11	19.0%	16	36.4%	8	6.5%
	Harper College	25	36.8%	31	53.4%	18	40.9%	78	63.4%
	Do not know	33	48.5%	16	27.6%	10	22.7%	37	30.1%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Other College Of Interest	A PROGRAM THAT OFFERS MASTER'S LEVEL CLASSES	1	10.0%	0	.0%	0	.0%	0	.0%
	AMERICAN COLLEGE OF EDUCATION	1	10.0%	0	.0%	0	.0%	0	.0%
	BEST AVAILABLE IN MY AREA GIVEN SUBJECT	0	.0%	0	.0%	1	6.3%	0	.0%
	CHENEY COUNTY	1	10.0%	0	.0%	0	.0%	0	.0%
	CHICAGO UNIVERSITY	0	.0%	0	.0%	0	.0%	0	.0%
	COLLEGE OF DUPAGE	0	.0%	2	18.2%	0	.0%	1	12.5%
	COLLEGE OF LAKE COUNTY	0	.0%	0	.0%	0	.0%	1	12.5%
	CREIGHTON UNIVERSITY	0	.0%	0	.0%	1	6.3%	0	.0%
	DEPAUL UNIVERSITY	0	.0%	2	18.2%	0	.0%	0	.0%
	DOMINICAN UNIVERSITY	0	.0%	0	.0%	2	12.5%	0	.0%
	ELGIN COMMUNITY COLLEGE	0	.0%	0	.0%	0	.0%	1	12.5%
	ELGIN COMMUNITY COLLEGE/ MCHENRY COMMUNITY COLLEGE	0	.0%	0	.0%	0	.0%	1	12.5%
	ELMHURST COLLEGE	0	.0%	1	9.1%	0	.0%	0	.0%
	FOUR-YEAR COLLEGE	1	10.0%	0	.0%	0	.0%	0	.0%
	HARPER COLLEGE/ NATIONAL LOUIS UNIVERSITY/ ONLINE	1	10.0%	0	.0%	0	.0%	0	.0%
	I HAVE COSMETOLOGY DEGREE AND WENT THROUGH HIGH SCHOOL PROGRAM/ THANKFULLY I OWN BUSINESS NOW BUT NEVER GOT HIGH SCHOOL DIPLOMA	0	.0%	0	.0%	0	.0%	0	.0%
I TRIED TO FIND OUT MORE ABOUT HARPER'S EARLY CHILDHOOD PROGRAM, BUT WAS PRETTY MUCH TURNED AWAY AND TOLD TO ATTEND A FOUR-YEAR COLLEGE	1	10.0%	0	.0%	0	.0%	0	.0%	

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Table 10. College Preferred For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
College Of Interest For Attendance	Other College	55	13.9%
	Harper College	208	52.4%
	Do not know	134	33.8%
	Total	397	100.0%
Other College Of Interest	A PROGRAM THAT OFFERS MASTER'S LEVEL CLASSES	1	1.8%
	AMERICAN COLLEGE OF EDUCATION	1	1.8%
	BEST AVAILABLE IN MY AREA GIVEN SUBJECT	1	1.8%
	CHENEY COUNTY	1	1.8%
	CHICAGO UNIVERSITY	1	1.8%
	COLLEGE OF DUPAGE	4	7.3%
	COLLEGE OF LAKE COUNTY	1	1.8%
	CREIGHTON UNIVERSITY	1	1.8%
	DEPAUL UNIVERSITY	3	5.5%
	DOMINICAN UNIVERSITY	2	3.6%
	ELGIN COMMUNITY COLLEGE	2	3.6%
	ELGIN COMMUNITY COLLEGE/ MCHENRY COMMUNITY COLLEGE	1	1.8%
	ELMHURST COLLEGE	1	1.8%
	FOUR-YEAR COLLEGE	1	1.8%
	HARPER COLLEGE/ NATIONAL LOUIS UNIVERSITY/ ONLINE	1	1.8%
	I HAVE COSMETOLOGY DEGREE AND WENT THROUGH HIGH SCHOOL PROGRAM/ THANKFULLY I OWN BUSINESS NOW BUT NEVER GOT HIGH SCHOOL DIPLOMA	1	1.8%
	I TRIED TO FIND OUT MORE ABOUT HARPER'S EARLY CHILDHOOD PROGRAM, BUT WAS PRETTY MUCH TURNED AWAY AND TOLD TO ATTEND A FOUR-YEAR COLLEGE	1	1.8%

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Table 10. College Preferred For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Other College Of Interest	ILLINOIS INSTITUTE OF TECHNOLOGY	0	.0%	0	.0%	0	.0%
	IOWA STATE UNIVERSITY	0	.0%	0	.0%	0	.0%
	LOYOLA UNIVERSITY	0	.0%	0	.0%	1	12.5%
	LYNDA.COM	0	.0%	0	.0%	1	12.5%
	LYNDA.COM OR MOOC	0	.0%	0	.0%	0	.0%
	MASSAGE SCHOOLS	0	.0%	0	.0%	0	.0%
	MCHENRY COMMUNITY COLLEGE	0	.0%	0	.0%	0	.0%
	MIAMI UNIVERSITY	0	.0%	0	.0%	0	.0%
	NORTHEASTERN ILLINOIS UNIVERSITY	0	.0%	0	.0%	0	.0%
	NORTHERN ILLINOIS UNIVERSITY	0	.0%	0	.0%	0	.0%
	NORTHWESTERN UNIVERSITY	0	.0%	0	.0%	0	.0%
	OAKTON COMMUNITY COLLEGE	0	.0%	0	.0%	2	25.0%
	ONLINE	0	.0%	0	.0%	0	.0%
	PURDUE UNIVERSITY	0	.0%	0	.0%	0	.0%
	ROOSEVELT UNIVERSITY	0	.0%	0	.0%	0	.0%
	SOUTHERN ILLINOIS UNIVERSITY CARBONDALE	0	.0%	0	.0%	0	.0%
	TRITON COLLEGE	0	.0%	0	.0%	0	.0%
	UNIVERSITY OF CHICAGO	0	.0%	0	.0%	0	.0%
	UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN	0	.0%	0	.0%	0	.0%
	UNIVERSITY OF ILLINOIS CHICAGO	0	.0%	0	.0%	0	.0%
	UNIVERSITY OF MISSOURI	0	.0%	0	.0%	0	.0%
	UNIVERSITY OF PENNSYLVANIA	0	.0%	0	.0%	1	12.5%
	UNIVERSITY OF TENNESSEE	0	.0%	0	.0%	0	.0%
UNIVERSITY OF WISCONSIN-OSHKOSH	0	.0%	0	.0%	0	.0%	
Total	1	100.0%	1	100.0%	8	100.0%	

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Table 10. College Preferred For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Other College Of Interest	ILLINOIS INSTITUTE OF TECHNOLOGY	1	10.0%	0	.0%	0	.0%	0	.0%
	IOWA STATE UNIVERSITY	0	.0%	1	9.1%	0	.0%	0	.0%
	LOYOLA UNIVERSITY	0	.0%	0	.0%	0	.0%	0	.0%
	LYNDA.COM	0	.0%	0	.0%	0	.0%	0	.0%
	LYNDA.COM OR MOOC	0	.0%	0	.0%	0	.0%	1	12.5%
	MASSAGE SCHOOLS	1	10.0%	0	.0%	0	.0%	0	.0%
	MCHENRY COMMUNITY COLLEGE	0	.0%	0	.0%	0	.0%	1	12.5%
	MIAMI UNIVERSITY	0	.0%	0	.0%	1	6.3%	0	.0%
	NORTHEASTERN ILLINOIS UNIVERSITY	0	.0%	0	.0%	2	12.5%	0	.0%
	NORTHERN ILLINOIS UNIVERSITY	0	.0%	0	.0%	2	12.5%	0	.0%
	NORTHWESTERN UNIVERSITY	0	.0%	1	9.1%	1	6.3%	0	.0%
	OAKTON COMMUNITY COLLEGE	0	.0%	1	9.1%	0	.0%	2	25.0%
	ONLINE	1	10.0%	0	.0%	0	.0%	0	.0%
	PURDUE UNIVERSITY	0	.0%	0	.0%	1	6.3%	0	.0%
	ROOSEVELT UNIVERSITY	0	.0%	0	.0%	1	6.3%	0	.0%
	SOUTHERN ILLINOIS UNIVERSITY CARBONDALE	0	.0%	0	.0%	1	6.3%	0	.0%
	TRITON COLLEGE	1	10.0%	0	.0%	0	.0%	0	.0%
	UNIVERSITY OF CHICAGO	0	.0%	0	.0%	1	6.3%	0	.0%
	UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN	0	.0%	1	9.1%	0	.0%	0	.0%
	UNIVERSITY OF ILLINOIS CHICAGO	0	.0%	0	.0%	1	6.3%	0	.0%
	UNIVERSITY OF MISSOURI	0	.0%	1	9.1%	0	.0%	0	.0%
	UNIVERSITY OF PENNSYLVANIA	0	.0%	0	.0%	0	.0%	0	.0%
	UNIVERSITY OF TENNESSEE	0	.0%	1	9.1%	0	.0%	0	.0%
	UNIVERSITY OF WISCONSIN-OSHKOSH	0	.0%	0	.0%	1	6.3%	0	.0%
Total	10	100.0%	11	100.0%	16	100.0%	8	100.0%	

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Table 10. College Preferred For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Other College Of Interest	ILLINOIS INSTITUTE OF TECHNOLOGY	1	1.8%
	IOWA STATE UNIVERSITY	1	1.8%
	LOYOLA UNIVERSITY	1	1.8%
	LYNDA.COM	1	1.8%
	LYNDA.COM OR MOOC	1	1.8%
	MASSAGE SCHOOLS	1	1.8%
	MCHENRY COMMUNITY COLLEGE	1	1.8%
	MIAMI UNIVERSITY	1	1.8%
	NORTHEASTERN ILLINOIS UNIVERSITY	2	3.6%
	NORTHERN ILLINOIS UNIVERSITY	2	3.6%
	NORTHWESTERN UNIVERSITY	2	3.6%
	OAKTON COMMUNITY COLLEGE	5	9.1%
	ONLINE	1	1.8%
	PURDUE UNIVERSITY	1	1.8%
	ROOSEVELT UNIVERSITY	1	1.8%
	SOUTHERN ILLINOIS UNIVERSITY CARBONDALE	1	1.8%
	TRITON COLLEGE	1	1.8%
	UNIVERSITY OF CHICAGO	1	1.8%
	UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN	1	1.8%
	UNIVERSITY OF ILLINOIS CHICAGO	1	1.8%
	UNIVERSITY OF MISSOURI	1	1.8%
UNIVERSITY OF PENNSYLVANIA	1	1.8%	
UNIVERSITY OF TENNESSEE	1	1.8%	
UNIVERSITY OF WISCONSIN-OSHKOSH	1	1.8%	
Total	55	100.0%	

Table 10. College Preferred For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Location Of Harper College Preferred For Attendance (Multiple Responses)	Harper College, 1200 Algonquin Rd, Palatine, IL 60067	4	57.1%	2	66.7%	36	78.3%
	Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, IL 60173	3	42.9%	1	33.3%	14	30.4%
	Learning and Career Center, 1375 S Wolf Rd, Prospect Heights, IL 60070	1	14.3%	1	33.3%	5	10.9%
	Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133	1	14.3%	0	.0%	4	8.7%
	Total	7	100.0%	3	100.0%	46	100.0%

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Table 10. College Preferred For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Location Of Harper College Preferred For Attendance (Multiple Responses)	Harper College, 1200 Algonquin Rd, Palatine, IL 60067	21	84.0%	24	77.4%	15	83.3%	65	83.3%
	Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, IL 60173	9	36.0%	5	16.1%	4	22.2%	19	24.4%
	Learning and Career Center, 1375 S Wolf Rd, Prospect Heights, IL 60070	0	.0%	5	16.1%	1	5.6%	8	10.3%
	Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133	0	.0%	2	6.5%	2	11.1%	3	3.8%
	Total	25	100.0%	31	100.0%	18	100.0%	78	100.0%

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Table 10. College Preferred For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Location Of Harper College Preferred For Attendance (Multiple Responses)	Harper College, 1200 Algonquin Rd, Palatine, IL 60067	167	80.3%
	Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, IL 60173	55	26.4%
	Learning and Career Center, 1375 S Wolf Rd, Prospect Heights, IL 60070	21	10.1%
	Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133	12	5.8%
	Total	208	100.0%

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Table 11-A. Time Of Service Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job		Earn credentials or certifications for current job or a new job	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Services Available - Early Morning, 5:00am to 8:00am	No	9	75.0%	4	66.7%	63	73.3%	51	75.0%
	Yes	3	25.0%	2	33.3%	23	26.7%	17	25.0%
	Total	12	100.0%	6	100.0%	86	100.0%	68	100.0%
Days Preferred For Services Early Morning, 5:00am To 8:00am (Multiple Responses)	Monday	2	66.7%	1	50.0%	12	52.2%	7	41.2%
	Tuesday	2	66.7%	0	.0%	7	30.4%	7	41.2%
	Wednesday	2	66.7%	1	50.0%	9	39.1%	7	41.2%
	Thursday	2	66.7%	0	.0%	12	52.2%	7	41.2%
	Friday	2	66.7%	0	.0%	7	30.4%	6	35.3%
	Saturday	1	33.3%	0	.0%	7	30.4%	4	23.5%
	Sunday	1	33.3%	0	.0%	2	8.7%	4	23.5%
	Total	3	100.0%	2	100.0%	23	100.0%	17	100.0%
Services Available - Morning, 8:00am to Noon	No	4	33.3%	4	66.7%	49	57.0%	23	33.8%
	Yes	8	66.7%	2	33.3%	37	43.0%	45	66.2%
	Total	12	100.0%	6	100.0%	86	100.0%	68	100.0%

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Table 11-A. Time Of Service Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Services Available - Early Morning, 5:00am to 8:00am	No	36	62.1%	32	72.7%	103	83.7%	298	75.1%
	Yes	22	37.9%	12	27.3%	20	16.3%	99	24.9%
	Total	58	100.0%	44	100.0%	123	100.0%	397	100.0%
Days Preferred For Services Early Morning, 5:00am To 8:00am (Multiple Responses)	Monday	12	54.5%	7	58.3%	7	35.0%	48	48.5%
	Tuesday	10	45.5%	2	16.7%	6	30.0%	34	34.3%
	Wednesday	15	68.2%	2	16.7%	8	40.0%	44	44.4%
	Thursday	7	31.8%	4	33.3%	7	35.0%	39	39.4%
	Friday	9	40.9%	5	41.7%	5	25.0%	34	34.3%
	Saturday	5	22.7%	3	25.0%	9	45.0%	29	29.3%
	Sunday	6	27.3%	2	16.7%	6	30.0%	21	21.2%
	Total	22	100.0%	12	100.0%	20	100.0%	99	100.0%
Services Available - Morning, 8:00am to Noon	No	24	41.4%	15	34.1%	58	47.2%	177	44.6%
	Yes	34	58.6%	29	65.9%	65	52.8%	220	55.4%
	Total	58	100.0%	44	100.0%	123	100.0%	397	100.0%

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Table 11-A. Time Of Service Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job		Earn credentials or certifications for current job or a new job	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Days Preferred For Services Morning, 8:00am To Noon (Multiple Responses)	Monday	5	62.5%	0	.0%	17	45.9%	18	40.0%
	Tuesday	5	62.5%	2	100.0%	16	43.2%	12	26.7%
	Wednesday	5	62.5%	0	.0%	12	32.4%	15	33.3%
	Thursday	6	75.0%	0	.0%	14	37.8%	17	37.8%
	Friday	6	75.0%	0	.0%	13	35.1%	13	28.9%
	Saturday	2	25.0%	0	.0%	7	18.9%	20	44.4%
	Sunday	3	37.5%	0	.0%	4	10.8%	15	33.3%
	Total	8	100.0%	2	100.0%	37	100.0%	45	100.0%
Services Available - Afternoon, Noon to 5:00pm	No	5	41.7%	2	33.3%	47	54.7%	32	47.1%
	Yes	7	58.3%	4	66.7%	39	45.3%	36	52.9%
	Total	12	100.0%	6	100.0%	86	100.0%	68	100.0%
Days Preferred For Services Afternoon, Noon To 5:00pm (Multiple Responses)	Monday	5	71.4%	1	25.0%	17	43.6%	17	47.2%
	Tuesday	4	57.1%	3	75.0%	18	46.2%	16	44.4%
	Wednesday	4	57.1%	3	75.0%	14	35.9%	18	50.0%
	Thursday	4	57.1%	2	50.0%	13	33.3%	16	44.4%
	Friday	5	71.4%	1	25.0%	13	33.3%	12	33.3%
	Saturday	2	28.6%	0	.0%	11	28.2%	16	44.4%
	Sunday	2	28.6%	0	.0%	8	20.5%	11	30.6%
	Total	7	100.0%	4	100.0%	39	100.0%	36	100.0%
Services Available - Evening, 5:00pm to 7:00pm	No	4	33.3%	2	33.3%	39	45.3%	34	50.0%
	Yes	8	66.7%	4	66.7%	47	54.7%	34	50.0%
	Total	12	100.0%	6	100.0%	86	100.0%	68	100.0%
Days Preferred For Services Evening, 5:00pm To 7:00pm (Multiple Responses)	Monday	5	62.5%	0	.0%	25	53.2%	20	58.8%
	Tuesday	5	62.5%	3	75.0%	24	51.1%	23	67.6%
	Wednesday	4	50.0%	0	.0%	32	68.1%	24	70.6%
	Thursday	5	62.5%	2	50.0%	23	48.9%	19	55.9%
	Friday	4	50.0%	1	25.0%	25	53.2%	18	52.9%
	Saturday	2	25.0%	1	25.0%	7	14.9%	12	35.3%
	Sunday	3	37.5%	0	.0%	7	14.9%	6	17.6%
	Total	8	100.0%	4	100.0%	47	100.0%	34	100.0%
Services Available - Later Evening, 7:00pm to 10:00pm	No	6	50.0%	4	66.7%	45	52.3%	38	55.9%
	Yes	6	50.0%	2	33.3%	41	47.7%	30	44.1%
	Total	12	100.0%	6	100.0%	86	100.0%	68	100.0%

Table 11-A. Time Of Service Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Days Preferred For Services Morning, 8:00am To Noon (Multiple Responses)	Monday	20	58.8%	20	69.0%	27	41.5%	107	48.6%
	Tuesday	18	52.9%	21	72.4%	21	32.3%	95	43.2%
	Wednesday	18	52.9%	17	58.6%	26	40.0%	93	42.3%
	Thursday	16	47.1%	18	62.1%	22	33.8%	93	42.3%
	Friday	20	58.8%	14	48.3%	19	29.2%	85	38.6%
	Saturday	18	52.9%	10	34.5%	31	47.7%	88	40.0%
	Sunday	10	29.4%	7	24.1%	19	29.2%	58	26.4%
	Total	34	100.0%	29	100.0%	65	100.0%	220	100.0%
Services Available - Afternoon, Noon to 5:00pm	No	29	50.0%	16	36.4%	68	55.3%	199	50.1%
	Yes	29	50.0%	28	63.6%	55	44.7%	198	49.9%
	Total	58	100.0%	44	100.0%	123	100.0%	397	100.0%
Days Preferred For Services Afternoon, Noon To 5:00pm (Multiple Responses)	Monday	12	41.4%	17	60.7%	26	47.3%	95	48.0%
	Tuesday	15	51.7%	15	53.6%	17	30.9%	88	44.4%
	Wednesday	13	44.8%	17	60.7%	23	41.8%	92	46.5%
	Thursday	12	41.4%	13	46.4%	21	38.2%	81	40.9%
	Friday	14	48.3%	18	64.3%	18	32.7%	81	40.9%
	Saturday	14	48.3%	8	28.6%	24	43.6%	75	37.9%
	Sunday	8	27.6%	6	21.4%	14	25.5%	49	24.7%
	Total	29	100.0%	28	100.0%	55	100.0%	198	100.0%
Services Available - Evening, 5:00pm to 7:00pm	No	26	44.8%	23	52.3%	70	56.9%	198	49.9%
	Yes	32	55.2%	21	47.7%	53	43.1%	199	50.1%
	Total	58	100.0%	44	100.0%	123	100.0%	397	100.0%
Days Preferred For Services Evening, 5:00pm To 7:00pm (Multiple Responses)	Monday	21	65.6%	7	33.3%	40	75.5%	118	59.3%
	Tuesday	20	62.5%	10	47.6%	35	66.0%	120	60.3%
	Wednesday	22	68.8%	9	42.9%	36	67.9%	127	63.8%
	Thursday	17	53.1%	14	66.7%	31	58.5%	111	55.8%
	Friday	13	40.6%	9	42.9%	28	52.8%	98	49.2%
	Saturday	9	28.1%	8	38.1%	13	24.5%	52	26.1%
	Sunday	8	25.0%	4	19.0%	10	18.9%	38	19.1%
	Total	32	100.0%	21	100.0%	53	100.0%	199	100.0%
Services Available - Later Evening, 7:00pm to 10:00pm	No	29	50.0%	29	65.9%	87	70.7%	238	59.9%
	Yes	29	50.0%	15	34.1%	36	29.3%	159	40.1%
	Total	58	100.0%	44	100.0%	123	100.0%	397	100.0%

Table 11-A. Time Of Service Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job		Earn credentials or certifications for current job or a new job	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Days Preferred For Services Late Evening, 7:00pm To 10:00pm (Multiple Responses)	Monday	5	62.5%	0	.0%	25	53.2%	20	58.8%
	Tuesday	5	62.5%	3	75.0%	24	51.1%	23	67.6%
	Wednesday	4	50.0%	0	.0%	32	68.1%	24	70.6%
	Thursday	5	62.5%	2	50.0%	23	48.9%	19	55.9%
	Friday	4	50.0%	1	25.0%	25	53.2%	18	52.9%
	Saturday	2	25.0%	1	25.0%	7	14.9%	12	35.3%
	Sunday	3	37.5%	0	.0%	7	14.9%	6	17.6%
	Total	8	100.0%	4	100.0%	47	100.0%	34	100.0%

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Table 11-A. Time Of Service Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related		Total	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Days Preferred For Services Late Evening, 7:00pm To 10:00pm (Multiple Responses)	Monday	21	65.6%	7	33.3%	40	75.5%	118	59.3%
	Tuesday	20	62.5%	10	47.6%	35	66.0%	120	60.3%
	Wednesday	22	68.8%	9	42.9%	36	67.9%	127	63.8%
	Thursday	17	53.1%	14	66.7%	31	58.5%	111	55.8%
	Friday	13	40.6%	9	42.9%	28	52.8%	98	49.2%
	Saturday	9	28.1%	8	38.1%	13	24.5%	52	26.1%
	Sunday	8	25.0%	4	19.0%	10	18.9%	38	19.1%
	Total	32	100.0%	21	100.0%	53	100.0%	199	100.0%

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Table 11-B. Attendance Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Accelerated - Less Than Half The Time Of A Traditional Program With Some Classroom Work And Some Online Work	Unlikely	2	16.7%	1	16.7%	12	14.0%
	Likely	10	83.3%	5	83.3%	61	70.9%
	Do not know	0	.0%	0	.0%	13	15.1%
	Total	12	100.0%	6	100.0%	86	100.0%
Online Only	Unlikely	4	33.3%	3	50.0%	19	22.1%
	Likely	8	66.7%	2	33.3%	56	65.1%
	Do not know	0	.0%	1	16.7%	11	12.8%
	Total	12	100.0%	6	100.0%	86	100.0%
Traditional Instructor Led	Unlikely	3	25.0%	2	33.3%	25	29.1%
	Likely	6	50.0%	4	66.7%	49	57.0%
	Do not know	3	25.0%	0	.0%	12	14.0%
	Total	12	100.0%	6	100.0%	86	100.0%
Weekend Only Programs	Unlikely	6	50.0%	3	50.0%	26	30.2%
	Likely	4	33.3%	3	50.0%	45	52.3%
	Do not know	2	16.7%	0	.0%	15	17.4%
	Total	12	100.0%	6	100.0%	86	100.0%
Hybrid - Some Instructor Led And Some Online	Unlikely	1	8.3%	2	33.3%	19	22.1%
	Likely	8	66.7%	4	66.7%	53	61.6%
	Do not know	3	25.0%	0	.0%	14	16.3%
	Total	12	100.0%	6	100.0%	86	100.0%
Evening Classes Only	Unlikely	6	50.0%	3	50.0%	18	20.9%
	Likely	4	33.3%	2	33.3%	55	64.0%
	Do not know	2	16.7%	1	16.7%	13	15.1%
	Total	12	100.0%	6	100.0%	86	100.0%
Cohort Program - Set Time Each Week For A Period Of Time	Unlikely	6	50.0%	4	66.7%	22	25.6%
	Likely	4	33.3%	2	33.3%	37	43.0%
	Do not know	2	16.7%	0	.0%	27	31.4%
	Total	12	100.0%	6	100.0%	86	100.0%
Apprenticeship	Unlikely	5	41.7%	2	33.3%	32	37.2%
	Likely	4	33.3%	3	50.0%	23	26.7%
	Do not know	3	25.0%	1	16.7%	31	36.0%
	Total	12	100.0%	6	100.0%	86	100.0%
Attendance Preferred - Early Morning, 5:00am to 8:00am	No	8	66.7%	4	66.7%	60	69.8%
	Yes	4	33.3%	2	33.3%	26	30.2%
	Total	12	100.0%	6	100.0%	86	100.0%

Table 11-B. Attendance Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Accelerated - Less Than Half The Time Of A Traditional Program With Some Classroom Work And Some Online Work	Unlikely	9	13.2%	7	12.1%	11	25.0%	43	35.0%
	Likely	50	73.5%	42	72.4%	25	56.8%	54	43.9%
	Do not know	9	13.2%	9	15.5%	8	18.2%	26	21.1%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Online Only	Unlikely	15	22.1%	19	32.8%	17	38.6%	55	44.7%
	Likely	45	66.2%	31	53.4%	22	50.0%	50	40.7%
	Do not know	8	11.8%	8	13.8%	5	11.4%	18	14.6%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Traditional Instructor Led	Unlikely	21	30.9%	8	13.8%	8	18.2%	15	12.2%
	Likely	34	50.0%	42	72.4%	29	65.9%	89	72.4%
	Do not know	13	19.1%	8	13.8%	7	15.9%	19	15.4%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Weekend Only Programs	Unlikely	24	35.3%	23	39.7%	19	43.2%	48	39.0%
	Likely	36	52.9%	29	50.0%	18	40.9%	57	46.3%
	Do not know	8	11.8%	6	10.3%	7	15.9%	18	14.6%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Hybrid - Some Instructor Led And Some Online	Unlikely	14	20.6%	13	22.4%	14	31.8%	34	27.6%
	Likely	41	60.3%	38	65.5%	25	56.8%	71	57.7%
	Do not know	13	19.1%	7	12.1%	5	11.4%	18	14.6%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Evening Classes Only	Unlikely	22	32.4%	22	37.9%	19	43.2%	38	30.9%
	Likely	36	52.9%	30	51.7%	19	43.2%	64	52.0%
	Do not know	10	14.7%	6	10.3%	6	13.6%	21	17.1%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Cohort Program - Set Time Each Week For A Period Of Time	Unlikely	17	25.0%	20	34.5%	8	18.2%	30	24.4%
	Likely	29	42.6%	29	50.0%	24	54.5%	66	53.7%
	Do not know	22	32.4%	9	15.5%	12	27.3%	27	22.0%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Apprenticeship	Unlikely	31	45.6%	26	44.8%	18	40.9%	76	61.8%
	Likely	15	22.1%	19	32.8%	17	38.6%	20	16.3%
	Do not know	22	32.4%	13	22.4%	9	20.5%	27	22.0%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Attendance Preferred - Early Morning, 5:00am to 8:00am	No	51	75.0%	36	62.1%	35	79.5%	104	84.6%
	Yes	17	25.0%	22	37.9%	9	20.5%	19	15.4%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%

Table 11-B. Attendance Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Accelerated - Less Than Half The Time Of A Traditional Program With Some Classroom Work And Some Online Work	Unlikely	85	21.4%
	Likely	247	62.2%
	Do not know	65	16.4%
	Total	397	100.0%
Online Only	Unlikely	132	33.2%
	Likely	214	53.9%
	Do not know	51	12.8%
	Total	397	100.0%
Traditional Instructor Led	Unlikely	82	20.7%
	Likely	253	63.7%
	Do not know	62	15.6%
	Total	397	100.0%
Weekend Only Programs	Unlikely	149	37.5%
	Likely	192	48.4%
	Do not know	56	14.1%
	Total	397	100.0%
Hybrid - Some Instructor Led And Some Online	Unlikely	97	24.4%
	Likely	240	60.5%
	Do not know	60	15.1%
	Total	397	100.0%
Evening Classes Only	Unlikely	128	32.2%
	Likely	210	52.9%
	Do not know	59	14.9%
	Total	397	100.0%
Cohort Program - Set Time Each Week For A Period Of Time	Unlikely	107	27.0%
	Likely	191	48.1%
	Do not know	99	24.9%
	Total	397	100.0%
Apprenticeship	Unlikely	190	47.9%
	Likely	101	25.4%
	Do not know	106	26.7%
	Total	397	100.0%
Attendance Preferred - Early Morning, 5:00am to 8:00am	No	298	75.1%
	Yes	99	24.9%
	Total	397	100.0%

Table 11-B. Attendance Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Days Preferred For Attendance Early Morning, 5:00am To 8:00am (Multiple Responses)	Monday	3	75.0%	1	50.0%	13	50.0%
	Tuesday	2	50.0%	0	.0%	10	38.5%
	Wednesday	2	50.0%	0	.0%	12	46.2%
	Thursday	2	50.0%	0	.0%	11	42.3%
	Friday	2	50.0%	0	.0%	9	34.6%
	Saturday	2	50.0%	1	50.0%	8	30.8%
	Sunday	3	75.0%	0	.0%	4	15.4%
	Total	4	100.0%	2	100.0%	26	100.0%
Attendance Preferred - Morning, 8:00am to Noon	No	3	25.0%	3	50.0%	42	48.8%
	Yes	9	75.0%	3	50.0%	44	51.2%
	Total	12	100.0%	6	100.0%	86	100.0%
Days Preferred For Attendance Morning, 8:00am To Noon (Multiple Responses)	Monday	5	55.6%	0	.0%	20	45.5%
	Tuesday	5	55.6%	0	.0%	19	43.2%
	Wednesday	6	66.7%	1	33.3%	17	38.6%
	Thursday	7	77.8%	2	66.7%	14	31.8%
	Friday	6	66.7%	1	33.3%	16	36.4%
	Saturday	2	22.2%	0	.0%	17	38.6%
	Sunday	3	33.3%	0	.0%	8	18.2%
	Total	9	100.0%	3	100.0%	44	100.0%
Attendance Preferred - Afternoon, Noon to 5:00pm	No	5	41.7%	2	33.3%	45	52.3%
	Yes	7	58.3%	4	66.7%	41	47.7%
	Total	12	100.0%	6	100.0%	86	100.0%
Days Preferred For Attendance Afternoon, Noon To 5:00pm (Multiple Responses)	Monday	5	71.4%	1	25.0%	16	39.0%
	Tuesday	4	57.1%	3	75.0%	17	41.5%
	Wednesday	5	71.4%	3	75.0%	17	41.5%
	Thursday	4	57.1%	2	50.0%	16	39.0%
	Friday	6	85.7%	0	.0%	15	36.6%
	Saturday	3	42.9%	0	.0%	13	31.7%
	Sunday	2	28.6%	0	.0%	11	26.8%
	Total	7	100.0%	4	100.0%	41	100.0%
Attendance Preferred - Evening, 5:00pm to 7:00pm	No	5	41.7%	2	33.3%	34	39.5%
	Yes	7	58.3%	4	66.7%	52	60.5%
	Total	12	100.0%	6	100.0%	86	100.0%

Table 11-B. Attendance Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Days Preferred For Attendance Early Morning, 5:00am To 8:00am (Multiple Responses)	Monday	6	35.3%	15	68.2%	6	66.7%	6	31.6%
	Tuesday	4	23.5%	14	63.6%	3	33.3%	5	26.3%
	Wednesday	7	41.2%	14	63.6%	4	44.4%	8	42.1%
	Thursday	6	35.3%	8	36.4%	4	44.4%	5	26.3%
	Friday	1	5.9%	10	45.5%	5	55.6%	7	36.8%
	Saturday	6	35.3%	5	22.7%	3	33.3%	9	47.4%
	Sunday	4	23.5%	3	13.6%	4	44.4%	6	31.6%
	Total	17	100.0%	22	100.0%	9	100.0%	19	100.0%
Attendance Preferred - Morning, 8:00am to Noon	No	25	36.8%	19	32.8%	11	25.0%	49	39.8%
	Yes	43	63.2%	39	67.2%	33	75.0%	74	60.2%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Days Preferred For Attendance Morning, 8:00am To Noon (Multiple Responses)	Monday	17	39.5%	21	53.8%	24	72.7%	28	37.8%
	Tuesday	12	27.9%	22	56.4%	23	69.7%	27	36.5%
	Wednesday	16	37.2%	19	48.7%	22	66.7%	30	40.5%
	Thursday	15	34.9%	19	48.7%	21	63.6%	28	37.8%
	Friday	11	25.6%	18	46.2%	17	51.5%	19	25.7%
	Saturday	17	39.5%	16	41.0%	11	33.3%	39	52.7%
	Sunday	13	30.2%	9	23.1%	7	21.2%	21	28.4%
	Total	43	100.0%	39	100.0%	33	100.0%	74	100.0%
Attendance Preferred - Afternoon, Noon to 5:00pm	No	30	44.1%	28	48.3%	16	36.4%	60	48.8%
	Yes	38	55.9%	30	51.7%	28	63.6%	63	51.2%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Days Preferred For Attendance Afternoon, Noon To 5:00pm (Multiple Responses)	Monday	11	28.9%	16	53.3%	16	57.1%	24	38.1%
	Tuesday	12	31.6%	17	56.7%	17	60.7%	21	33.3%
	Wednesday	10	26.3%	16	53.3%	21	75.0%	26	41.3%
	Thursday	11	28.9%	16	53.3%	20	71.4%	20	31.7%
	Friday	8	21.1%	15	50.0%	16	57.1%	20	31.7%
	Saturday	20	52.6%	14	46.7%	9	32.1%	29	46.0%
	Sunday	14	36.8%	12	40.0%	6	21.4%	20	31.7%
	Total	38	100.0%	30	100.0%	28	100.0%	63	100.0%
Attendance Preferred - Evening, 5:00pm to 7:00pm	No	22	32.4%	23	39.7%	24	54.5%	71	57.7%
	Yes	46	67.6%	35	60.3%	20	45.5%	52	42.3%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%

Table 11-B. Attendance Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Days Preferred For Attendance Early Morning, 5:00am To 8:00am (Multiple Responses)	Monday	50	50.5%
	Tuesday	38	38.4%
	Wednesday	47	47.5%
	Thursday	36	36.4%
	Friday	34	34.3%
	Saturday	34	34.3%
	Sunday	24	24.2%
	Total	99	100.0%
Attendance Preferred - Morning, 8:00am to Noon	No	152	38.3%
	Yes	245	61.7%
	Total	397	100.0%
Days Preferred For Attendance Morning, 8:00am To Noon (Multiple Responses)	Monday	115	46.9%
	Tuesday	108	44.1%
	Wednesday	111	45.3%
	Thursday	106	43.3%
	Friday	88	35.9%
	Saturday	102	41.6%
	Sunday	61	24.9%
	Total	245	100.0%
Attendance Preferred - Afternoon, Noon to 5:00pm	No	186	46.9%
	Yes	211	53.1%
	Total	397	100.0%
Days Preferred For Attendance Afternoon, Noon To 5:00pm (Multiple Responses)	Monday	89	42.2%
	Tuesday	91	43.1%
	Wednesday	98	46.4%
	Thursday	89	42.2%
	Friday	80	37.9%
	Saturday	88	41.7%
	Sunday	65	30.8%
	Total	211	100.0%
Attendance Preferred - Evening, 5:00pm to 7:00pm	No	181	45.6%
	Yes	216	54.4%
	Total	397	100.0%

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Table 11-B. Attendance Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Days Preferred For Attendance Evening, 5:00pm To 7:00pm (Multiple Responses)	Monday	2	28.6%	1	25.0%	28	53.8%
	Tuesday	4	57.1%	3	75.0%	27	51.9%
	Wednesday	3	42.9%	1	25.0%	36	69.2%
	Thursday	4	57.1%	2	50.0%	23	44.2%
	Friday	4	57.1%	0	.0%	20	38.5%
	Saturday	2	28.6%	0	.0%	9	17.3%
	Sunday	3	42.9%	0	.0%	10	19.2%
	Total	7	100.0%	4	100.0%	52	100.0%
Attendance Preferred - Later Evening, 7:00pm to 10:00pm	No	6	50.0%	4	66.7%	33	41.3%
	Yes	6	50.0%	2	33.3%	47	58.8%
	Total	12	100.0%	6	100.0%	80	100.0%
Days Preferred For Attendance Late Evening, 7:00pm To 10:00pm (Multiple Responses)	Monday	2	33.3%	0	.0%	25	53.2%
	Tuesday	2	33.3%	0	.0%	26	55.3%
	Wednesday	3	50.0%	1	50.0%	27	57.4%
	Thursday	2	33.3%	0	.0%	25	53.2%
	Friday	3	50.0%	0	.0%	25	53.2%
	Saturday	2	33.3%	1	50.0%	11	23.4%
	Sunday	2	33.3%	0	.0%	8	17.0%
	Total	6	100.0%	2	100.0%	47	100.0%
Preference For Class Starts	Other	0	.0%	0	.0%	2	2.3%
	Three start times a year - in August, January, May	7	58.3%	6	100.0%	38	44.2%
	Every eight weeks - in January, March, May, July, September, November	5	41.7%	0	.0%	46	53.5%
	Total	12	100.0%	6	100.0%	86	100.0%
Other Preference For Class Starts	AUGUST, JANUARY, APRIL	0	.0%	0	.0%	0	.0%
	DEPENDS ON CLASS	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	0	.0%	0	.0%	0	.0%
	MAY	0	.0%	0	.0%	0	.0%
	NO PREFERENCE	0	.0%	0	.0%	1	50.0%
	SELF-PACED	0	.0%	0	.0%	1	50.0%
	YEAR LONG	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	2	100.0%

Table 11-B. Attendance Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Days Preferred For Attendance Evening, 5:00pm To 7:00pm (Multiple Responses)	Monday	27	58.7%	23	65.7%	9	45.0%	40	76.9%
	Tuesday	31	67.4%	23	65.7%	11	55.0%	37	71.2%
	Wednesday	30	65.2%	25	71.4%	13	65.0%	36	69.2%
	Thursday	27	58.7%	23	65.7%	14	70.0%	33	63.5%
	Friday	25	54.3%	16	45.7%	6	30.0%	23	44.2%
	Saturday	12	26.1%	10	28.6%	8	40.0%	8	15.4%
	Sunday	10	21.7%	7	20.0%	6	30.0%	6	11.5%
	Total	46	100.0%	35	100.0%	20	100.0%	52	100.0%
Attendance Preferred - Later Evening, 7:00pm to 10:00pm	No	25	38.5%	30	52.6%	22	53.7%	71	59.2%
	Yes	40	61.5%	27	47.4%	19	46.3%	49	40.8%
	Total	65	100.0%	57	100.0%	41	100.0%	120	100.0%
Days Preferred For Attendance Late Evening, 7:00pm To 10:00pm (Multiple Responses)	Monday	25	62.5%	19	70.4%	9	47.4%	36	73.5%
	Tuesday	25	62.5%	17	63.0%	8	42.1%	34	69.4%
	Wednesday	26	65.0%	18	66.7%	9	47.4%	39	79.6%
	Thursday	25	62.5%	20	74.1%	9	47.4%	36	73.5%
	Friday	22	55.0%	14	51.9%	11	57.9%	23	46.9%
	Saturday	11	27.5%	7	25.9%	7	36.8%	9	18.4%
	Sunday	6	15.0%	5	18.5%	4	21.1%	7	14.3%
	Total	40	100.0%	27	100.0%	19	100.0%	49	100.0%
Preference For Class Starts	Other	1	1.5%	4	6.9%	0	.0%	8	6.5%
	Three start times a year - in August, January, May	30	44.1%	29	50.0%	27	61.4%	53	43.1%
	Every eight weeks - in January, March, May, July, September, November	37	54.4%	25	43.1%	17	38.6%	62	50.4%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Other Preference For Class Starts	AUGUST, JANUARY, APRIL	0	.0%	1	25.0%	0	.0%	0	.0%
	DEPENDS ON CLASS	0	.0%	0	.0%	0	.0%	1	12.5%
	DO NOT KNOW	0	.0%	2	50.0%	0	.0%	1	12.5%
	MAY	0	.0%	0	.0%	0	.0%	1	12.5%
	NO PREFERENCE	0	.0%	1	25.0%	0	.0%	5	62.5%
	SELF-PACED	0	.0%	0	.0%	0	.0%	0	.0%
	YEAR LONG	1	100.0%	0	.0%	0	.0%	0	.0%
	Total	1	100.0%	4	100.0%	0	.0%	8	100.0%

Table 11-B. Attendance Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Days Preferred For Attendance Evening, 5:00pm To 7:00pm (Multiple Responses)	Monday	130	60.2%
	Tuesday	136	63.0%
	Wednesday	144	66.7%
	Thursday	126	58.3%
	Friday	94	43.5%
	Saturday	49	22.7%
	Sunday	42	19.4%
	Total	216	100.0%
Attendance Preferred - Later Evening, 7:00pm to 10:00pm	No	191	50.1%
	Yes	190	49.9%
	Total	381	100.0%
Days Preferred For Attendance Late Evening, 7:00pm To 10:00pm (Multiple Responses)	Monday	116	61.1%
	Tuesday	112	58.9%
	Wednesday	123	64.7%
	Thursday	117	61.6%
	Friday	98	51.6%
	Saturday	48	25.3%
	Sunday	32	16.8%
	Total	190	100.0%
Preference For Class Starts	Other	15	3.8%
	Three start times a year - in August, January, May	190	47.9%
	Every eight weeks - in January, March, May, July, September, November	192	48.4%
	Total	397	100.0%
Other Preference For Class Starts	AUGUST, JANUARY, APRIL	1	6.7%
	DEPENDS ON CLASS	1	6.7%
	DO NOT KNOW	3	20.0%
	MAY	1	6.7%
	NO PREFERENCE	7	46.7%
	SELF-PACED	1	6.7%
	YEAR LONG	1	6.7%
	Total	15	100.0%

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Table 11-B. Attendance Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Preferred Length For Classes	Other	0	.0%	0	.0%	3	3.5%
	16 week classes (traditional semester)	8	66.7%	3	50.0%	32	37.2%
	8 week classes	4	33.3%	3	50.0%	51	59.3%
	Total	12	100.0%	6	100.0%	86	100.0%
Other Preferred Length For Classes	1-2 WEEKS	0	.0%	0	.0%	0	.0%
	CONTINUOUS	0	.0%	0	.0%	0	.0%
	DEPENDS ON CLASS	0	.0%	0	.0%	0	.0%
	DEPENDS ON SUBJECT	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	0	.0%	0	.0%	1	33.3%
	NO PREFERENCE	0	.0%	0	.0%	0	.0%
	WEEK	0	.0%	0	.0%	1	33.3%
	WEEKENDS	0	.0%	0	.0%	1	33.3%
	Total	0	.0%	0	.0%	3	100.0%

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Table 11-B. Attendance Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Preferred Length For Classes	Other	2	2.9%	1	1.7%	0	.0%	3	2.4%
	16 week classes (traditional semester)	26	38.2%	32	55.2%	32	72.7%	25	20.3%
	8 week classes	40	58.8%	25	43.1%	12	27.3%	95	77.2%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Other Preferred Length For Classes	1-2 WEEKS	0	.0%	0	.0%	0	.0%	1	33.3%
	CONTINUOUS	1	50.0%	0	.0%	0	.0%	0	.0%
	DEPENDS ON CLASS	0	.0%	0	.0%	0	.0%	1	33.3%
	DEPENDS ON SUBJECT	1	50.0%	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	0	.0%	1	100.0%	0	.0%	0	.0%
	NO PREFERENCE	0	.0%	0	.0%	0	.0%	1	33.3%
	WEEK	0	.0%	0	.0%	0	.0%	0	.0%
	WEEKENDS	0	.0%	0	.0%	0	.0%	0	.0%
	Total	2	100.0%	1	100.0%	0	.0%	3	100.0%

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Table 11-B. Attendance Preferences For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Preferred Length For Classes	Other	9	2.3%
	16 week classes (traditional semester)	158	39.8%
	8 week classes	230	57.9%
	Total	397	100.0%
Other Preferred Length For Classes	1-2 WEEKS	1	11.1%
	CONTINUOUS	1	11.1%
	DEPENDS ON CLASS	1	11.1%
	DEPENDS ON SUBJECT	1	11.1%
	DO NOT KNOW	2	22.2%
	NO PREFERENCE	1	11.1%
	WEEK	1	11.1%
	WEEKENDS	1	11.1%
	Total	9	100.0%

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Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	529 PLAN	0	.0%	0	.0%	1	1.2%
	A COMBINATION OF SAVINGS AND EMPLOYEE BENEFITS	0	.0%	0	.0%	1	1.2%
	AID	0	.0%	0	.0%	0	.0%
	AMAZON	0	.0%	0	.0%	0	.0%
	APPLY FOR SCHOLARSHIPS	1	8.3%	0	.0%	0	.0%
	ASSISTANCE	0	.0%	0	.0%	0	.0%
	BORROW	0	.0%	0	.0%	0	.0%
	BY SELLING THINGS OR TAKING OUT A LOAN	0	.0%	0	.0%	0	.0%
	CANNOT AT THIS TIME	0	.0%	0	.0%	1	1.2%
	CASH	0	.0%	0	.0%	6	7.0%
	CASH/ CREDIT	0	.0%	0	.0%	0	.0%
	CHECK	0	.0%	0	.0%	1	1.2%
	CHECK OR CREDIT CARD	0	.0%	0	.0%	0	.0%
	CHECK/ CASH	0	.0%	0	.0%	0	.0%
CHECKING	0	.0%	0	.0%	0	.0%	

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Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	529 PLAN	0	.0%	0	.0%	0	.0%	0	.0%
	A COMBINATION OF SAVINGS AND EMPLOYEE BENEFITS	0	.0%	0	.0%	0	.0%	0	.0%
	AID	1	1.5%	0	.0%	0	.0%	0	.0%
	AMAZON	0	.0%	0	.0%	1	2.3%	0	.0%
	APPLY FOR SCHOLARSHIPS	0	.0%	0	.0%	0	.0%	0	.0%
	ASSISTANCE	0	.0%	1	1.7%	0	.0%	0	.0%
	BORROW	1	1.5%	0	.0%	0	.0%	0	.0%
	BY SELLING THINGS OR TAKING OUT A LOAN	1	1.5%	0	.0%	0	.0%	0	.0%
	CANNOT AT THIS TIME	0	.0%	0	.0%	0	.0%	0	.0%
	CASH	3	4.4%	4	6.9%	0	.0%	15	12.2%
	CASH/ CREDIT	0	.0%	0	.0%	0	.0%	1	.8%
	CHECK	0	.0%	0	.0%	0	.0%	2	1.6%
	CHECK OR CREDIT CARD	1	1.5%	0	.0%	0	.0%	2	1.6%
	CHECK/ CASH	0	.0%	0	.0%	0	.0%	1	.8%
CHECKING	0	.0%	0	.0%	0	.0%	1	.8%	

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Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Paying For Education Or Training	529 PLAN	1	.3%
	A COMBINATION OF SAVINGS AND EMPLOYEE BENEFITS	1	.3%
	AID	1	.3%
	AMAZON	1	.3%
	APPLY FOR SCHOLARSHIPS	1	.3%
	ASSISTANCE	1	.3%
	BORROW	1	.3%
	BY SELLING THINGS OR TAKING OUT A LOAN	1	.3%
	CANNOT AT THIS TIME	1	.3%
	CASH	28	7.1%
	CASH/ CREDIT	1	.3%
	CHECK	3	.8%
	CHECK OR CREDIT CARD	3	.8%
	CHECK/ CASH	1	.3%
CHECKING	1	.3%	

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Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	COMPANY	0	.0%	0	.0%	2	2.3%
	CREDIT	0	.0%	0	.0%	1	1.2%
	CREDIT CARD	0	.0%	1	16.7%	1	1.2%
	CURRENT EARNED INCOME	0	.0%	0	.0%	1	1.2%
	DAD	0	.0%	0	.0%	0	.0%
	DEPENDS	0	.0%	0	.0%	1	1.2%
	DEPENDS ON WHAT IT IS BUT YES I WOULD PAY	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	1	8.3%	1	16.7%	10	11.6%
	DO NOT KNOW - THAT IS THE PROBLEM	0	.0%	0	.0%	1	1.2%
	DO NOT KNOW - THAT'S ANOTHER PROBLEM	1	8.3%	0	.0%	0	.0%
	DO NOT KNOW - THAT'S THE CHALLENGE ISN'T IT	0	.0%	0	.0%	0	.0%
	DOING JOB SIDE-BY-SIDE	0	.0%	0	.0%	1	1.2%
	DOING SOME WORK WHILE STUDYING	0	.0%	0	.0%	0	.0%
	DOLLARS	1	8.3%	0	.0%	0	.0%
	EDUCATION IS PAYED FOR AND GIFTED TO ME BY MY PARENTS	0	.0%	0	.0%	0	.0%
	EMPLOYER BENEFIT	0	.0%	0	.0%	1	1.2%
	EMPLOYER WILL REIMBURSE	0	.0%	0	.0%	0	.0%
	EMPLOYER WOULD PAY THE COST	0	.0%	0	.0%	1	1.2%
	FAFSA	0	.0%	0	.0%	0	.0%
	FAFSA AND OUT-OF-POCKET	0	.0%	0	.0%	0	.0%
	FAMILY SUPPORT	0	.0%	0	.0%	0	.0%
	FINANCIAL AID	0	.0%	0	.0%	1	1.2%
	FINANCIAL AID AND LOANS	0	.0%	0	.0%	1	1.2%
	FROM MY OWN BANK ACCOUNTS	0	.0%	0	.0%	0	.0%
	FROM SAVINGS	0	.0%	1	16.7%	0	.0%
	FROM WORK	0	.0%	0	.0%	0	.0%
GI BILL	0	.0%	0	.0%	0	.0%	
GRANT	0	.0%	0	.0%	1	1.2%	
GRANTS	0	.0%	0	.0%	1	1.2%	
GRANTS FROM WORK	0	.0%	0	.0%	1	1.2%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	COMPANY	2	2.9%	0	.0%	0	.0%	0	.0%
	CREDIT	1	1.5%	0	.0%	0	.0%	2	1.6%
	CREDIT CARD	1	1.5%	2	3.4%	1	2.3%	17	13.8%
	CURRENT EARNED INCOME	0	.0%	0	.0%	0	.0%	0	.0%
	DAD	0	.0%	0	.0%	0	.0%	1	.8%
	DEPENDS	0	.0%	0	.0%	0	.0%	0	.0%
	DEPENDS ON WHAT IT IS BUT YES I WOULD PAY	0	.0%	0	.0%	1	2.3%	0	.0%
	DO NOT KNOW	4	5.9%	4	6.9%	2	4.5%	2	1.6%
	DO NOT KNOW - THAT IS THE PROBLEM	0	.0%	0	.0%	0	.0%	0	.0%
	DO NOT KNOW - THAT'S ANOTHER PROBLEM	0	.0%	0	.0%	0	.0%	0	.0%
	DO NOT KNOW - THAT'S THE CHALLENGE ISN'T IT	0	.0%	0	.0%	0	.0%	1	.8%
	DOING JOB SIDE-BY-SIDE	0	.0%	0	.0%	0	.0%	0	.0%
	DOING SOME WORK WHILE STUDYING	0	.0%	0	.0%	1	2.3%	0	.0%
	DOLLARS	0	.0%	0	.0%	0	.0%	0	.0%
	EDUCATION IS PAYED FOR AND GIFTED TO ME BY MY PARENTS	1	1.5%	0	.0%	0	.0%	0	.0%
	EMPLOYER BENEFIT	0	.0%	0	.0%	0	.0%	0	.0%
	EMPLOYER WILL REIMBURSE	1	1.5%	0	.0%	0	.0%	0	.0%
	EMPLOYER WOULD PAY THE COST	0	.0%	0	.0%	0	.0%	0	.0%
	FAFSA	1	1.5%	0	.0%	0	.0%	0	.0%
	FAFSA AND OUT-OF-POCKET	0	.0%	1	1.7%	0	.0%	0	.0%
	FAMILY SUPPORT	0	.0%	0	.0%	1	2.3%	0	.0%
	FINANCIAL AID	1	1.5%	0	.0%	3	6.8%	0	.0%
	FINANCIAL AID AND LOANS	0	.0%	0	.0%	0	.0%	0	.0%
	FROM MY OWN BANK ACCOUNTS	0	.0%	0	.0%	0	.0%	1	.8%
	FROM SAVINGS	0	.0%	0	.0%	0	.0%	2	1.6%
FROM WORK	0	.0%	0	.0%	1	2.3%	0	.0%	
GI BILL	0	.0%	0	.0%	0	.0%	1	.8%	
GRANT	0	.0%	0	.0%	0	.0%	0	.0%	
GRANTS	0	.0%	0	.0%	0	.0%	0	.0%	
GRANTS FROM WORK	0	.0%	0	.0%	0	.0%	0	.0%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Paying For Education Or Training	COMPANY	4	1.0%
	CREDIT	4	1.0%
	CREDIT CARD	23	5.8%
	CURRENT EARNED INCOME	1	.3%
	DAD	1	.3%
	DEPENDS	1	.3%
	DEPENDS ON WHAT IT IS BUT YES I WOULD PAY	1	.3%
	DO NOT KNOW	24	6.0%
	DO NOT KNOW - THAT IS THE PROBLEM	1	.3%
	DO NOT KNOW - THAT'S ANOTHER PROBLEM	1	.3%
	DO NOT KNOW - THAT'S THE CHALLENGE ISN'T IT	1	.3%
	DOING JOB SIDE-BY-SIDE	1	.3%
	DOING SOME WORK WHILE STUDYING	1	.3%
	DOLLARS	1	.3%
	EDUCATION IS PAYED FOR AND GIFTED TO ME BY MY PARENTS	1	.3%
	EMPLOYER BENEFIT	1	.3%
	EMPLOYER WILL REIMBURSE	1	.3%
	EMPLOYER WOULD PAY THE COST	1	.3%
	FAFSA	1	.3%
	FAFSA AND OUT-OF-POCKET	1	.3%
	FAMILY SUPPORT	1	.3%
	FINANCIAL AID	5	1.3%
	FINANCIAL AID AND LOANS	1	.3%
	FROM MY OWN BANK ACCOUNTS	1	.3%
	FROM SAVINGS	3	.8%
	FROM WORK	1	.3%
	GI BILL	1	.3%
	GRANT	1	.3%
	GRANTS	1	.3%
	GRANTS FROM WORK	1	.3%

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	GRANTS/ OUT OF POCKET MONEY/ LOANS/ TUITION REIMBURSEMENT	0	.0%	0	.0%	0	.0%
	HOPEFULLY FAFSA	0	.0%	0	.0%	0	.0%
	HOPEFULLY WITH SAVINGS	0	.0%	0	.0%	0	.0%
	I AM MOST LIKELY GOING TO TAKE A LOAN	0	.0%	0	.0%	0	.0%
	I AM NOT SURE AT THIS TIME	0	.0%	0	.0%	1	1.2%
	I AM PROBABLY GOING TO TAKE A LOAN	0	.0%	0	.0%	0	.0%
	I CAN'T/ THAT'S WHY I'M NOT ATTENDING SCHOOL	0	.0%	0	.0%	0	.0%
	I DON'T KNOW YET	0	.0%	0	.0%	0	.0%
	I GUESS SOME FINANCIAL HELP	0	.0%	0	.0%	1	1.2%
	I HAVE A JOB	0	.0%	0	.0%	1	1.2%
	I LIKE TO PAY TO IMPROVE MY KNOWLEDGE	0	.0%	1	16.7%	0	.0%
	I THINK SCHOLARSHIPS OR TAKING OUT A LOAN	0	.0%	0	.0%	0	.0%
	I WOULD PAY FOR IT MYSELF, OUT OF MY SAVINGS.	0	.0%	0	.0%	0	.0%
	I'M GETTING A SECOND JOB	0	.0%	0	.0%	0	.0%
	I'M WORKING RIGHT NOW	1	8.3%	0	.0%	0	.0%
	IF YOU HAVE BARTER I'M YOUR GIRL BUT MONEY IS TIGHT	0	.0%	0	.0%	1	1.2%
	INCOME	0	.0%	0	.0%	1	1.2%
	JOB AFTER SCHOOL	0	.0%	0	.0%	0	.0%
	LESS THAN 1000	1	8.3%	0	.0%	0	.0%
	LIKELY IF CAN	0	.0%	0	.0%	0	.0%
	LIKELY IF REASONABLY PRICED	0	.0%	0	.0%	0	.0%
	LOAN	0	.0%	0	.0%	5	5.8%
	LOAN AND SAVINGS	0	.0%	0	.0%	0	.0%
	LOAN OR GRANT	0	.0%	0	.0%	0	.0%
	LOANS	0	.0%	0	.0%	4	4.7%
	LOANS OR SCHOLARSHIP	0	.0%	0	.0%	0	.0%
	LOANS- I'M CURRENTLY STILL PAYING OFF LOANS FROM MY FIRST YEARS OF COLLEGE	0	.0%	0	.0%	0	.0%
LOANS/ WHICH I DO NOT WANT TO GET INTO	0	.0%	0	.0%	0	.0%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	GRANTS/ OUT OF POCKET MONEY/ LOANS/ TUITION REIMBURSEMENT	1	1.5%	0	.0%	0	.0%	0	.0%
	HOPEFULLY FAFSA	0	.0%	0	.0%	1	2.3%	0	.0%
	HOPEFULLY WITH SAVINGS	0	.0%	0	.0%	0	.0%	1	.8%
	I AM MOST LIKELY GOING TO TAKE A LOAN	0	.0%	0	.0%	1	2.3%	0	.0%
	I AM NOT SURE AT THIS TIME	0	.0%	0	.0%	0	.0%	0	.0%
	I AM PROBABLY GOING TO TAKE A LOAN	0	.0%	0	.0%	1	2.3%	0	.0%
	I CAN'T/ THAT'S WHY I'M NOT ATTENDING SCHOOL	0	.0%	0	.0%	0	.0%	1	.8%
	I DON'T KNOW YET	1	1.5%	0	.0%	0	.0%	0	.0%
	I GUESS SOME FINANCIAL HELP	0	.0%	0	.0%	0	.0%	0	.0%
	I HAVE A JOB	0	.0%	0	.0%	0	.0%	0	.0%
	I LIKE TO PAY TO IMPROVE MY KNOWLEDGE	0	.0%	0	.0%	0	.0%	0	.0%
	I THINK SCHOLARSHIPS OR TAKING OUT A LOAN	0	.0%	1	1.7%	0	.0%	0	.0%
	I WOULD PAY FOR IT MYSELF, OUT OF MY SAVINGS.	1	1.5%	0	.0%	0	.0%	0	.0%
	I'M GETTING A SECOND JOB	0	.0%	0	.0%	1	2.3%	0	.0%
	I'M WORKING RIGHT NOW	0	.0%	0	.0%	0	.0%	0	.0%
	IF YOU HAVE BARTER I'M YOUR GIRL BUT MONEY IS TIGHT	0	.0%	0	.0%	0	.0%	0	.0%
	INCOME	0	.0%	0	.0%	0	.0%	0	.0%
	JOB AFTER SCHOOL	0	.0%	0	.0%	1	2.3%	0	.0%
	LESS THAN 1000	0	.0%	0	.0%	0	.0%	0	.0%
	LIKELY IF CAN	1	1.5%	0	.0%	0	.0%	0	.0%
	LIKELY IF REASONABLY PRICED	0	.0%	1	1.7%	0	.0%	0	.0%
	LOAN	1	1.5%	1	1.7%	1	2.3%	2	1.6%
	LOAN AND SAVINGS	0	.0%	1	1.7%	0	.0%	0	.0%
	LOAN OR GRANT	0	.0%	0	.0%	0	.0%	1	.8%
	LOANS	4	5.9%	3	5.2%	4	9.1%	1	.8%
	LOANS OR SCHOLARSHIP	0	.0%	0	.0%	0	.0%	1	.8%
	LOANS- I'M CURRENTLY STILL PAYING OFF LOANS FROM MY FIRST YEARS OF COLLEGE	0	.0%	1	1.7%	0	.0%	0	.0%
	LOANS/ WHICH I DO NOT WANT TO GET INTO	1	1.5%	0	.0%	0	.0%	0	.0%

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Paying For Education Or Training	GRANTS/ OUT OF POCKET MONEY/ LOANS/ TUITION REIMBURSEMENT	1	.3%
	HOPEFULLY FAFSA	1	.3%
	HOPEFULLY WITH SAVINGS	1	.3%
	I AM MOST LIKELY GOING TO TAKE A LOAN	1	.3%
	I AM NOT SURE AT THIS TIME	1	.3%
	I AM PROBABLY GOING TO TAKE A LOAN	1	.3%
	I CAN'T/ THAT'S WHY I'M NOT ATTENDING SCHOOL	1	.3%
	I DON'T KNOW YET	1	.3%
	I GUESS SOME FINANCIAL HELP	1	.3%
	I HAVE A JOB	1	.3%
	I LIKE TO PAY TO IMPROVE MY KNOWLEDGE	1	.3%
	I THINK SCHOLARSHIPS OR TAKING OUT A LOAN	1	.3%
	I WOULD PAY FOR IT MYSELF, OUT OF MY SAVINGS.	1	.3%
	I'M GETTING A SECOND JOB	1	.3%
	I'M WORKING RIGHT NOW	1	.3%
	IF YOU HAVE BARTER I'M YOUR GIRL BUT MONEY IS TIGHT	1	.3%
	INCOME	1	.3%
	JOB AFTER SCHOOL	1	.3%
	LESS THAN 1000	1	.3%
	LIKELY IF CAN	1	.3%
	LIKELY IF REASONABLY PRICED	1	.3%
	LOAN	10	2.5%
	LOAN AND SAVINGS	1	.3%
	LOAN OR GRANT	1	.3%
	LOANS	16	4.0%
	LOANS OR SCHOLARSHIP	1	.3%
LOANS- I'M CURRENTLY STILL PAYING OFF LOANS FROM MY FIRST YEARS OF COLLEGE	1	.3%	
LOANS/ WHICH I DO NOT WANT TO GET INTO	1	.3%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	MAY TAKE EDUCATIONAL LOAN	0	.0%	0	.0%	0	.0%
	MAYBE \$1,000 FOR 8-WEEK COURSES	0	.0%	0	.0%	0	.0%
	MAYBE ABOUT \$500 TO \$1,000 FOR A QUARTER OR SEMESTER	0	.0%	0	.0%	0	.0%
	MINIMAL FEE CLASS	0	.0%	0	.0%	0	.0%
	MOM IS REALLY GENEROUS AND WOULD PROBABLY PAY FOR IT	0	.0%	0	.0%	1	1.2%
	MONEY	0	.0%	0	.0%	1	1.2%
	MONTHLY PAYMENTS	0	.0%	0	.0%	1	1.2%
	MOST LIKELY	0	.0%	0	.0%	0	.0%
	MYSELF	0	.0%	0	.0%	2	2.3%
	MYSELF/ CASH	0	.0%	0	.0%	0	.0%
	MYSELF/ LOAN	0	.0%	0	.0%	0	.0%
	NEED ASSISTANCE	0	.0%	0	.0%	1	1.2%
	NO IDEA	0	.0%	0	.0%	1	1.2%
	NO RESPONSE	0	.0%	0	.0%	2	2.3%
	NOT MUCH	0	.0%	0	.0%	0	.0%
	NOT SURE	0	.0%	1	16.7%	2	2.3%
	ON MY OWN	0	.0%	0	.0%	0	.0%
	ONCE ON THE MONTH	0	.0%	1	16.7%	0	.0%
	ONLINE	0	.0%	0	.0%	0	.0%
	OUT OF FINANCES	0	.0%	0	.0%	0	.0%
	OUT OF MY OWN SAVINGS	0	.0%	0	.0%	1	1.2%
	OUT OF MY RETIREMENT SAVINGS	0	.0%	0	.0%	0	.0%
	OUT-OF-POCKET	0	.0%	0	.0%	2	2.3%
	OUT-OF-POCKET AND PERSONAL LOANS	0	.0%	0	.0%	0	.0%
	OUT-OF-POCKET MOSTLY/ HAVE ONLY \$1,000 PER SEMESTER TUITION REIMBURSEMENT	0	.0%	0	.0%	0	.0%
	OUT-OF-POCKET/ SCHOLARSHIPS	0	.0%	0	.0%	0	.0%
	OVERTIME	0	.0%	0	.0%	0	.0%
OWN FUNDS	0	.0%	0	.0%	2	2.3%	
OWN MONEY/ HELP FROM PARENTS	0	.0%	0	.0%	0	.0%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	MAY TAKE EDUCATIONAL LOAN	1	1.5%	0	.0%	0	.0%	0	.0%
	MAYBE \$1,000 FOR 8-WEEK COURSES	0	.0%	0	.0%	1	2.3%	0	.0%
	MAYBE ABOUT \$500 TO \$1,000 FOR A QUARTER OR SEMESTER	0	.0%	0	.0%	0	.0%	1	.8%
	MINIMAL FEE CLASS	0	.0%	0	.0%	0	.0%	1	.8%
	MOM IS REALLY GENEROUS AND WOULD PROBABLY PAY FOR IT	0	.0%	0	.0%	0	.0%	0	.0%
	MONEY	1	1.5%	0	.0%	0	.0%	0	.0%
	MONTHLY PAYMENTS	2	2.9%	0	.0%	0	.0%	0	.0%
	MOST LIKELY	0	.0%	1	1.7%	0	.0%	0	.0%
	MYSELF	2	2.9%	3	5.2%	0	.0%	13	10.6%
	MYSELF/ CASH	0	.0%	0	.0%	0	.0%	1	.8%
	MYSELF/ LOAN	1	1.5%	0	.0%	0	.0%	0	.0%
	NEED ASSISTANCE	0	.0%	0	.0%	0	.0%	0	.0%
	NO IDEA	2	2.9%	0	.0%	0	.0%	2	1.6%
	NO RESPONSE	0	.0%	1	1.7%	1	2.3%	1	.8%
	NOT MUCH	1	1.5%	0	.0%	0	.0%	0	.0%
	NOT SURE	1	1.5%	2	3.4%	4	9.1%	5	4.1%
	ON MY OWN	0	.0%	0	.0%	0	.0%	1	.8%
	ONCE ON THE MONTH	0	.0%	0	.0%	0	.0%	0	.0%
	ONLINE	0	.0%	0	.0%	1	2.3%	0	.0%
	OUT OF FINANCES	0	.0%	0	.0%	0	.0%	1	.8%
	OUT OF MY OWN SAVINGS	0	.0%	0	.0%	0	.0%	1	.8%
	OUT OF MY RETIREMENT SAVINGS	0	.0%	0	.0%	0	.0%	1	.8%
	OUT-OF-POCKET	5	7.4%	3	5.2%	1	2.3%	10	8.1%
	OUT-OF-POCKET AND PERSONAL LOANS	0	.0%	0	.0%	1	2.3%	0	.0%
	OUT-OF-POCKET MOSTLY/ HAVE ONLY \$1,000 PER SEMESTER TUITION REIMBURSEMENT	0	.0%	0	.0%	1	2.3%	0	.0%
	OUT-OF-POCKET/ SCHOLARSHIPS	0	.0%	1	1.7%	0	.0%	0	.0%
OVERTIME	0	.0%	1	1.7%	0	.0%	0	.0%	
OWN FUNDS	1	1.5%	0	.0%	0	.0%	3	2.4%	
OWN MONEY/ HELP FROM PARENTS	0	.0%	1	1.7%	0	.0%	0	.0%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Paying For Education Or Training	MAY TAKE EDUCATIONAL LOAN	1	.3%
	MAYBE \$1,000 FOR 8-WEEK COURSES	1	.3%
	MAYBE ABOUT \$500 TO \$1,000 FOR A QUARTER OR SEMESTER	1	.3%
	MINIMAL FEE CLASS	1	.3%
	MOM IS REALLY GENEROUS AND WOULD PROBABLY PAY FOR IT	1	.3%
	MONEY	2	.5%
	MONTHLY PAYMENTS	3	.8%
	MOST LIKELY	1	.3%
	MYSELF	20	5.0%
	MYSELF/ CASH	1	.3%
	MYSELF/ LOAN	1	.3%
	NEED ASSISTANCE	1	.3%
	NO IDEA	5	1.3%
	NO RESPONSE	5	1.3%
	NOT MUCH	1	.3%
	NOT SURE	15	3.8%
	ON MY OWN	1	.3%
	ONCE ON THE MONTH	1	.3%
	ONLINE	1	.3%
	OUT OF FINANCES	1	.3%
	OUT OF MY OWN SAVINGS	2	.5%
	OUT OF MY RETIREMENT SAVINGS	1	.3%
	OUT-OF-POCKET	21	5.3%
	OUT-OF-POCKET AND PERSONAL LOANS	1	.3%
	OUT-OF-POCKET MOSTLY/ HAVE ONLY \$1,000 PER SEMESTER TUITION REIMBURSEMENT	1	.3%
	OUT-OF-POCKET/ SCHOLARSHIPS	1	.3%
	OVERTIME	1	.3%
OWN FUNDS	6	1.5%	
OWN MONEY/ HELP FROM PARENTS	1	.3%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	OWN POCKET	0	.0%	0	.0%	0	.0%
	PARENTS	0	.0%	0	.0%	0	.0%
	PARENTS AND I SHARE THE COST	0	.0%	0	.0%	0	.0%
	PARENTS AND SAVINGS	0	.0%	0	.0%	0	.0%
	PART WORK/ PART ME	0	.0%	0	.0%	0	.0%
	PAY	0	.0%	0	.0%	1	1.2%
	PAY FOR MYSELF	0	.0%	0	.0%	0	.0%
	PAY MYSELF	0	.0%	0	.0%	0	.0%
	PAYMENT PLAN	0	.0%	0	.0%	0	.0%
	PELL GRANT	0	.0%	0	.0%	0	.0%
	PERSONAL	0	.0%	0	.0%	0	.0%
	PERSONAL FUNDS	0	.0%	0	.0%	0	.0%
	PERSONAL SAVINGS	0	.0%	0	.0%	0	.0%
	POCKET/ I HAVE A JOB	0	.0%	0	.0%	0	.0%
	POSSIBLY STUDENT LOANS/ SOME OUT-OF-POCKET	0	.0%	0	.0%	0	.0%
	PRIVATE PAY	0	.0%	0	.0%	0	.0%
	REIMBURSEMENT FROM MY SCHOOL	0	.0%	0	.0%	0	.0%
	RIGHT NOW I CAN'T AFFORD IT AND I'M TOO OLD TO TAKE ON LOANS	0	.0%	0	.0%	0	.0%
	SALARY	1	8.3%	0	.0%	0	.0%
	SAVINGS	0	.0%	0	.0%	1	1.2%
	SAVINGS ACCOUNT	0	.0%	0	.0%	1	1.2%
	SAVINGS AND CREDIT CARDS	0	.0%	0	.0%	0	.0%
	SAVINGS/ LOAN FROM PARENTS	0	.0%	0	.0%	0	.0%
	SCHOLARSHIP AND WORK	0	.0%	0	.0%	0	.0%
	SCHOLARSHIPS	0	.0%	0	.0%	0	.0%
	SCHOLARSHIPS AND FINANCIAL AID	0	.0%	0	.0%	0	.0%
	SCHOLARSHIPS/ GRANTS AND LOANS	0	.0%	0	.0%	0	.0%
	SELF	0	.0%	0	.0%	1	1.2%
	SELF FINANCE	0	.0%	0	.0%	0	.0%
	SELF PAY	0	.0%	0	.0%	1	1.2%
SELF PAY/ WILL NOT QUALIFY FOR FINANCIAL AID	0	.0%	0	.0%	1	1.2%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	OWN POCKET	0	.0%	0	.0%	1	2.3%	0	.0%
	PARENTS	0	.0%	3	5.2%	0	.0%	0	.0%
	PARENTS AND I SHARE THE COST	0	.0%	1	1.7%	0	.0%	0	.0%
	PARENTS AND SAVINGS	0	.0%	0	.0%	1	2.3%	0	.0%
	PART WORK/ PART ME	1	1.5%	0	.0%	0	.0%	0	.0%
	PAY	0	.0%	0	.0%	0	.0%	0	.0%
	PAY FOR MYSELF	0	.0%	0	.0%	0	.0%	1	.8%
	PAY MYSELF	0	.0%	0	.0%	0	.0%	1	.8%
	PAYMENT PLAN	1	1.5%	0	.0%	0	.0%	0	.0%
	PELL GRANT	0	.0%	1	1.7%	1	2.3%	0	.0%
	PERSONAL	0	.0%	0	.0%	0	.0%	1	.8%
	PERSONAL FUNDS	0	.0%	0	.0%	0	.0%	2	1.6%
	PERSONAL SAVINGS	0	.0%	1	1.7%	0	.0%	0	.0%
	POCKET/ I HAVE A JOB	0	.0%	1	1.7%	0	.0%	0	.0%
	POSSIBLY STUDENT LOANS/ SOME OUT-OF-POCKET	1	1.5%	0	.0%	0	.0%	0	.0%
	PRIVATE PAY	0	.0%	0	.0%	0	.0%	1	.8%
	REIMBURSEMENT FROM MY SCHOOL	1	1.5%	0	.0%	0	.0%	0	.0%
	RIGHT NOW I CAN'T AFFORD IT AND I'M TOO OLD TO TAKE ON LOANS	1	1.5%	0	.0%	0	.0%	0	.0%
	SALARY	0	.0%	0	.0%	0	.0%	0	.0%
	SAVINGS	0	.0%	0	.0%	0	.0%	4	3.3%
	SAVINGS ACCOUNT	1	1.5%	0	.0%	0	.0%	0	.0%
	SAVINGS AND CREDIT CARDS	0	.0%	1	1.7%	0	.0%	0	.0%
	SAVINGS/ LOAN FROM PARENTS	0	.0%	0	.0%	1	2.3%	0	.0%
	SCHOLARSHIP AND WORK	0	.0%	0	.0%	1	2.3%	0	.0%
	SCHOLARSHIPS	0	.0%	3	5.2%	0	.0%	0	.0%
	SCHOLARSHIPS AND FINANCIAL AID	0	.0%	0	.0%	1	2.3%	0	.0%
	SCHOLARSHIPS/ GRANTS AND LOANS	0	.0%	1	1.7%	0	.0%	0	.0%
	SELF	0	.0%	1	1.7%	0	.0%	3	2.4%
SELF FINANCE	0	.0%	1	1.7%	0	.0%	0	.0%	
SELF PAY	0	.0%	0	.0%	0	.0%	1	.8%	
SELF PAY/ WILL NOT QUALIFY FOR FINANCIAL AID	0	.0%	0	.0%	0	.0%	0	.0%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Paying For Education Or Training	OWN POCKET	1	.3%
	PARENTS	3	.8%
	PARENTS AND I SHARE THE COST	1	.3%
	PARENTS AND SAVINGS	1	.3%
	PART WORK/ PART ME	1	.3%
	PAY	1	.3%
	PAY FOR MYSELF	1	.3%
	PAY MYSELF	1	.3%
	PAYMENT PLAN	1	.3%
	PELL GRANT	2	.5%
	PERSONAL	1	.3%
	PERSONAL FUNDS	2	.5%
	PERSONAL SAVINGS	1	.3%
	POCKET/ I HAVE A JOB	1	.3%
	POSSIBLY STUDENT LOANS/ SOME OUT-OF-POCKET	1	.3%
	PRIVATE PAY	1	.3%
	REIMBURSEMENT FROM MY SCHOOL	1	.3%
	RIGHT NOW I CAN'T AFFORD IT AND I'M TOO OLD TO TAKE ON LOANS	1	.3%
	SALARY	1	.3%
	SAVINGS	5	1.3%
	SAVINGS ACCOUNT	2	.5%
	SAVINGS AND CREDIT CARDS	1	.3%
	SAVINGS/ LOAN FROM PARENTS	1	.3%
	SCHOLARSHIP AND WORK	1	.3%
	SCHOLARSHIPS	3	.8%
	SCHOLARSHIPS AND FINANCIAL AID	1	.3%
	SCHOLARSHIPS/ GRANTS AND LOANS	1	.3%
	SELF	5	1.3%
	SELF FINANCE	1	.3%
	SELF PAY	2	.5%
SELF PAY/ WILL NOT QUALIFY FOR FINANCIAL AID	1	.3%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	SELF-FUNDED	0	.0%	0	.0%	1	1.2%
	SELF-PAY	0	.0%	0	.0%	0	.0%
	SOME MONEY FROM SAVINGS AND SOME FROM A LOAN.	0	.0%	0	.0%	0	.0%
	SOMEWHAT LIKELY	0	.0%	0	.0%	0	.0%
	SPOUSE	0	.0%	0	.0%	0	.0%
	SPOUSE WILL PAY	0	.0%	0	.0%	0	.0%
	STIPEND	0	.0%	0	.0%	0	.0%
	STUDENT LOAN	1	8.3%	0	.0%	5	5.8%
	STUDENT LOAN OR TAX REFUND	0	.0%	0	.0%	0	.0%
	STUDENT LOANS	0	.0%	0	.0%	1	1.2%
	STUDENT LOANS OR PAYMENTS	0	.0%	0	.0%	0	.0%
	TAKE A LOAN OR APPLY FOR FINANCIAL AID	0	.0%	0	.0%	0	.0%
	TUITION REIMBURSEMENT/ OUT OF POCKET	0	.0%	0	.0%	0	.0%
	UNLIKELY/ PARENTS	0	.0%	0	.0%	0	.0%
	UNSURE	1	8.3%	0	.0%	1	1.2%
	UP FRONT	0	.0%	0	.0%	0	.0%
	VERY LIKELY WITH FAFSA	0	.0%	0	.0%	1	1.2%
	WILL PAY FROM MY SAVING AND INVESTMENT	0	.0%	0	.0%	1	1.2%
	WILL PAY MYSELF	0	.0%	0	.0%	0	.0%
	WITH CASH	0	.0%	0	.0%	0	.0%
	WITH CURRENT JOB	0	.0%	0	.0%	0	.0%
	WITH MONEY	0	.0%	0	.0%	0	.0%
	WITH MONEY OF MY OWN	0	.0%	0	.0%	0	.0%
	WITH MY JOB	0	.0%	0	.0%	0	.0%
	WITH MY OWN MONEY AND SCHOOL GRANTS	1	8.3%	0	.0%	0	.0%
	WITH MY PARENT'S MONEY	0	.0%	0	.0%	0	.0%
	WITH SOME OF MY SAVINGS	0	.0%	0	.0%	0	.0%
	WITH THE MONEY I PUT ASIDE FOR THIS	0	.0%	0	.0%	0	.0%
	WORK	0	.0%	0	.0%	0	.0%
	WORK MY WAY THOUGH/ PARENTS	0	.0%	0	.0%	0	.0%
WORK SPONSOR	0	.0%	0	.0%	1	1.2%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	SELF-FUNDED	0	.0%	0	.0%	0	.0%	0	.0%
	SELF-PAY	1	1.5%	0	.0%	0	.0%	0	.0%
	SOME MONEY FROM SAVINGS AND SOME FROM A LOAN.	0	.0%	0	.0%	0	.0%	1	.8%
	SOMEWHAT LIKELY	0	.0%	1	1.7%	0	.0%	0	.0%
	SPOUSE	0	.0%	1	1.7%	0	.0%	0	.0%
	SPOUSE WILL PAY	1	1.5%	0	.0%	0	.0%	0	.0%
	STIPEND	0	.0%	1	1.7%	0	.0%	0	.0%
	STUDENT LOAN	0	.0%	0	.0%	1	2.3%	0	.0%
	STUDENT LOAN OR TAX REFUND	0	.0%	0	.0%	1	2.3%	0	.0%
	STUDENT LOANS	1	1.5%	2	3.4%	1	2.3%	0	.0%
	STUDENT LOANS OR PAYMENTS	1	1.5%	0	.0%	0	.0%	0	.0%
	TAKE A LOAN OR APPLY FOR FINANCIAL AID	1	1.5%	0	.0%	0	.0%	0	.0%
	TUITION REIMBURSEMENT/ OUT OF POCKET	1	1.5%	0	.0%	0	.0%	0	.0%
	UNLIKELY/ PARENTS	0	.0%	0	.0%	1	2.3%	0	.0%
	UNSURE	3	4.4%	2	3.4%	1	2.3%	2	1.6%
	UP FRONT	0	.0%	0	.0%	0	.0%	1	.8%
	VERY LIKELY WITH FAFSA	0	.0%	0	.0%	0	.0%	0	.0%
	WILL PAY FROM MY SAVING AND INVESTMENT	0	.0%	0	.0%	0	.0%	0	.0%
	WILL PAY MYSELF	0	.0%	0	.0%	0	.0%	1	.8%
	WITH CASH	0	.0%	0	.0%	0	.0%	1	.8%
	WITH CURRENT JOB	1	1.5%	0	.0%	0	.0%	0	.0%
	WITH MONEY	1	1.5%	0	.0%	0	.0%	1	.8%
	WITH MONEY OF MY OWN	0	.0%	0	.0%	0	.0%	1	.8%
	WITH MY JOB	0	.0%	1	1.7%	0	.0%	0	.0%
	WITH MY OWN MONEY AND SCHOOL GRANTS	0	.0%	0	.0%	0	.0%	0	.0%
	WITH MY PARENT'S MONEY	0	.0%	0	.0%	1	2.3%	0	.0%
	WITH SOME OF MY SAVINGS	0	.0%	0	.0%	0	.0%	1	.8%
	WITH THE MONEY I PUT ASIDE FOR THIS	0	.0%	0	.0%	0	.0%	1	.8%
	WORK	1	1.5%	1	1.7%	0	.0%	0	.0%
	WORK MY WAY THOUGH/ PARENTS	0	.0%	1	1.7%	0	.0%	0	.0%
WORK SPONSOR	0	.0%	0	.0%	0	.0%	0	.0%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Paying For Education Or Training	SELF-FUNDED	1	.3%
	SELF-PAY	1	.3%
	SOME MONEY FROM SAVINGS AND SOME FROM A LOAN.	1	.3%
	SOMEWHAT LIKELY	1	.3%
	SPOUSE	1	.3%
	SPOUSE WILL PAY	1	.3%
	STIPEND	1	.3%
	STUDENT LOAN	7	1.8%
	STUDENT LOAN OR TAX REFUND	1	.3%
	STUDENT LOANS	5	1.3%
	STUDENT LOANS OR PAYMENTS	1	.3%
	TAKE A LOAN OR APPLY FOR FINANCIAL AID	1	.3%
	TUITION REIMBURSMENT/ OUT OF POCKET	1	.3%
	UNLIKELY/ PARENTS	1	.3%
	UNSURE	10	2.5%
	UP FRONT	1	.3%
	VERY LIKELY WITH FAFSA	1	.3%
	WILL PAY FROM MY SAVING AND INVESTMENT	1	.3%
	WILL PAY MYSELF	1	.3%
	WITH CASH	1	.3%
	WITH CURRENT JOB	1	.3%
	WITH MONEY	2	.5%
	WITH MONEY OF MY OWN	1	.3%
	WITH MY JOB	1	.3%
	WITH MY OWN MONEY AND SCHOOL GRANTS	1	.3%
	WITH MY PARENT'S MONEY	1	.3%
	WITH SOME OF MY SAVINGS	1	.3%
	WITH THE MONEY I PUT ASIDE FOR THIS	1	.3%
	WORK	2	.5%
	WORK MY WAY THOUGH/ PARENTS	1	.3%
WORK SPONSOR	1	.3%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	WORK WILL PAY	0	.0%	0	.0%	0	.0%
	WORK/ GRANTS	0	.0%	0	.0%	0	.0%
	WORKING	1	8.3%	0	.0%	0	.0%
	WORKING A SECOND JOB OR WORKING EXTRA HOURS AT JOB	0	.0%	0	.0%	1	1.2%
	WOULD PAY \$10,000	0	.0%	0	.0%	2	2.3%
	WOULD PAY \$200	1	8.3%	0	.0%	0	.0%
	WOULD PAY \$5,000	0	.0%	0	.0%	0	.0%
	WOULD PAY OUT OF SAVINGS	0	.0%	0	.0%	0	.0%
	YES	0	.0%	0	.0%	1	1.2%
	YES I WOULD PAY ON MY OWN	0	.0%	0	.0%	0	.0%
	Total	12	100.0%	6	100.0%	86	100.0%
Preferred Information Sources	A PAMPHLET	0	.0%	0	.0%	0	.0%
	ACADEMIC ADVISORS	0	.0%	0	.0%	0	.0%
	ADVISOR	0	.0%	0	.0%	1	1.2%
	ADVISOR MEETING OR EMAIL	0	.0%	0	.0%	0	.0%
	ASK PROFESSOR	0	.0%	0	.0%	1	1.2%
	AT THE COLLEGE	0	.0%	0	.0%	0	.0%
	BOOKLET	0	.0%	0	.0%	0	.0%
	BROCHURE IN THE MAIL OR EMAIL	0	.0%	0	.0%	1	1.2%
	BROCHURE OR CATALOG	0	.0%	0	.0%	0	.0%
	BROCHURE/ ONLINE	0	.0%	0	.0%	0	.0%
	BROCHURES	0	.0%	0	.0%	0	.0%
	CAREER COACH	0	.0%	0	.0%	0	.0%
	CATALOG OR ONLINE SEARCH	0	.0%	0	.0%	0	.0%
	CATALOG VIA USPS	0	.0%	0	.0%	0	.0%
	CATALOGS OR EMAIL	0	.0%	0	.0%	0	.0%
	CATALOGUE	0	.0%	0	.0%	0	.0%
	CHECK CATALOG	0	.0%	0	.0%	0	.0%
	CHECK ONLINE	0	.0%	0	.0%	0	.0%
	CLASS CATALOGUE	0	.0%	0	.0%	0	.0%
	COMPUTER	0	.0%	0	.0%	0	.0%
COURSE MAILER THEY CURRENTLY SEND OUT	0	.0%	0	.0%	0	.0%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Paying For Education Or Training	WORK WILL PAY	1	1.5%	0	.0%	0	.0%	0	.0%
	WORK/ GRANTS	1	1.5%	0	.0%	0	.0%	0	.0%
	WORKING	0	.0%	0	.0%	1	2.3%	0	.0%
	WORKING A SECOND JOB OR WORKING EXTRA HOURS AT JOB	0	.0%	0	.0%	0	.0%	0	.0%
	WOULD PAY \$10,000	0	.0%	0	.0%	0	.0%	0	.0%
	WOULD PAY \$200	0	.0%	0	.0%	0	.0%	0	.0%
	WOULD PAY \$5,000	1	1.5%	0	.0%	0	.0%	0	.0%
	WOULD PAY OUT OF SAVINGS	0	.0%	0	.0%	0	.0%	1	.8%
	YES	1	1.5%	1	1.7%	0	.0%	0	.0%
	YES I WOULD PAY ON MY OWN	0	.0%	0	.0%	0	.0%	1	.8%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Preferred Information Sources	A PAMPHLET	0	.0%	0	.0%	0	.0%	1	.8%
	ACADEMIC ADVISORS	0	.0%	1	1.7%	0	.0%	0	.0%
	ADVISOR	0	.0%	0	.0%	0	.0%	0	.0%
	ADVISOR MEETING OR EMAIL	0	.0%	1	1.7%	0	.0%	0	.0%
	ASK PROFESSOR	0	.0%	0	.0%	0	.0%	0	.0%
	AT THE COLLEGE	0	.0%	0	.0%	0	.0%	1	.8%
	BOOKLET	0	.0%	0	.0%	0	.0%	1	.8%
	BROCHURE IN THE MAIL OR EMAIL	0	.0%	0	.0%	0	.0%	0	.0%
	BROCHURE OR CATALOG	0	.0%	0	.0%	0	.0%	1	.8%
	BROCHURE/ ONLINE	1	1.5%	0	.0%	0	.0%	2	1.6%
	BROCHURES	0	.0%	0	.0%	1	2.3%	1	.8%
	CAREER COACH	0	.0%	0	.0%	1	2.3%	0	.0%
	CATALOG OR ONLINE SEARCH	0	.0%	0	.0%	0	.0%	1	.8%
	CATALOG VIA USPS	1	1.5%	0	.0%	0	.0%	0	.0%
	CATALOGS OR EMAIL	1	1.5%	0	.0%	0	.0%	0	.0%
	CATALOGUE	1	1.5%	0	.0%	0	.0%	2	1.6%
	CHECK CATALOG	0	.0%	0	.0%	0	.0%	1	.8%
	CHECK ONLINE	0	.0%	1	1.7%	0	.0%	1	.8%
	CLASS CATALOGUE	0	.0%	0	.0%	1	2.3%	0	.0%
	COMPUTER	1	1.5%	0	.0%	0	.0%	0	.0%
COURSE MAILER THEY CURRENTLY SEND OUT	0	.0%	0	.0%	0	.0%	1	.8%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Paying For Education Or Training	WORK WILL PAY	1	.3%
	WORK/ GRANTS	1	.3%
	WORKING	2	.5%
	WORKING A SECOND JOB OR WORKING EXTRA HOURS AT JOB	1	.3%
	WOULD PAY \$10,000	2	.5%
	WOULD PAY \$200	1	.3%
	WOULD PAY \$5,000	1	.3%
	WOULD PAY OUT OF SAVINGS	1	.3%
	YES	3	.8%
	YES I WOULD PAY ON MY OWN	1	.3%
	Total	397	100.0%
Preferred Information Sources	A PAMPHLET	1	.3%
	ACADEMIC ADVISORS	1	.3%
	ADVISOR	1	.3%
	ADVISOR MEETING OR EMAIL	1	.3%
	ASK PROFESSOR	1	.3%
	AT THE COLLEGE	1	.3%
	BOOKLET	1	.3%
	BROCHURE IN THE MAIL OR EMAIL	1	.3%
	BROCHURE OR CATALOG	1	.3%
	BROCHURE/ ONLINE	3	.8%
	BROCHURES	2	.5%
	CAREER COACH	1	.3%
	CATALOG OR ONLINE SEARCH	1	.3%
	CATALOG VIA USPS	1	.3%
	CATALOGS OR EMAIL	1	.3%
	CATALOGUE	3	.8%
	CHECK CATALOG	1	.3%
	CHECK ONLINE	2	.5%
	CLASS CATALOGUE	1	.3%
	COMPUTER	1	.3%
COURSE MAILER THEY CURRENTLY SEND OUT	1	.3%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Preferred Information Sources	CURRENTLY RECEIVE THE ACADEMIC CATALOG (TWICE A YEAR I THINK)/ THIS WORKS WELL FOR ME	0	.0%	0	.0%	1	1.2%
	DO NOT KNOW	2	16.7%	2	33.3%	9	10.5%
	EITHER THROUGH MAIL OR GOING IN PERSON TO COLLEGE TO SEE WHAT IS AVAILABLE	0	.0%	0	.0%	0	.0%
	EITHER THROUGH THE MAIL OR THROUGH GOOGLE WEBSITES	0	.0%	0	.0%	0	.0%
	EMAIL	2	16.7%	1	16.7%	17	19.8%
	EMAIL COMMUNICATIONS	0	.0%	0	.0%	0	.0%
	EMAIL OR EASY ACCESS ON THE SCHOOL'S WEBSITE	0	.0%	0	.0%	0	.0%
	EMAIL OR PHONE CALL	0	.0%	0	.0%	0	.0%
	EMAIL OR TEXT	0	.0%	0	.0%	0	.0%
	EMAIL/ MAIL	0	.0%	0	.0%	0	.0%
	EMAIL/ MAIL/ IN PERSON	0	.0%	0	.0%	0	.0%
	EMAIL/ ONLINE	0	.0%	0	.0%	0	.0%
	EMAIL/ ONLINE SEARCH	0	.0%	0	.0%	0	.0%
	EMAIL/ OR BOOKLETS	0	.0%	0	.0%	0	.0%
	EMAIL/ US POSTAL MAIL	0	.0%	0	.0%	0	.0%
	EMAILS ONLINE INFO	0	.0%	0	.0%	0	.0%
	FACEBOOK	0	.0%	0	.0%	0	.0%
	FINDING IT ONLINE	0	.0%	0	.0%	0	.0%
	FLYERS OR OTHER LITERATURE/ ONLINE ALSO FINE	0	.0%	0	.0%	0	.0%
	FRIENDS	0	.0%	0	.0%	0	.0%
	FROM FRIENDS AND FROM INTERNET	0	.0%	0	.0%	1	1.2%
	GO TO THE SCHOOL	0	.0%	0	.0%	1	1.2%
	GOING IN TO THE COLLEGE AND ASKING FOR HELP	0	.0%	0	.0%	0	.0%
	GOING ONLINE	0	.0%	0	.0%	0	.0%
	GOOGLE	0	.0%	0	.0%	0	.0%
	HANDS ON ACTIVITIES/ PRESENTATIONS/ READINGS	0	.0%	0	.0%	0	.0%
	HARD COPY CATALOGUE	0	.0%	0	.0%	1	1.2%
I ALREADY RECEIVE THE HARPER COURSE CATALOG	0	.0%	0	.0%	1	1.2%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Preferred Information Sources	CURRENTLY RECEIVE THE ACADEMIC CATALOG (TWICE A YEAR I THINK) THIS WORKS WELL FOR ME	0	.0%	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	7	10.3%	6	10.3%	6	13.6%	7	5.7%
	EITHER THROUGH MAIL OR GOING IN PERSON TO COLLEGE TO SEE WHAT IS AVAILABLE	0	.0%	0	.0%	0	.0%	1	.8%
	EITHER THROUGH THE MAIL OR THROUGH GOOGLE WEBSITES	0	.0%	1	1.7%	0	.0%	0	.0%
	EMAIL	16	23.5%	8	13.8%	4	9.1%	18	14.6%
	EMAIL COMMUNICATIONS	0	.0%	1	1.7%	0	.0%	0	.0%
	EMAIL OR EASY ACCESS ON THE SCHOOL'S WEBSITE	0	.0%	0	.0%	1	2.3%	0	.0%
	EMAIL OR PHONE CALL	0	.0%	0	.0%	1	2.3%	0	.0%
	EMAIL OR TEXT	0	.0%	1	1.7%	1	2.3%	0	.0%
	EMAIL/ MAIL	0	.0%	0	.0%	0	.0%	3	2.4%
	EMAIL/ MAIL/ IN PERSON	1	1.5%	0	.0%	0	.0%	0	.0%
	EMAIL/ ONLINE	0	.0%	0	.0%	0	.0%	1	.8%
	EMAIL/ ONLINE SEARCH	0	.0%	0	.0%	0	.0%	1	.8%
	EMAIL/ OR BOOKLETS	1	1.5%	0	.0%	0	.0%	0	.0%
	EMAIL/ US POSTAL MAIL	0	.0%	1	1.7%	0	.0%	0	.0%
	EMAILS ONLINE INFO	0	.0%	0	.0%	0	.0%	1	.8%
	FACEBOOK	0	.0%	0	.0%	0	.0%	1	.8%
	FINDING IT ONLINE	1	1.5%	0	.0%	0	.0%	0	.0%
	FLYERS OR OTHER LITERATURE/ ONLINE ALSO FINE	0	.0%	0	.0%	0	.0%	1	.8%
	FRIENDS	0	.0%	0	.0%	0	.0%	1	.8%
	FROM FRIENDS AND FROM INTERNET	0	.0%	0	.0%	0	.0%	0	.0%
	GO TO THE SCHOOL	0	.0%	0	.0%	0	.0%	0	.0%
	GOING IN TO THE COLLEGE AND ASKING FOR HELP	0	.0%	1	1.7%	0	.0%	0	.0%
	GOING ONLINE	0	.0%	0	.0%	0	.0%	1	.8%
	GOOGLE	0	.0%	2	3.4%	0	.0%	0	.0%
	HANDS ON ACTIVITIES/ PRESENTATIONS/ READINGS	0	.0%	0	.0%	1	2.3%	0	.0%
	HARD COPY CATALOGUE	0	.0%	0	.0%	0	.0%	0	.0%
I ALREADY RECEIVE THE HARPER COURSE CATALOG	0	.0%	0	.0%	0	.0%	0	.0%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Preferred Information Sources	CURRENTLY RECEIVE THE ACADEMIC CATALOG (TWICE A YEAR I THINK) THIS WORKS WELL FOR ME	1	.3%
	DO NOT KNOW	39	9.8%
	EITHER THROUGH MAIL OR GOING IN PERSON TO COLLEGE TO SEE WHAT IS AVAILABLE	1	.3%
	EITHER THROUGH THE MAIL OR THROUGH GOOGLE WEBSITES	1	.3%
	EMAIL	66	16.6%
	EMAIL COMMUNICATIONS	1	.3%
	EMAIL OR EASY ACCESS ON THE SCHOOL'S WEBSITE	1	.3%
	EMAIL OR PHONE CALL	1	.3%
	EMAIL OR TEXT	2	.5%
	EMAIL/ MAIL	3	.8%
	EMAIL/ MAIL/ IN PERSON	1	.3%
	EMAIL/ ONLINE	1	.3%
	EMAIL/ ONLINE SEARCH	1	.3%
	EMAIL/ OR BOOKLETS	1	.3%
	EMAIL/ US POSTAL MAIL	1	.3%
	EMAILS ONLINE INFO	1	.3%
	FACEBOOK	1	.3%
	FINDING IT ONLINE	1	.3%
	FLYERS OR OTHER LITERATURE/ ONLINE ALSO FINE	1	.3%
	FRIENDS	1	.3%
	FROM FRIENDS AND FROM INTERNET	1	.3%
	GO TO THE SCHOOL	1	.3%
	GOING IN TO THE COLLEGE AND ASKING FOR HELP	1	.3%
	GOING ONLINE	1	.3%
	GOOGLE	2	.5%
	HANDS ON ACTIVITIES/ PRESENTATIONS/ READINGS	1	.3%
	HARD COPY CATALOGUE	1	.3%
I ALREADY RECEIVE THE HARPER COURSE CATALOG	1	.3%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Preferred Information Sources	I GET THEM FROM PEERS	0	.0%	0	.0%	0	.0%
	I LIKE TO GET INFORMATION ABOUT CLASSES THROUGH PEERS AND FAMILY FRIENDS	0	.0%	0	.0%	0	.0%
	I LIKE TO GET INFORMATION FROM HARPER COLLEGE	0	.0%	0	.0%	0	.0%
	I PREFER TO DO MY OWN RESEARCH	0	.0%	0	.0%	0	.0%
	I WOULD PREFER TO LOOK ON THE COLLEGE'S WEBSITE	0	.0%	0	.0%	1	1.2%
	IN A MAILED BROCHURE	0	.0%	0	.0%	0	.0%
	IN CLASS	0	.0%	0	.0%	0	.0%
	IN PERSON	0	.0%	0	.0%	0	.0%
	IN PERSON WITH AN ADVISOR	0	.0%	0	.0%	0	.0%
	IN THE MAIL OR ONLINE	0	.0%	0	.0%	0	.0%
	INQUIRIES/ RESEARCH AND BROCHURES	0	.0%	0	.0%	1	1.2%
	INTERNET	0	.0%	0	.0%	2	2.3%
	IT'S A THOUGHT ALWAYS IN THE BACK OF MY MIND WANT TO ENCOURAGE THEM TO EXCEL IN THEIR PASSION LIKE I'VE BEEN BLESSED TO DO BUT TO ADMIT I NEVER FINISHED HIGH SCHOOL IS KIND OF BAD EVEN THOUGH I HAVE A GREAT TRADE	1	8.3%	0	.0%	0	.0%
	LECTURE	0	.0%	0	.0%	0	.0%
	LIVE	0	.0%	0	.0%	1	1.2%
	LOOK ONLINE AND PAMPHLET AND GO TO THE COLLEGE	0	.0%	0	.0%	0	.0%
	LOOK ONLINE AT THE CATALOG	0	.0%	0	.0%	0	.0%
	LOOKING MYSELF ONLINE	0	.0%	0	.0%	0	.0%
	MAIL	0	.0%	0	.0%	4	4.7%
	MAIL AND EMAIL	0	.0%	0	.0%	1	1.2%
	MAIL/ CATALOG	0	.0%	0	.0%	0	.0%
	MAIL/ EMAIL	0	.0%	0	.0%	0	.0%
	MAIL/ EMAIL/ IN PERSON	1	8.3%	0	.0%	0	.0%
	MAIL/ ONLINE	0	.0%	0	.0%	1	1.2%
	MAILINGS	0	.0%	0	.0%	0	.0%
	MESSAGES	0	.0%	1	16.7%	0	.0%
MY CELLPHONE	1	8.3%	0	.0%	0	.0%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Preferred Information Sources	I GET THEM FROM PEERS	0	.0%	0	.0%	1	2.3%	0	.0%
	I LIKE TO GET INFORMATION ABOUT CLASSES THROUGH PEERS AND FAMILY FRIENDS	0	.0%	0	.0%	1	2.3%	0	.0%
	I LIKE TO GET INFORMATION FROM HARPER COLLEGE	0	.0%	0	.0%	0	.0%	1	.8%
	I PREFER TO DO MY OWN RESEARCH	0	.0%	0	.0%	1	2.3%	0	.0%
	I WOULD PREFER TO LOOK ON THE COLLEGE'S WEBSITE	0	.0%	0	.0%	0	.0%	0	.0%
	IN A MAILED BROCHURE	0	.0%	0	.0%	0	.0%	1	.8%
	IN CLASS	0	.0%	1	1.7%	0	.0%	0	.0%
	IN PERSON	1	1.5%	1	1.7%	0	.0%	1	.8%
	IN PERSON WITH AN ADVISOR	0	.0%	0	.0%	1	2.3%	0	.0%
	IN THE MAIL OR ONLINE	0	.0%	1	1.7%	0	.0%	0	.0%
	INQUIRIES/ RESEARCH AND BROCHURES	0	.0%	0	.0%	0	.0%	0	.0%
	INTERNET	1	1.5%	0	.0%	0	.0%	2	1.6%
	IT'S A THOUGHT ALWAYS IN THE BACK OF MY MIND WANT TO ENCOURAGE THEM TO EXCEL IN THEIR PASSION LIKE I'VE BEEN BLESSED TO DO BUT TO ADMIT I NEVER FINISHED HIGH SCHOOL IS KIND OF BAD EVEN THOUGH I HAVE A GREAT TRADE	0	.0%	0	.0%	0	.0%	0	.0%
	LECTURE	0	.0%	0	.0%	1	2.3%	0	.0%
	LIVE	0	.0%	0	.0%	0	.0%	0	.0%
	LOOK ONLINE AND PAMPHLET AND GO TO THE COLLEGE	0	.0%	0	.0%	0	.0%	1	.8%
	LOOK ONLINE AT THE CATALOG	0	.0%	0	.0%	0	.0%	1	.8%
	LOOKING MYSELF ONLINE	1	1.5%	0	.0%	0	.0%	0	.0%
	MAIL	3	4.4%	2	3.4%	2	4.5%	15	12.2%
	MAIL AND EMAIL	0	.0%	0	.0%	0	.0%	0	.0%
	MAIL/ CATALOG	0	.0%	0	.0%	0	.0%	2	1.6%
	MAIL/ EMAIL	0	.0%	0	.0%	0	.0%	2	1.6%
	MAIL/ EMAIL/ IN PERSON	0	.0%	0	.0%	0	.0%	0	.0%
	MAIL/ ONLINE	0	.0%	0	.0%	0	.0%	1	.8%
MAILINGS	0	.0%	0	.0%	0	.0%	2	1.6%	
MESSAGES	0	.0%	0	.0%	0	.0%	0	.0%	
MY CELLPHONE	0	.0%	0	.0%	0	.0%	0	.0%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Preferred Information Sources	I GET THEM FROM PEERS	1	.3%
	I LIKE TO GET INFORMATION ABOUT CLASSES THROUGH PEERS AND FAMILY FRIENDS	1	.3%
	I LIKE TO GET INFORMATION FROM HARPER COLLEGE	1	.3%
	I PREFER TO DO MY OWN RESEARCH	1	.3%
	I WOULD PREFER TO LOOK ON THE COLLEGE'S WEBSITE	1	.3%
	IN A MAILED BROCHURE	1	.3%
	IN CLASS	1	.3%
	IN PERSON	3	.8%
	IN PERSON WITH AN ADVISOR	1	.3%
	IN THE MAIL OR ONLINE	1	.3%
	INQUIRIES/ RESEARCH AND BROCHURES	1	.3%
	INTERNET	5	1.3%
	IT'S A THOUGHT ALWAYS IN THE BACK OF MY MIND WANT TO ENCOURAGE THEM TO EXCEL IN THEIR PASSION LIKE I'VE BEEN BLESSED TO DO BUT TO ADMIT I NEVER FINISHED HIGH SCHOOL IS KIND OF BAD EVEN THOUGH I HAVE A GREAT TRADE	1	.3%
	LECTURE	1	.3%
	LIVE	1	.3%
	LOOK ONLINE AND PAMPHLET AND GO TO THE COLLEGE	1	.3%
	LOOK ONLINE AT THE CATALOG	1	.3%
	LOOKING MYSELF ONLINE	1	.3%
	MAIL	26	6.5%
	MAIL AND EMAIL	1	.3%
	MAIL/ CATALOG	2	.5%
	MAIL/ EMAIL	2	.5%
	MAIL/ EMAIL/ IN PERSON	1	.3%
	MAIL/ ONLINE	2	.5%
	MAILINGS	2	.5%
	MESSAGES	1	.3%
	MY CELLPHONE	1	.3%

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Preferred Information Sources	NO RESPONSE	0	.0%	0	.0%	2	2.3%
	NORMAL IN A CLASSROOM	1	8.3%	0	.0%	0	.0%
	ON THE INTERNET	0	.0%	0	.0%	1	1.2%
	ONLINE	3	25.0%	0	.0%	22	25.6%
	ONLINE AD	0	.0%	0	.0%	0	.0%
	ONLINE AND CATALOG	0	.0%	0	.0%	0	.0%
	ONLINE AND VISIT	0	.0%	0	.0%	0	.0%
	ONLINE BROCHURES	0	.0%	0	.0%	1	1.2%
	ONLINE BY EMAIL	0	.0%	0	.0%	0	.0%
	ONLINE EMAIL	0	.0%	0	.0%	0	.0%
	ONLINE INFORMATION	0	.0%	0	.0%	1	1.2%
	ONLINE OR BOOKLET	0	.0%	0	.0%	0	.0%
	ONLINE OR BY US MAIL	0	.0%	0	.0%	0	.0%
	ONLINE OR CATALOG	0	.0%	0	.0%	0	.0%
	ONLINE OR IN PERSON	0	.0%	0	.0%	0	.0%
	ONLINE OR MAIL	0	.0%	0	.0%	2	2.3%
	ONLINE PORTALS SHOULD BE THERE	0	.0%	0	.0%	1	1.2%
	ONLINE RESEARCH	1	8.3%	0	.0%	0	.0%
	ONLINE THROUGH CORPORATE	0	.0%	0	.0%	1	1.2%
	ONLINE THROUGH NOTIFICATIONS	0	.0%	0	.0%	0	.0%
	ONLINE WEBSITES	0	.0%	0	.0%	1	1.2%
	ONLINE/ BY EMAILS AND ON WEBSITES	0	.0%	0	.0%	0	.0%
	ONLINE/ EMAIL	0	.0%	0	.0%	0	.0%
	ONLINE/ EMAIL/ SNAIL MAIL	0	.0%	0	.0%	0	.0%
	ONLINE/ FRIENDS/ COUNSELORS	0	.0%	0	.0%	0	.0%
	ONLINE/ OVER THE PHONE	0	.0%	0	.0%	0	.0%
	PAPER CATALOG	0	.0%	0	.0%	0	.0%
	PAPER COPY	0	.0%	0	.0%	0	.0%
	PERSONALLY	0	.0%	0	.0%	0	.0%
	PHONE AND IN PERSON	0	.0%	0	.0%	0	.0%
PREFER TO GET THEM FROM AN ADVISER OF THE SCHOOL IN THE DIRECT PROGRAM THAT I AM INQUIRING ON	0	.0%	0	.0%	0	.0%	
PROFESSORS	0	.0%	0	.0%	0	.0%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Preferred Information Sources	NO RESPONSE	0	.0%	1	1.7%	1	2.3%	0	.0%
	NORMAL IN A CLASSROOM	0	.0%	0	.0%	0	.0%	0	.0%
	ON THE INTERNET	0	.0%	0	.0%	0	.0%	0	.0%
	ONLINE	20	29.4%	25	43.1%	11	25.0%	23	18.7%
	ONLINE AD	1	1.5%	0	.0%	0	.0%	0	.0%
	ONLINE AND CATALOG	0	.0%	0	.0%	0	.0%	1	.8%
	ONLINE AND VISIT	0	.0%	0	.0%	1	2.3%	0	.0%
	ONLINE BROCHURES	0	.0%	0	.0%	0	.0%	0	.0%
	ONLINE BY EMAIL	0	.0%	0	.0%	0	.0%	1	.8%
	ONLINE EMAIL	1	1.5%	0	.0%	0	.0%	0	.0%
	ONLINE INFORMATION	0	.0%	0	.0%	0	.0%	0	.0%
	ONLINE OR BOOKLET	0	.0%	0	.0%	0	.0%	1	.8%
	ONLINE OR BY US MAIL	0	.0%	0	.0%	0	.0%	1	.8%
	ONLINE OR CATALOG	0	.0%	0	.0%	0	.0%	1	.8%
	ONLINE OR IN PERSON	0	.0%	0	.0%	0	.0%	1	.8%
	ONLINE OR MAIL	0	.0%	0	.0%	0	.0%	0	.0%
	ONLINE PORTALS SHOULD BE THERE	0	.0%	0	.0%	0	.0%	0	.0%
	ONLINE RESEARCH	0	.0%	0	.0%	0	.0%	0	.0%
	ONLINE THROUGH CORPORATE	0	.0%	0	.0%	0	.0%	0	.0%
	ONLINE THROUGH NOTIFICATIONS	1	1.5%	0	.0%	0	.0%	0	.0%
	ONLINE WEBSITES	0	.0%	0	.0%	0	.0%	0	.0%
	ONLINE/ BY EMAILS AND ON WEBSITES	1	1.5%	0	.0%	0	.0%	0	.0%
	ONLINE/ EMAIL	1	1.5%	0	.0%	0	.0%	0	.0%
	ONLINE/ EMAIL/ SNAIL MAIL	1	1.5%	0	.0%	0	.0%	0	.0%
	ONLINE/ FRIENDS/ COUNSELORS	0	.0%	1	1.7%	0	.0%	0	.0%
	ONLINE/ OVER THE PHONE	0	.0%	0	.0%	1	2.3%	0	.0%
	PAPER CATALOG	0	.0%	0	.0%	0	.0%	1	.8%
	PAPER COPY	0	.0%	0	.0%	0	.0%	1	.8%
	PERSONALLY	1	1.5%	0	.0%	0	.0%	0	.0%
	PHONE AND IN PERSON	0	.0%	0	.0%	1	2.3%	0	.0%
PREFER TO GET THEM FROM AN ADVISER OF THE SCHOOL IN THE DIRECT PROGRAM THAT I AM INQUIRING ON	1	1.5%	0	.0%	0	.0%	0	.0%	
PROFESSORS	0	.0%	0	.0%	1	2.3%	0	.0%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Preferred Information Sources	NO RESPONSE	4	1.0%
	NORMAL IN A CLASSROOM	1	.3%
	ON THE INTERNET	1	.3%
	ONLINE	104	26.2%
	ONLINE AD	1	.3%
	ONLINE AND CATALOG	1	.3%
	ONLINE AND VISIT	1	.3%
	ONLINE BROCHURES	1	.3%
	ONLINE BY EMAIL	1	.3%
	ONLINE EMAIL	1	.3%
	ONLINE INFORMATION	1	.3%
	ONLINE OR BOOKLET	1	.3%
	ONLINE OR BY US MAIL	1	.3%
	ONLINE OR CATALOG	1	.3%
	ONLINE OR IN PERSON	1	.3%
	ONLINE OR MAIL	2	.5%
	ONLINE PORTALS SHOULD BE THERE	1	.3%
	ONLINE RESEARCH	1	.3%
	ONLINE THROUGH CORPORATE	1	.3%
	ONLINE THROUGH NOTIFICATIONS	1	.3%
	ONLINE WEBSITES	1	.3%
	ONLINE/ BY EMAILS AND ON WEBSITES	1	.3%
	ONLINE/ EMAIL	1	.3%
	ONLINE/ EMAIL/ SNAIL MAIL	1	.3%
	ONLINE/ FRIENDS/ COUNSELORS	1	.3%
	ONLINE/ OVER THE PHONE	1	.3%
	PAPER CATALOG	1	.3%
	PAPER COPY	1	.3%
	PERSONALLY	1	.3%
	PHONE AND IN PERSON	1	.3%
PREFER TO GET THEM FROM AN ADVISER OF THE SCHOOL IN THE DIRECT PROGRAM THAT I AM INQUIRING ON	1	.3%	
PROFESSORS	1	.3%	

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Preferred Information Sources	READ CATALOG COURSES	0	.0%	0	.0%	0	.0%
	READING ABOUT IT ONLINE	0	.0%	0	.0%	1	1.2%
	RESEARCH	0	.0%	0	.0%	1	1.2%
	RESEARCH COLLEGE WEBSITE	0	.0%	0	.0%	0	.0%
	RESEARCHING/ MAIL	0	.0%	0	.0%	1	1.2%
	SCHOOL WEBSITES	0	.0%	0	.0%	1	1.2%
	SCHOOLS CLASS LIST AND STUDENTS	0	.0%	0	.0%	0	.0%
	SEARCHING IT UP	0	.0%	0	.0%	0	.0%
	SEMINAR AT COLLEGE	0	.0%	0	.0%	0	.0%
	SOME ONLINE AND SOME IN CLASS	0	.0%	0	.0%	1	1.2%
	TALKING TO MY COUNSELOR OR LOOKING ONLINE	0	.0%	0	.0%	0	.0%
	THE SCHOOL	0	.0%	0	.0%	0	.0%
	THROUGH CATALOG OR ONLINE	0	.0%	0	.0%	0	.0%
	THROUGH LETTERS	0	.0%	1	16.7%	0	.0%
	THROUGH SNAIL MAIL	0	.0%	0	.0%	0	.0%
	THROUGH THE MAIL	0	.0%	0	.0%	0	.0%
	THROUGH THE WEBSITE	0	.0%	0	.0%	0	.0%
	US MAIL	0	.0%	0	.0%	0	.0%
	USUALLY THROUGH THE LIBRARY	0	.0%	0	.0%	1	1.2%
	VIA EMAIL	0	.0%	1	16.7%	0	.0%
	VIA REGULAR MAIL	0	.0%	0	.0%	0	.0%
	WE CURRENTLY GET A CATALOG EACH SEMESTER/ THAT'S FINE WITH ME	0	.0%	0	.0%	0	.0%
	WEB	0	.0%	0	.0%	1	1.2%
	WEBSITE	0	.0%	0	.0%	1	1.2%
	WOULD LIKE TO RECEIVE ONLINE OR VIA CATALOG/ OR ATTENDING OPEN DOOR EVENT	0	.0%	0	.0%	0	.0%
	WOULD PROBABLY GO ONLINE OR CALL	0	.0%	0	.0%	1	1.2%
Total		12	100.0%	6	100.0%	86	100.0%

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Preferred Information Sources	READ CATALOG COURSES	1	1.5%	0	.0%	0	.0%	0	.0%
	READING ABOUT IT ONLINE	0	.0%	0	.0%	0	.0%	0	.0%
	RESEARCH	0	.0%	0	.0%	0	.0%	1	.8%
	RESEARCH COLLEGE WEBSITE	0	.0%	0	.0%	0	.0%	1	.8%
	RESEARCHING/ MAIL	0	.0%	0	.0%	0	.0%	0	.0%
	SCHOOL WEBSITES	0	.0%	0	.0%	0	.0%	0	.0%
	SCHOOLS CLASS LIST AND STUDENTS	0	.0%	1	1.7%	0	.0%	0	.0%
	SEARCHING IT UP	0	.0%	0	.0%	1	2.3%	0	.0%
	SEMINAR AT COLLEGE	0	.0%	0	.0%	1	2.3%	0	.0%
	SOME ONLINE AND SOME IN CLASS	0	.0%	0	.0%	0	.0%	0	.0%
	TALKING TO MY COUNSELOR OR LOOKING ONLINE	0	.0%	0	.0%	1	2.3%	0	.0%
	THE SCHOOL	0	.0%	0	.0%	1	2.3%	0	.0%
	THROUGH CATALOG OR ONLINE	0	.0%	0	.0%	0	.0%	1	.8%
	THROUGH LETTERS	0	.0%	0	.0%	0	.0%	0	.0%
	THROUGH SNAIL MAIL	0	.0%	0	.0%	0	.0%	1	.8%
	THROUGH THE MAIL	0	.0%	0	.0%	0	.0%	2	1.6%
	THROUGH THE WEBSITE	0	.0%	0	.0%	0	.0%	1	.8%
	US MAIL	0	.0%	0	.0%	0	.0%	3	2.4%
	USUALLY THROUGH THE LIBRARY	0	.0%	0	.0%	0	.0%	0	.0%
	VIA EMAIL	0	.0%	1	1.7%	0	.0%	0	.0%
	VIA REGULAR MAIL	0	.0%	0	.0%	0	.0%	1	.8%
	WE CURRENTLY GET A CATALOG EACH SEMESTER/ THAT'S FINE WITH ME	0	.0%	0	.0%	0	.0%	1	.8%
	WEB	0	.0%	0	.0%	0	.0%	1	.8%
	WEBSITE	1	1.5%	0	.0%	0	.0%	1	.8%
	WOULD LIKE TO RECEIVE ONLINE OR VIA CATALOG/ OR ATTENDING OPEN DOOR EVENT	1	1.5%	0	.0%	0	.0%	0	.0%
	WOULD PROBABLY GO ONLINE OR CALL	0	.0%	0	.0%	0	.0%	0	.0%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%

Table 12. Making College Happen By Area Of Interest Of Respondent

		Interest In Education And Training	
		Total	
		Count	Column N %
Preferred Information Sources	READ CATALOG COURSES	1	.3%
	READING ABOUT IT ONLINE	1	.3%
	RESEARCH	2	.5%
	RESEARCH COLLEGE WEBSITE	1	.3%
	RESEARCHING/ MAIL	1	.3%
	SCHOOL WEBSITES	1	.3%
	SCHOOLS CLASS LIST AND STUDENTS	1	.3%
	SEARCHING IT UP	1	.3%
	SEMINAR AT COLLEGE	1	.3%
	SOME ONLINE AND SOME IN CLASS	1	.3%
	TALKING TO MY COUNSELOR OR LOOKING ONLINE	1	.3%
	THE SCHOOL	1	.3%
	THROUGH CATALOG OR ONLINE	1	.3%
	THROUGH LETTERS	1	.3%
	THROUGH SNAIL MAIL	1	.3%
	THROUGH THE MAIL	2	.5%
	THROUGH THE WEBSITE	1	.3%
	US MAIL	3	.8%
	USUALLY THROUGH THE LIBRARY	1	.3%
	VIA EMAIL	2	.5%
	VIA REGULAR MAIL	1	.3%
	WE CURRENTLY GET A CATALOG EACH SEMESTER/ THAT'S FINE WITH ME	1	.3%
	WEB	2	.5%
	WEBSITE	3	.8%
WOULD LIKE TO RECEIVE ONLINE OR VIA CATALOG/ OR ATTENDING OPEN DOOR EVENT	1	.3%	
WOULD PROBABLY GO ONLINE OR CALL	1	.3%	
Total	397	100.0%	

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Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Zip Code Of Respondent	60004 Arlington Heights	0	.0%	0	.0%	8	9.3%
	60005 Arlington Heights	1	8.3%	0	.0%	3	3.5%
	60006 Arlington Heights	0	.0%	0	.0%	0	.0%
	60007 Elk Grove Village	2	16.7%	0	.0%	6	7.0%
	60008 Rolling Meadows	1	8.3%	0	.0%	2	2.3%
	60009 Elk Grove Village	0	.0%	0	.0%	0	.0%
	60010 Barrington (Barrington Hills, Deer Park, Inverness, Lake Barrington, North Barrington, South Barrington, Tower L	0	.0%	0	.0%	4	4.7%
	60011 Barrington	0	.0%	0	.0%	1	1.2%
	60016 Des Plaines	1	8.3%	1	16.7%	2	2.3%
	60017 Des Plaines	0	.0%	0	.0%	0	.0%
	60018 Des Plaines	0	.0%	0	.0%	1	1.2%
	60021 Fox River Grove	0	.0%	0	.0%	1	1.2%
	60056 Mount Prospect	0	.0%	0	.0%	13	15.1%
	60062 Northbrook	0	.0%	0	.0%	0	.0%
	60067 Palatine (Inverness)	0	.0%	0	.0%	3	3.5%
	60070 Prospect Heights	1	8.3%	1	16.7%	2	2.3%
	60074 Palatine	0	.0%	1	16.7%	5	5.8%
	60078 Palatine	0	.0%	0	.0%	1	1.2%
	60084 Lake Barrington	0	.0%	0	.0%	0	.0%
	60089 Buffalo Grove	0	.0%	0	.0%	4	4.7%
	60090 Wheeling	2	16.7%	0	.0%	7	8.1%
	60095 Palatine	0	.0%	0	.0%	0	.0%
	60107 S treamwood	0	.0%	0	.0%	0	.0%
	60133 Hanover Park	1	8.3%	1	16.7%	1	1.2%
	60159 Schaumburg	0	.0%	0	.0%	0	.0%
	60168 Schaumburg	0	.0%	0	.0%	0	.0%
	60169 Hoffman Estates	2	16.7%	1	16.7%	3	3.5%
	60172 Roselle	0	.0%	0	.0%	2	2.3%
	60173 Schaumburg	0	.0%	0	.0%	3	3.5%
	60192 Hoffman Estates	0	.0%	0	.0%	3	3.5%
	60193 Schaumburg	0	.0%	1	16.7%	8	9.3%
	60194 Schaumburg	1	8.3%	0	.0%	2	2.3%
	60195 Schaumburg	0	.0%	0	.0%	1	1.2%
None of the above	0	.0%	0	.0%	0	.0%	

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

Zip Code Of Respondent		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
60004	Arlington Heights	10	14.7%	8	13.8%	10	22.7%	8	6.5%
60005	Arlington Heights	5	7.4%	3	5.2%	1	2.3%	8	6.5%
60006	Arlington Heights	0	.0%	0	.0%	0	.0%	0	.0%
60007	Elk Grove Village	3	4.4%	1	1.7%	2	4.5%	4	3.3%
60008	Rolling Meadows	5	7.4%	2	3.4%	2	4.5%	4	3.3%
60009	Elk Grove Village	0	.0%	0	.0%	0	.0%	0	.0%
60010	Barrington (Barrington Hills, Deer Park, Inverness, Lake Barrington, North Barrington, South Barrington, Tower L	1	1.5%	3	5.2%	1	2.3%	16	13.0%
60011	Barrington	0	.0%	0	.0%	0	.0%	0	.0%
60016	Des Plaines	1	1.5%	1	1.7%	0	.0%	1	.8%
60017	Des Plaines	0	.0%	0	.0%	0	.0%	0	.0%
60018	Des Plaines	2	2.9%	1	1.7%	0	.0%	0	.0%
60021	Fox River Grove	4	5.9%	0	.0%	0	.0%	1	.8%
60056	Mount Prospect	3	4.4%	9	15.5%	4	9.1%	13	10.6%
60062	Northbrook	0	.0%	0	.0%	1	2.3%	0	.0%
60067	Palatine (Inverness)	3	4.4%	2	3.4%	0	.0%	18	14.6%
60070	Prospect Heights	1	1.5%	1	1.7%	2	4.5%	3	2.4%
60074	Palatine	7	10.3%	2	3.4%	3	6.8%	14	11.4%
60078	Palatine	0	.0%	0	.0%	0	.0%	0	.0%
60084	Lake Barrington	0	.0%	1	1.7%	0	.0%	0	.0%
60089	Buffalo Grove	1	1.5%	3	5.2%	2	4.5%	2	1.6%
60090	Wheeling	4	5.9%	8	13.8%	4	9.1%	6	4.9%
60095	Palatine	0	.0%	0	.0%	0	.0%	0	.0%
60107	S treamwood	0	.0%	2	3.4%	0	.0%	0	.0%
60133	Hanover Park	1	1.5%	2	3.4%	0	.0%	2	1.6%
60159	Schaumburg	0	.0%	0	.0%	0	.0%	0	.0%
60168	Schaumburg	0	.0%	0	.0%	0	.0%	0	.0%
60169	Hoffman Estates	4	5.9%	3	5.2%	5	11.4%	8	6.5%
60172	Roselle	0	.0%	0	.0%	1	2.3%	0	.0%
60173	Schaumburg	2	2.9%	1	1.7%	1	2.3%	3	2.4%
60192	Hoffman Estates	2	2.9%	0	.0%	1	2.3%	1	.8%
60193	Schaumburg	5	7.4%	4	6.9%	1	2.3%	7	5.7%
60194	Schaumburg	3	4.4%	0	.0%	2	4.5%	3	2.4%
60195	Schaumburg	1	1.5%	1	1.7%	1	2.3%	1	.8%
	None of the above	0	.0%	0	.0%	0	.0%	0	.0%

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

Zip Code Of Respondent		Interest In Education And Training			
		Not interested		Total	
		Count	Column N %	Count	Column N %
60004	Arlington Heights	14	6.9%	58	9.7%
60005	Arlington Heights	16	7.9%	37	6.2%
60006	Arlington Heights	0	.0%	0	.0%
60007	Elk Grove Village	21	10.3%	39	6.5%
60008	Rolling Meadows	8	3.9%	24	4.0%
60009	Elk Grove Village	0	.0%	0	.0%
60010	Barrington (Barrington Hills, Deer Park, Inverness, Lake Barrington, North Barrington, South Barrington, Tower L	19	9.4%	44	7.3%
60011	Barrington	0	.0%	1	.2%
60016	Des Plaines	2	1.0%	9	1.5%
60017	Des Plaines	0	.0%	0	.0%
60018	Des Plaines	2	1.0%	6	1.0%
60021	Fox River Grove	0	.0%	6	1.0%
60056	Mount Prospect	18	8.9%	60	10.0%
60062	Northbrook	0	.0%	1	.2%
60067	Palatine (Inverness)	20	9.9%	46	7.7%
60070	Prospect Heights	6	3.0%	17	2.8%
60074	Palatine	10	4.9%	42	7.0%
60078	Palatine	0	.0%	1	.2%
60084	Lake Barrington	3	1.5%	4	.7%
60089	Buffalo Grove	5	2.5%	17	2.8%
60090	Wheeling	11	5.4%	42	7.0%
60095	Palatine	0	.0%	0	.0%
60107	S treamwood	0	.0%	2	.3%
60133	Hanover Park	0	.0%	8	1.3%
60159	Schaumburg	0	.0%	0	.0%
60168	Schaumburg	0	.0%	0	.0%
60169	Hoffman Estates	7	3.4%	33	5.5%
60172	Roselle	1	.5%	4	.7%
60173	Schaumburg	7	3.4%	17	2.8%
60192	Hoffman Estates	1	.5%	8	1.3%
60193	Schaumburg	19	9.4%	45	7.5%
60194	Schaumburg	11	5.4%	22	3.7%
60195	Schaumburg	2	1.0%	7	1.2%
	None of the above	0	.0%	0	.0%

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Zip Code Of Respondent	Total	12	100.0%	6	100.0%	86	100.0%
Years Lived In Harper College District	Less than 5 years	4	33.3%	2	33.3%	18	20.9%
	5-10 years	3	25.0%	1	16.7%	21	24.4%
	11-20 years	1	8.3%	1	16.7%	13	15.1%
	21 years or more	1	8.3%	1	16.7%	22	25.6%
	Do not know/ Prefer not to answer	3	25.0%	1	16.7%	12	14.0%
	Total	12	100.0%	6	100.0%	86	100.0%
Race Of Respondent	Other	0	.0%	0	.0%	0	.0%
	White	4	33.3%	1	16.7%	49	57.0%
	Black or African American	0	.0%	0	.0%	5	5.8%
	Hispanic/ Latino	4	33.3%	2	33.3%	8	9.3%
	Asian	4	33.3%	1	16.7%	19	22.1%
	American Indian and Alaska Native	0	.0%	1	16.7%	2	2.3%
	Native Hawaiian and Other Pacific Islander	0	.0%	0	.0%	0	.0%
	Some other race	0	.0%	1	16.7%	0	.0%
	Two or more races	0	.0%	0	.0%	3	3.5%
	Prefer not to answer	0	.0%	0	.0%	0	.0%
	Total	12	100.0%	6	100.0%	86	100.0%
Other Race Cited	ASIAN INDIAN	0	.0%	0	.0%	0	.0%
	HUMAN	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	0	.0%

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Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Zip Code Of Respondent	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Years Lived In Harper College District	Less than 5 years	16	23.5%	7	12.1%	7	15.9%	15	12.2%
	5-10 years	17	25.0%	10	17.2%	12	27.3%	16	13.0%
	11-20 years	13	19.1%	20	34.5%	12	27.3%	27	22.0%
	21 years or more	17	25.0%	12	20.7%	7	15.9%	60	48.8%
	Do not know/ Prefer not to answer	5	7.4%	9	15.5%	6	13.6%	5	4.1%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Race Of Respondent	Other	0	.0%	1	1.7%	0	.0%	0	.0%
	White	43	63.2%	32	55.2%	20	45.5%	100	81.3%
	Black or African American	2	2.9%	3	5.2%	3	6.8%	4	3.3%
	Hispanic/ Latino	8	11.8%	10	17.2%	9	20.5%	3	2.4%
	Asian	12	17.6%	7	12.1%	9	20.5%	15	12.2%
	American Indian and Alaska Native	0	.0%	2	3.4%	0	.0%	1	.8%
	Native Hawaiian and Other Pacific Islander	1	1.5%	0	.0%	0	.0%	0	.0%
	Some other race	0	.0%	1	1.7%	0	.0%	0	.0%
	Two or more races	2	2.9%	1	1.7%	3	6.8%	0	.0%
	Prefer not to answer	0	.0%	1	1.7%	0	.0%	0	.0%
Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%	
Other Race Cited	ASIAN INDIAN	0	.0%	1	100.0%	0	.0%	0	.0%
	HUMAN	0	.0%	0	.0%	0	.0%	0	.0%
	Total	0	.0%	1	100.0%	0	.0%	0	.0%

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Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training			
		Not interested		Total	
		Count	Column N %	Count	Column N %
Zip Code Of Respondent	Total	203	100.0%	600	100.0%
Years Lived In Harper College District	Less than 5 years	23	11.3%	92	15.3%
	5-10 years	16	7.9%	96	16.0%
	11-20 years	33	16.3%	120	20.0%
	21 years or more	94	46.3%	214	35.7%
	Do not know/ Prefer not to answer	37	18.2%	78	13.0%
	Total	203	100.0%	600	100.0%
Race Of Respondent	Other	1	.5%	2	.3%
	White	144	70.9%	393	65.5%
	Black or African American	1	.5%	18	3.0%
	Hispanic/ Latino	14	6.9%	58	9.7%
	Asian	31	15.3%	98	16.3%
	American Indian and Alaska Native	1	.5%	7	1.2%
	Native Hawaiian and Other Pacific Islander	1	.5%	2	.3%
	Some other race	2	1.0%	4	.7%
	Two or more races	4	2.0%	13	2.2%
	Prefer not to answer	4	2.0%	5	.8%
	Total	203	100.0%	600	100.0%
	Other Race Cited	ASIAN INDIAN	0	.0%	1
HUMAN		1	100.0%	1	50.0%
Total		1	100.0%	2	100.0%

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Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Age Of Respondent	Under 18	0	.0%	0	.0%	0	.0%
	18	2	16.7%	1	16.7%	0	.0%
	19	1	8.3%	0	.0%	1	1.2%
	20	0	.0%	0	.0%	0	.0%
	21	0	.0%	0	.0%	4	4.7%
	22	1	8.3%	0	.0%	1	1.2%
	23	0	.0%	0	.0%	2	2.3%
	24	0	.0%	0	.0%	2	2.3%
	25	0	.0%	0	.0%	3	3.5%
	26	0	.0%	0	.0%	3	3.5%
	27	0	.0%	0	.0%	2	2.3%
	28	2	16.7%	0	.0%	3	3.5%
	29	0	.0%	0	.0%	1	1.2%
	30	0	.0%	1	16.7%	5	5.8%
	31	1	8.3%	1	16.7%	2	2.3%
	32	2	16.7%	1	16.7%	5	5.8%
	33	1	8.3%	0	.0%	2	2.3%
	34	0	.0%	0	.0%	4	4.7%
	35	1	8.3%	0	.0%	2	2.3%
	36	0	.0%	0	.0%	3	3.5%
	37	0	.0%	0	.0%	3	3.5%
	38	0	.0%	0	.0%	5	5.8%
	39	0	.0%	0	.0%	2	2.3%
	40	0	.0%	0	.0%	4	4.7%
	41	0	.0%	0	.0%	0	.0%
	42	0	.0%	0	.0%	4	4.7%
	43	0	.0%	0	.0%	3	3.5%
	44	0	.0%	0	.0%	3	3.5%
	45	0	.0%	0	.0%	3	3.5%
	46	0	.0%	0	.0%	0	.0%
	47	0	.0%	0	.0%	0	.0%
	48	0	.0%	0	.0%	0	.0%
49	0	.0%	0	.0%	1	1.2%	
50	0	.0%	0	.0%	0	.0%	
51	0	.0%	0	.0%	1	1.2%	
52	0	.0%	0	.0%	0	.0%	

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Age Of Respondent	Under 18	0	.0%	0	.0%	0	.0%	0	.0%
	18	1	1.5%	10	17.2%	3	6.8%	0	.0%
	19	0	.0%	4	6.9%	3	6.8%	0	.0%
	20	0	.0%	4	6.9%	3	6.8%	0	.0%
	21	1	1.5%	2	3.4%	3	6.8%	0	.0%
	22	0	.0%	3	5.2%	5	11.4%	1	.8%
	23	3	4.4%	0	.0%	5	11.4%	2	1.6%
	24	5	7.4%	1	1.7%	3	6.8%	1	.8%
	25	1	1.5%	3	5.2%	1	2.3%	1	.8%
	26	3	4.4%	2	3.4%	2	4.5%	0	.0%
	27	3	4.4%	2	3.4%	0	.0%	1	.8%
	28	4	5.9%	4	6.9%	1	2.3%	0	.0%
	29	0	.0%	1	1.7%	0	.0%	3	2.4%
	30	2	2.9%	0	.0%	1	2.3%	0	.0%
	31	2	2.9%	1	1.7%	1	2.3%	1	.8%
	32	10	14.7%	0	.0%	1	2.3%	1	.8%
	33	1	1.5%	3	5.2%	2	4.5%	3	2.4%
	34	3	4.4%	1	1.7%	1	2.3%	1	.8%
	35	0	.0%	1	1.7%	1	2.3%	7	5.7%
	36	1	1.5%	1	1.7%	0	.0%	2	1.6%
	37	3	4.4%	0	.0%	2	4.5%	2	1.6%
	38	2	2.9%	2	3.4%	3	6.8%	3	2.4%
	39	2	2.9%	1	1.7%	0	.0%	0	.0%
	40	2	2.9%	1	1.7%	0	.0%	3	2.4%
	41	2	2.9%	0	.0%	0	.0%	2	1.6%
	42	1	1.5%	0	.0%	1	2.3%	1	.8%
	43	1	1.5%	0	.0%	0	.0%	6	4.9%
	44	0	.0%	0	.0%	0	.0%	3	2.4%
	45	0	.0%	0	.0%	0	.0%	5	4.1%
	46	3	4.4%	0	.0%	0	.0%	2	1.6%
	47	0	.0%	1	1.7%	0	.0%	1	.8%
	48	1	1.5%	0	.0%	1	2.3%	3	2.4%
49	1	1.5%	0	.0%	1	2.3%	2	1.6%	
50	1	1.5%	0	.0%	0	.0%	1	.8%	
51	2	2.9%	2	3.4%	0	.0%	3	2.4%	
52	1	1.5%	1	1.7%	0	.0%	1	.8%	

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training			
		Not interested		Total	
		Count	Column N %	Count	Column N %
Age Of Respondent	Under 18	0	.0%	0	.0%
	18	7	3.4%	24	4.0%
	19	1	.5%	10	1.7%
	20	1	.5%	8	1.3%
	21	0	.0%	10	1.7%
	22	1	.5%	12	2.0%
	23	4	2.0%	16	2.7%
	24	3	1.5%	15	2.5%
	25	3	1.5%	12	2.0%
	26	2	1.0%	12	2.0%
	27	2	1.0%	10	1.7%
	28	3	1.5%	17	2.8%
	29	6	3.0%	11	1.8%
	30	4	2.0%	13	2.2%
	31	2	1.0%	11	1.8%
	32	6	3.0%	26	4.3%
	33	6	3.0%	18	3.0%
	34	4	2.0%	14	2.3%
	35	2	1.0%	14	2.3%
	36	5	2.5%	12	2.0%
	37	5	2.5%	15	2.5%
	38	3	1.5%	18	3.0%
	39	5	2.5%	10	1.7%
	40	3	1.5%	13	2.2%
	41	5	2.5%	9	1.5%
	42	1	.5%	8	1.3%
	43	5	2.5%	15	2.5%
	44	4	2.0%	10	1.7%
	45	5	2.5%	13	2.2%
	46	5	2.5%	10	1.7%
	47	5	2.5%	7	1.2%
	48	3	1.5%	8	1.3%
49	5	2.5%	10	1.7%	
50	6	3.0%	8	1.3%	
51	5	2.5%	13	2.2%	
52	3	1.5%	6	1.0%	

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Age Of Respondent	53	0	.0%	0	.0%	0	.0%
	54	0	.0%	0	.0%	1	1.2%
	55	0	.0%	0	.0%	0	.0%
	56	0	.0%	0	.0%	2	2.3%
	57	0	.0%	0	.0%	1	1.2%
	58	0	.0%	0	.0%	0	.0%
	59	0	.0%	0	.0%	1	1.2%
	60	0	.0%	0	.0%	2	2.3%
	61	1	8.3%	0	.0%	0	.0%
	62	0	.0%	0	.0%	1	1.2%
	63	0	.0%	1	16.7%	0	.0%
	64	0	.0%	0	.0%	0	.0%
	65	0	.0%	0	.0%	3	3.5%
	66	0	.0%	0	.0%	0	.0%
	67	0	.0%	0	.0%	0	.0%
	68	0	.0%	0	.0%	0	.0%
	69	0	.0%	0	.0%	0	.0%
	70	0	.0%	0	.0%	0	.0%
	71	0	.0%	0	.0%	0	.0%
	72	0	.0%	1	16.7%	1	1.2%
	73	0	.0%	0	.0%	0	.0%
	74	0	.0%	0	.0%	0	.0%
	75	0	.0%	0	.0%	0	.0%
	76	0	.0%	0	.0%	0	.0%
	77	0	.0%	0	.0%	0	.0%
	78	0	.0%	0	.0%	0	.0%
	79	0	.0%	0	.0%	0	.0%
	80	0	.0%	0	.0%	0	.0%
	81	0	.0%	0	.0%	0	.0%
	82	0	.0%	0	.0%	0	.0%
83	0	.0%	0	.0%	0	.0%	
84	0	.0%	0	.0%	0	.0%	
85 and older	0	.0%	0	.0%	0	.0%	
Total		12	100.0%	6	100.0%	86	100.0%

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Age Of Respondent	53	2	2.9%	0	.0%	0	.0%	4	3.3%
	54	0	.0%	0	.0%	0	.0%	1	.8%
	55	0	.0%	0	.0%	0	.0%	4	3.3%
	56	1	1.5%	1	1.7%	0	.0%	3	2.4%
	57	1	1.5%	0	.0%	0	.0%	6	4.9%
	58	0	.0%	0	.0%	0	.0%	1	.8%
	59	1	1.5%	1	1.7%	0	.0%	5	4.1%
	60	1	1.5%	0	.0%	0	.0%	1	.8%
	61	0	.0%	0	.0%	0	.0%	1	.8%
	62	0	.0%	0	.0%	0	.0%	5	4.1%
	63	0	.0%	4	6.9%	0	.0%	1	.8%
	64	0	.0%	0	.0%	0	.0%	4	3.3%
	65	0	.0%	0	.0%	0	.0%	2	1.6%
	66	0	.0%	0	.0%	0	.0%	3	2.4%
	67	0	.0%	0	.0%	0	.0%	3	2.4%
	68	0	.0%	0	.0%	0	.0%	2	1.6%
	69	0	.0%	0	.0%	0	.0%	0	.0%
	70	0	.0%	0	.0%	0	.0%	2	1.6%
	71	0	.0%	0	.0%	0	.0%	1	.8%
	72	0	.0%	1	1.7%	0	.0%	2	1.6%
	73	0	.0%	0	.0%	0	.0%	5	4.1%
	74	0	.0%	0	.0%	0	.0%	1	.8%
	75	0	.0%	0	.0%	0	.0%	1	.8%
	76	0	.0%	0	.0%	0	.0%	2	1.6%
	77	0	.0%	0	.0%	0	.0%	0	.0%
	78	0	.0%	0	.0%	0	.0%	0	.0%
	79	0	.0%	0	.0%	0	.0%	0	.0%
80	0	.0%	0	.0%	0	.0%	0	.0%	
81	0	.0%	0	.0%	0	.0%	1	.8%	
82	0	.0%	0	.0%	0	.0%	0	.0%	
83	0	.0%	0	.0%	0	.0%	0	.0%	
84	0	.0%	0	.0%	0	.0%	0	.0%	
85 and older	0	.0%	0	.0%	0	.0%	0	.0%	
Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%	

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training			
		Not interested		Total	
		Count	Column N %	Count	Column N %
Age Of Respondent	53	3	1.5%	9	1.5%
	54	1	.5%	3	.5%
	55	2	1.0%	6	1.0%
	56	3	1.5%	10	1.7%
	57	6	3.0%	14	2.3%
	58	2	1.0%	3	.5%
	59	4	2.0%	12	2.0%
	60	4	2.0%	8	1.3%
	61	3	1.5%	5	.8%
	62	6	3.0%	12	2.0%
	63	7	3.4%	13	2.2%
	64	3	1.5%	7	1.2%
	65	3	1.5%	8	1.3%
	66	4	2.0%	7	1.2%
	67	2	1.0%	5	.8%
	68	4	2.0%	6	1.0%
	69	3	1.5%	3	.5%
	70	1	.5%	3	.5%
	71	3	1.5%	4	.7%
	72	4	2.0%	9	1.5%
	73	0	.0%	5	.8%
	74	0	.0%	1	.2%
	75	1	.5%	2	.3%
	76	0	.0%	2	.3%
	77	2	1.0%	2	.3%
	78	1	.5%	1	.2%
	79	0	.0%	0	.0%
80	0	.0%	0	.0%	
81	0	.0%	1	.2%	
82	0	.0%	0	.0%	
83	0	.0%	0	.0%	
84	1	.5%	1	.2%	
85 and older	0	.0%	0	.0%	
	Total	203	100.0%	600	100.0%

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Age Segment	18 To 34	10	83.3%	4	66.7%	40	46.5%
	35 To 49	1	8.3%	0	.0%	33	38.4%
	50 To 64	1	8.3%	1	16.7%	9	10.5%
	65 And Older	0	.0%	1	16.7%	4	4.7%
	Total	12	100.0%	6	100.0%	86	100.0%
Highest Level Of Education Completed	Less than high school	3	25.0%	0	.0%	0	.0%
	High school/ GED	3	25.0%	1	16.7%	9	10.5%
	High school plus some college	0	.0%	0	.0%	5	5.8%
	Technical/ Vocational/ Career certificate	1	8.3%	0	.0%	5	5.8%
	Associate Degree	0	.0%	2	33.3%	7	8.1%
	Bachelor's Degree	3	25.0%	3	50.0%	40	46.5%
	Master's Degree	1	8.3%	0	.0%	16	18.6%
	Doctoral Degree	1	8.3%	0	.0%	1	1.2%
	Professional degree (medical, dental, law)	0	.0%	0	.0%	2	2.3%
	Prefer not to answer	0	.0%	0	.0%	1	1.2%
Total	12	100.0%	6	100.0%	86	100.0%	
Employment Status	Other	1	8.3%	1	16.7%	3	3.5%
	Full-time	3	25.0%	2	33.3%	52	60.5%
	Part-time	2	16.7%	1	16.7%	12	14.0%
	Self-employed	1	8.3%	0	.0%	5	5.8%
	Not employed, looking for work	0	.0%	0	.0%	4	4.7%
	Not employed, not looking for work	1	8.3%	1	16.7%	3	3.5%
	Student	1	8.3%	0	.0%	1	1.2%
	Retired	0	.0%	0	.0%	0	.0%
	No Response	3	25.0%	1	16.7%	6	7.0%
	Total	12	100.0%	6	100.0%	86	100.0%

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Age Segment	18 To 34	39	57.4%	41	70.7%	35	79.5%	15	12.2%
	35 To 49	19	27.9%	7	12.1%	9	20.5%	42	34.1%
	50 To 64	10	14.7%	9	15.5%	0	.0%	41	33.3%
	65 And Older	0	.0%	1	1.7%	0	.0%	25	20.3%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Highest Level Of Education Completed	Less than high school	0	.0%	2	3.4%	0	.0%	0	.0%
	High school/ GED	1	1.5%	9	15.5%	3	6.8%	4	3.3%
	High school plus some college	5	7.4%	15	25.9%	18	40.9%	6	4.9%
	Technical/ Vocational/ Career certificate	6	8.8%	4	6.9%	2	4.5%	3	2.4%
	Associate Degree	7	10.3%	7	12.1%	9	20.5%	7	5.7%
	Bachelor's Degree	28	41.2%	14	24.1%	8	18.2%	56	45.5%
	Master's Degree	16	23.5%	6	10.3%	1	2.3%	41	33.3%
	Doctoral Degree	1	1.5%	0	.0%	0	.0%	1	.8%
	Professional degree (medical, dental, law)	4	5.9%	1	1.7%	3	6.8%	5	4.1%
	Prefer not to answer	0	.0%	0	.0%	0	.0%	0	.0%
Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%	
Employment Status	Other	2	2.9%	0	.0%	0	.0%	6	4.9%
	Full-time	43	63.2%	22	37.9%	17	38.6%	61	49.6%
	Part-time	7	10.3%	7	12.1%	10	22.7%	14	11.4%
	Self-employed	2	2.9%	4	6.9%	0	.0%	8	6.5%
	Not employed, looking for work	8	11.8%	3	5.2%	2	4.5%	1	.8%
	Not employed, not looking for work	3	4.4%	1	1.7%	2	4.5%	4	3.3%
	Student	1	1.5%	14	24.1%	10	22.7%	2	1.6%
	Retired	0	.0%	2	3.4%	0	.0%	24	19.5%
	No Response	2	2.9%	5	8.6%	3	6.8%	3	2.4%
Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%	

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training			
		Not interested		Total	
		Count	Column N %	Count	Column N %
Age Segment	18 To 34	55	27.1%	239	39.8%
	35 To 49	61	30.0%	172	28.7%
	50 To 64	58	28.6%	129	21.5%
	65 And Older	29	14.3%	60	10.0%
	Total	203	100.0%	600	100.0%
Highest Level Of Education Completed	Less than high school	2	1.0%	7	1.2%
	High school/ GED	16	7.9%	46	7.7%
	High school plus some college	29	14.3%	78	13.0%
	Technical/ Vocational/ Career certificate	8	3.9%	29	4.8%
	Associate Degree	20	9.9%	59	9.8%
	Bachelor's Degree	67	33.0%	219	36.5%
	Master's Degree	39	19.2%	120	20.0%
	Doctoral Degree	1	.5%	5	.8%
	Professional degree (medical, dental, law)	2	1.0%	17	2.8%
	Prefer not to answer	19	9.4%	20	3.3%
Total	203	100.0%	600	100.0%	
Employment Status	Other	5	2.5%	18	3.0%
	Full-time	101	49.8%	301	50.2%
	Part-time	16	7.9%	69	11.5%
	Self-employed	12	5.9%	32	5.3%
	Not employed, looking for work	4	2.0%	22	3.7%
	Not employed, not looking for work	11	5.4%	26	4.3%
	Student	6	3.0%	35	5.8%
	Retired	26	12.8%	52	8.7%
	No Response	22	10.8%	45	7.5%
Total	203	100.0%	600	100.0%	

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Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Other Employment Status Reported	DISABLED	1	100.0%	0	.0%	0	.0%
	FREELANCE WORK/ PART-TIME STUDENT	0	.0%	0	.0%	1	33.3%
	FULL-TIME STUDENT/ WORK PART-TIME	0	.0%	0	.0%	0	.0%
	HOMEMAKER	0	.0%	1	100.0%	2	66.7%
	HOMEMAKER/ CEO OF HOUSEHOLD	0	.0%	0	.0%	0	.0%
	NO RESPONSE	0	.0%	0	.0%	0	.0%
	SMALL BUSINESS OWNER	0	.0%	0	.0%	0	.0%
	STAY-AT-HOME DAD	0	.0%	0	.0%	0	.0%
	STAY-AT-HOME PARENT	0	.0%	0	.0%	0	.0%
	Total	1	100.0%	1	100.0%	3	100.0%
Tuition Reimbursement Offered	No	3	60.0%	0	.0%	28	43.8%
	Do not know	1	20.0%	2	66.7%	10	15.6%
	Full reimbursement	1	20.0%	0	.0%	6	9.4%
	Partial reimbursement	0	.0%	1	33.3%	20	31.3%
	Total	5	100.0%	3	100.0%	64	100.0%
Dominant Language Spoken In Home	BENGALI	0	.0%	0	.0%	1	1.2%
	CHINESE	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	0	.0%	0	.0%	0	.0%
	ENGLISH	5	41.7%	4	66.7%	66	76.7%
	ENGLISH AND SPANISH	0	.0%	0	.0%	0	.0%
	ENGLISH AND TAGALOG	0	.0%	0	.0%	0	.0%
	ENGLISH/ POLISH	0	.0%	0	.0%	0	.0%
	FRENCH	0	.0%	1	16.7%	0	.0%
	GUJARATI	1	8.3%	0	.0%	2	2.3%
	HG	0	.0%	0	.0%	1	1.2%
	HINDI	1	8.3%	0	.0%	2	2.3%
	JAPANESE	0	.0%	0	.0%	0	.0%
	KOREAN	0	.0%	0	.0%	1	1.2%
	MANDARIN	0	.0%	0	.0%	1	1.2%
	MANDARIN CHINESE	0	.0%	0	.0%	0	.0%
	MR	0	.0%	0	.0%	0	.0%
	NEPALI	0	.0%	0	.0%	1	1.2%
	NO RESPONSE	4	33.3%	1	16.7%	7	8.1%
	POLISH	0	.0%	0	.0%	0	.0%

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Other Employment Status Reported	DISABLED	0	.0%	0	.0%	0	.0%	2	33.3%
	FREELANCE WORK/ PART-TIME STUDENT	0	.0%	0	.0%	0	.0%	0	.0%
	FULL-TIME STUDENT/ WORK PART-TIME	1	50.0%	0	.0%	0	.0%	0	.0%
	HOMEMAKER	1	50.0%	0	.0%	0	.0%	2	33.3%
	HOMEMAKER/ CEO OF HOUSEHOLD	0	.0%	0	.0%	0	.0%	1	16.7%
	NO RESPONSE	0	.0%	0	.0%	0	.0%	0	.0%
	SMALL BUSINESS OWNER	0	.0%	0	.0%	0	.0%	0	.0%
	STAY-AT-HOME DAD	0	.0%	0	.0%	0	.0%	0	.0%
	STAY-AT-HOME PARENT	0	.0%	0	.0%	0	.0%	1	16.7%
	Total	2	100.0%	0	.0%	0	.0%	6	100.0%
Tuition Reimbursement Offered	No	18	36.0%	10	34.5%	10	37.0%	31	41.3%
	Do not know	5	10.0%	10	34.5%	6	22.2%	9	12.0%
	Full reimbursement	9	18.0%	3	10.3%	2	7.4%	8	10.7%
	Partial reimbursement	18	36.0%	6	20.7%	9	33.3%	27	36.0%
	Total	50	100.0%	29	100.0%	27	100.0%	75	100.0%
Dominant Language Spoken In Home	BENGALI	0	.0%	0	.0%	0	.0%	0	.0%
	CHINESE	1	1.5%	0	.0%	0	.0%	0	.0%
	DO NOT KNOW	0	.0%	0	.0%	0	.0%	0	.0%
	ENGLISH	60	88.2%	42	72.4%	34	77.3%	118	95.9%
	ENGLISH AND SPANISH	0	.0%	0	.0%	1	2.3%	0	.0%
	ENGLISH AND TAGALOG	0	.0%	1	1.7%	0	.0%	0	.0%
	ENGLISH/ POLISH	0	.0%	0	.0%	0	.0%	0	.0%
	FRENCH	0	.0%	0	.0%	0	.0%	0	.0%
	GUJARATI	1	1.5%	0	.0%	0	.0%	0	.0%
	HG	0	.0%	0	.0%	0	.0%	0	.0%
	HINDI	1	1.5%	0	.0%	1	2.3%	0	.0%
	JAPANESE	0	.0%	1	1.7%	0	.0%	0	.0%
	KOREAN	0	.0%	0	.0%	0	.0%	0	.0%
	MANDARIN	0	.0%	0	.0%	0	.0%	0	.0%
	MANDARIN CHINESE	0	.0%	1	1.7%	0	.0%	0	.0%
	MR	0	.0%	1	1.7%	0	.0%	0	.0%
	NEPALI	0	.0%	0	.0%	0	.0%	0	.0%
	NO RESPONSE	3	4.4%	5	8.6%	3	6.8%	3	2.4%
	POLISH	0	.0%	0	.0%	1	2.3%	2	1.6%

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training			
		Not interested		Total	
		Count	Column N %	Count	Column N %
Other Employment Status Reported	DISABLED	1	20.0%	4	22.2%
	FREELANCE WORK/ PART-TIME STUDENT	0	.0%	1	5.6%
	FULL-TIME STUDENT/ WORK PART-TIME	0	.0%	1	5.6%
	HOMEMAKER	1	20.0%	7	38.9%
	HOMEMAKER/ CEO OF HOUSEHOLD	0	.0%	1	5.6%
	NO RESPONSE	1	20.0%	1	5.6%
	SMALL BUSINESS OWNER	1	20.0%	1	5.6%
	STAY-AT-HOME DAD	1	20.0%	1	5.6%
	STAY-AT-HOME PARENT	0	.0%	1	5.6%
	Total	5	100.0%	18	100.0%
Tuition Reimbursement Offered	No	59	50.4%	159	43.0%
	Do not know	12	10.3%	55	14.9%
	Full reimbursement	7	6.0%	36	9.7%
	Partial reimbursement	39	33.3%	120	32.4%
	Total	117	100.0%	370	100.0%
Dominant Language Spoken In Home	BENGALI	0	.0%	1	.2%
	CHINESE	0	.0%	1	.2%
	DO NOT KNOW	1	.5%	1	.2%
	ENGLISH	169	83.3%	498	83.0%
	ENGLISH AND SPANISH	0	.0%	1	.2%
	ENGLISH AND TAGALOG	0	.0%	1	.2%
	ENGLISH/ POLISH	1	.5%	1	.2%
	FRENCH	0	.0%	1	.2%
	GUJARATI	3	1.5%	7	1.2%
	HG	0	.0%	1	.2%
	HINDI	0	.0%	5	.8%
	JAPANESE	0	.0%	1	.2%
	KOREAN	0	.0%	1	.2%
	MANDARIN	0	.0%	1	.2%
	MANDARIN CHINESE	0	.0%	1	.2%
	MR	0	.0%	1	.2%
	NEPALI	0	.0%	1	.2%
	NO RESPONSE	23	11.3%	49	8.2%
POLISH	0	.0%	3	.5%	

Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training					
		Earn a GED or a high school diploma		Learn English or to speak or read English better		Improve skills to move up in a current job or to get a new job	
		Count	Column N %	Count	Column N %	Count	Column N %
Dominant Language Spoken In Home	ROMANIAN, SPANISH, ENGLISH	0	.0%	0	.0%	0	.0%
	RUSSIAN	0	.0%	0	.0%	1	1.2%
	RUSSIAN AND ENGLISH	0	.0%	0	.0%	0	.0%
	SPANISH	1	8.3%	0	.0%	3	3.5%
	TAMIL	0	.0%	0	.0%	0	.0%
	UKRAINIAN	0	.0%	0	.0%	0	.0%
	URDU	0	.0%	0	.0%	0	.0%
	Total	12	100.0%	6	100.0%	86	100.0%
Annual Family Income	Under \$30,000	2	16.7%	0	.0%	6	7.0%
	\$30,000 to \$49,000	2	16.7%	1	16.7%	15	17.4%
	\$50,000 to \$74,000	1	8.3%	0	.0%	21	24.4%
	\$75,000 to \$99,000	3	25.0%	2	33.3%	15	17.4%
	\$100,000 or over	1	8.3%	2	33.3%	18	20.9%
	Do not know/ Prefer not to answer/ Refused	3	25.0%	1	16.7%	11	12.8%
	Total	12	100.0%	6	100.0%	86	100.0%
Gender Of Respondent	Male	5	41.7%	2	33.3%	31	36.0%
	Female	4	33.3%	3	50.0%	49	57.0%
	Prefer not to answer	3	25.0%	1	16.7%	6	7.0%
	Total	12	100.0%	6	100.0%	86	100.0%

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Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

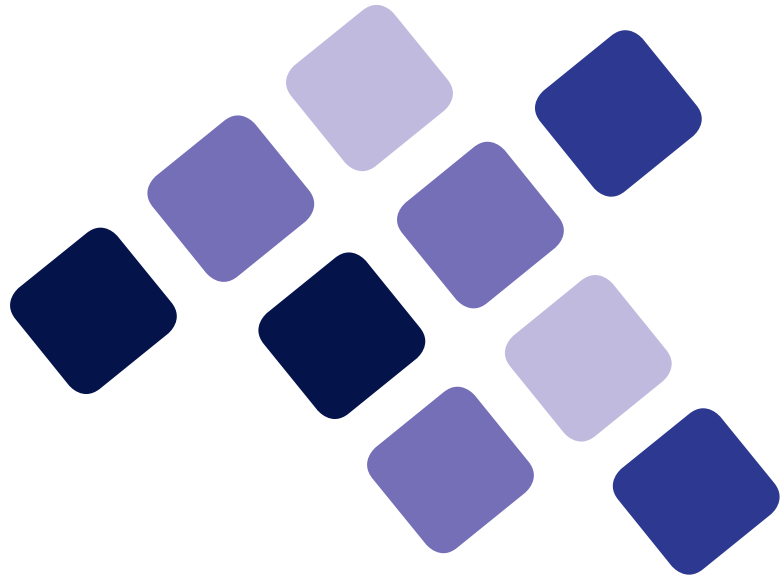
		Interest In Education And Training							
		Earn credentials or certifications for current job or a new job		Take college classes		Seek or finish a college degree		Take recreational or leisure classes, not job related	
		Count	Column N %	Count	Column N %	Count	Column N %	Count	Column N %
Dominant Language Spoken In Home	ROMANIAN, SPANISH, ENGLISH	0	.0%	0	.0%	0	.0%	0	.0%
	RUSSIAN	0	.0%	1	1.7%	0	.0%	0	.0%
	RUSSIAN AND ENGLISH	1	1.5%	0	.0%	0	.0%	0	.0%
	SPANISH	0	.0%	4	6.9%	4	9.1%	0	.0%
	TAMIL	0	.0%	2	3.4%	0	.0%	0	.0%
	UKRAINIAN	1	1.5%	0	.0%	0	.0%	0	.0%
	URDU	0	.0%	0	.0%	0	.0%	0	.0%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Annual Family Income	Under \$30,000	4	5.9%	10	17.2%	4	9.1%	5	4.1%
	\$30,000 to \$49,000	11	16.2%	5	8.6%	6	13.6%	9	7.3%
	\$50,000 to \$74,000	15	22.1%	8	13.8%	10	22.7%	11	8.9%
	\$75,000 to \$99,000	12	17.6%	18	31.0%	12	27.3%	29	23.6%
	\$100,000 or over	20	29.4%	9	15.5%	5	11.4%	52	42.3%
	Do not know/ Prefer not to answer/ Refused	6	8.8%	8	13.8%	7	15.9%	17	13.8%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%
Gender Of Respondent	Male	26	38.2%	24	41.4%	13	29.5%	46	37.4%
	Female	40	58.8%	28	48.3%	27	61.4%	74	60.2%
	Prefer not to answer	2	2.9%	6	10.3%	4	9.1%	3	2.4%
	Total	68	100.0%	58	100.0%	44	100.0%	123	100.0%

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Table 13. Demographic Characteristics Of Respondents For Education And Training By Area Of Interest Of Respondent

		Interest In Education And Training			
		Not interested		Total	
		Count	Column N %	Count	Column N %
Dominant Language Spoken In Home	ROMANIAN, SPANISH, ENGLISH	1	.5%	1	.2%
	RUSSIAN	2	1.0%	4	.7%
	RUSSIAN AND ENGLISH	0	.0%	1	.2%
	SPANISH	1	.5%	13	2.2%
	TAMIL	0	.0%	2	.3%
	UKRAINIAN	1	.5%	2	.3%
	URDU	1	.5%	1	.2%
	Total	203	100.0%	600	100.0%
Annual Family Income	Under \$30,000	10	4.9%	41	6.8%
	\$30,000 to \$49,000	22	10.8%	71	11.8%
	\$50,000 to \$74,000	31	15.3%	97	16.2%
	\$75,000 to \$99,000	20	9.9%	111	18.5%
	\$100,000 or over	80	39.4%	187	31.2%
	Do not know/ Prefer not to answer/ Refused	40	19.7%	93	15.5%
	Total	203	100.0%	600	100.0%
Gender Of Respondent	Male	73	36.0%	220	36.7%
	Female	107	52.7%	332	55.3%
	Prefer not to answer	23	11.3%	48	8.0%
	Total	203	100.0%	600	100.0%

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APPENDIX D. EMPLOYER SURVEY – QUESTIONNAIRE

Harper College Community Scan 2019

Sample Stratification: Zip Code and SIC Code (See Sample Frame)

CALLING SCRIPT:

Hello, my name is _____. I am calling for Harper College to gather information about businesses' future employee needs so the College can develop needed education and training programs. Our survey typically takes about 15 minutes. May I speak to the owner/ CEO? (in larger businesses: try the Director of Human Resources or Assistant Director)

IF SPEAKING: CONTINUE AND SET TIME FOR APPOINTMENT IF NEEDED
USE CONTACT SHEET TO SET APPOINTMENT
IF GET OWNER/ CEO: REPEAT AND CONTINUE
IF OWNER/ CEO UNAVAILABLE: OBTAIN TIME AND RECONTACT
IF NO ONE RESPONDS: THANK AND TERMINATE

QUALIFYING QUESTION

QQ1. For classification purposes, what is your current number of employees?

- 1 Under 10 employees (IF LESS THAN 10, THANK FOR TIME BUT OUR QUOTAS ARE FILLED.)
- 2 10 or more employees

QQ1A. LIST NUMBER: _____ (CONTINUE)

SECTION A. RECRUITMENT

Q1. Have you had any difficulty in recruiting applicants or filling positions at your company in the last year?

- 1 No
- 2 Yes

Q2. Which of the following are reasons you are having hiring difficulties? (READ EACH YES/ NO)

- Applicants lack relevant work experience
- Applicants lack employability (work ethic, professionalism, reliability, motivation)
- Applicants lack necessary education level, certification, or training
- Applicants lack technical or occupational skills
- Low number of applicants
- Applicants lack soft skills (communication, teamwork, critical thinking, creativity)
- Applicants unwilling to accept offered wages
- Applicants have a criminal record (cannot pass background check)
- Commuting distance
- Applicants have difficulty passing drug test
- Applicants unwilling to accept work conditions
- Applicants did not have work visas or are not documented
- Applicants lack English language skills (read, write, or speak)
- Any other? Q2A. LIST

Q3. In response to your hiring challenges, have you done any of the following: (READ ALL – MARK ALL THAT APPLY – YES/ NO)

IF NOT USED, IF NO – How likely would you be to use this as a response to your workforce challenges?

Very Likely, Likely, Unlikely, Very Unlikely, Do Not Know

Did not fill the job opening

Hired a less qualified job applicant

Raised pay scale or benefits

Increased overtime hours for current workers

Increased recruiting efforts

Increased training

Used temporary employment services

Outsourced work or used a contracted service

Automated functions through new equipment or systems

Lowered requirements for jobs

Used workforce system resources like Illinois workNet

Paid for employees to participate in apprenticeship programs

Utilized paid interns

Worked with community colleges to develop training programs for new hires

Sent new hires to training programs

Turned down business opportunities

Other: Q3A. LIST

Q4. From where are you most likely to recruit applicants? (MARK ALL THAT APPLY)

Internet postings on Illinois workNet

Internet postings on company job boards

Postings on job boards such as CareerBuilder, Indeed, Monster.com

Social Network sites like Facebook, Twitter, LinkedIn

Local newspaper

Community colleges' job boards

Recruiting agency/ temporary employment services

Signs posted outside the company

Use current employees to recruit friends and relatives

Do not recruit

Other: Q4A. LIST

Q5. Have you ever recruited graduates or students from Harper College for employment at your firm?

1 Yes

Q5A. Did you post the job on Harper College's website?

1 Yes

2 Did not know about it

3 No

Q5B. Did you hire the graduate or student?

1 Yes

Q5C. How satisfied were you with that individual as an employee?

4 Very Satisfied

3 Satisfied

2 Dissatisfied

1 Very dissatisfied

IF 2 or 1, Why? Q5D. LIST

5 Do not know/ cannot recall

2 No → Why not? Q5E. LIST

- 2 No
- 3 Do not know

ASK FOR No or Do not know

Q5F. Would you be interested in posting jobs on Harper College's website?

- 1 Yes
- 2 No
- 3 Did not know about it

SECTION B. HIRING DIFFICULTIES

Q6 To Q15. What are the jobs you currently have or have had difficulty filling in the past year?
Please be specific about the job title.

IF TITLE NOT KNOWN, Please provide 1-3 words describing the job function.

None (GO TO NEXT SECTION C)

FOR EACH JOB MENTIONED FILL IN BELOW:

JOB NAME (FILL IN JOB NAME) (REPEAT AS MANY TIMES AS NEEDED)

Q6. _____

Q6A. How many are needed now? _____

Q6B. Is this job needed primarily due to: (READ CHOICES) (MARK ONE)

- 1 Business growth/ expansion (adding new personnel)
- 2 Replacing a retiring worker
- 3 Turnover (replacing a worker who has left/ was let go)
- 4 Do not know

Q6C. What is the average hourly rate paid for this position? \$ _____

Q6D. What is the required education level? (DO NOT READ)

- 1 No education required
- 2 High school education/ GED
- 3 Technical Certificate
- 4 Associate degree >>>> What specific degree?
- 5 Bachelor's degree >>>> Q6E. LIST
- 6 Master's degree >>>>
- 7 Professional degree >>>>
- 8 Do not know

Q6F. What are the key skills or knowledge needed for this job upon hiring, so the employee could start with minimal training? (If none, type NONE in first box; if do not know, type DK in first box)

- SKILL 1
- SKILL 2
- SKILL 3

Q6G. Are there any certifications or industry credentials needed for this job? (If none, type NONE in first box; if do not know, type DK in first box)

- CERTIFICATION 1
- CERTIFICATION 2
- CERTIFICATION 3

Q6A to Q6G WILL REPEAT FOR AS MANY JOBS AS MENTIONED (WILL PROGRAM SPOTS FOR 10 JOBS) Q6 TO Q15

SECTION C. SKILLS GAPS

Q16. Regarding your current employees, have you ever conducted any of the following components of a skills gap analysis? (READ EACH – YES/ NO)

Q16A. Identifying critical work skills needed by employees

- 1 No
- 2 Do not know
- 3 Yes

Q16B. Inventorying the skills of your current employees

- 1 No
- 2 Do not know
- 3 Yes

Q16C. Identifying the skills that you need to provide training for your employees

- 1 No
- 2 Do not know
- 3 Yes

Q16D. What were the primary skills you identified for which you needed to provide training?

- Skill 1
- Skill 2
- Skill 3
- Skill 4
- Skill 5

Q16E. Have you provided training for your employees in these areas?

- 1 No

Q16F. Would you consider utilizing Harper College to provide the training for your employees?

- 1 Yes
- 2 Do not know
- 3 No

Why not? Q16G. LIST

- 2 Do not know

- 3 Yes

Q16H. Did you provide the training utilizing in-house resources or contract it out to another firm?

- 1 In-house resource
- 2 Contracted out
- 3 Do not know/ recall

Q17. Would you consider utilizing Harper College to conduct a skills gap analysis for your company for a reasonable charge?

- 1 Yes
- 2 Do not know
- 3 No

Why Not? Q17A. LIST

Q18. Did you provide any training programs for your employees last year to improve current skills?

- 1 No
- 2 Do not know
- 3 Yes

How many individuals do you typically train ...

Q18A. In one year? _____ Number

Q18B. In one training (on average)? _____ Number

Q18C. What were the major training programs offered? (LIST)

Training 1

Training 2

Training 3

Training 4

Training 5

Q19. When conducting a training program to improve skills for employees, what are the preferred delivery methods? (READ EACH – YES/ NO):

Classroom instructor led

Interactive training (group discussions, role playing, etc.)

Hands-on (Coaching, apprenticeships, drills, etc.)

Computer based training modules (CDs, DVDs, text only, multimedia, virtual reality)

Online or eLearning courses

Other? Q19A. LIST

Q20. If you were providing a training for employees, when would be the best times for them to attend...

	Y	N	M	DROPDOWN WITH DAYS (Monday to Sunday; No specific day)						
Early Morning, 5:00am to 8:00am	Y	N	M	Tu	W	Th	F	S	Su	NoSpec
Morning, 8:00am to Noon	Y	N	M	Tu	W	Th	F	S	Su	NoSpec
Lunch Hour, Noon to 1:00pm	Y	N	M	Tu	W	Th	F	S	Su	NoSpec
Afternoon, 1:00pm to 5:00pm	Y	N	M	Tu	W	Th	F	S	Su	NoSpec
Evening, 5:00pm to 7:00pm	Y	N	M	Tu	W	Th	F	S	Su	NoSpec
Later Evening, 7:00pm to 10:00pm	Y	N	M	Tu	W	Th	F	S	Su	NoSpec
Overnight Shift, 10:00pm to 5:00am	Y	N	M	Tu	W	Th	F	S	Su	NoSpec

Q21. What is the preferred length of time for a training program to improve skills for employees? (DK FOR do not know)

_____ Days

_____ Weeks

_____ Do not know

Q22. Is there a specific time of year that it works best to provide training to employees? (READ CHOICES IF NEEDED) (MARK ALL THAT APPLY)

No

Do not know

1st Quarter (January, February, March)

2nd Quarter (April, May, June)

3rd Quarter (July, August, September)

4th Quarter (October, November, December)

SECTION D. EMPLOYEE DEVELOPMENT

Q23. Examining your current employees and their education backgrounds, is there a need for any of your employees to further their education and work on any of the following: (READ EACH)

	No	Do not know	Yes	Area
ESL (English as a Second Language)	1	2	3	
High School diploma or GED	1	2	3	
Technical/ career certificate	1	2	3	List:
Industry certifications	1	2	3	List:
Associate degrees	1	2	3	List:
Bachelor’s degrees	1	2	3	List:
Master’s degrees	1	2	3	List:
Doctoral or Professional degrees	1	2	3	List:
Maintaining professional licensures	1	2	3	List:
Meeting CEU requirements				List:

Q24. Do you offer any of the following incentives to employees to pursue their education?
(READ CHOICES) (CODING 1 = Yes, 2 = No, 3 = Do not know)

- Tuition reimbursement for credit classes
- Pay for noncredit training classes
- Pay for certification and testing
- Pay for CEUs (continuing education units)
- Offer college classes on-site at your business
- Allow employees to flex schedules to attend college classes
- Pay employees for attending credit classes
- Sponsor an apprentice
- Other Q24A. LIST

Q25. Do a majority of your employees take advantage of the education incentives you provide?

1 No

Q25A. Which of the following are the major barriers you see to employees taking advantage of the education incentives offered: (READ CHOICES – MARK ALL THAT APPLY)

- Awareness of programs offered
- Distance to travel for programs/ Transportation
- Cost
- Time away from work
- Family obligations
- Work schedules
- Other? Q25B. LIST

2 Do not know

3 Yes

Q26. How do you communicate the benefits and education opportunities available to your employees? LIST

Q27. Would you be interested in Harper College working with you to provide an education plan for your employees interested in advancing their education?

- 1 Yes
- 2 Do not know
- 3 No

Q27A. Why not? LIST

Q28. Are your employees aware Harper College has a program where they can pay Harper College's in-district tuition even if they live outside of the District?

- 1 Yes, employees aware
- 2 No, employees not aware
- 3 Do not know

Q28A. Would you be willing to work with Harper College to inform your employees about the program?

- 1 Yes
- 2 No

SECTION E. PROGRAM KNOWLEDGE

Q29. Please tell me how familiar you are with the following programs and services offered by Harper College, using the scale of 5 = Very familiar to 1 = Not at all familiar. (CODING 5 to 1, 6 = DK)

- Training services customized for your business
- Free posting of your job opportunities on our electronic job board
- Apprenticeships – used by employers to recruit and develop entry-level talent for careers with their company; Harper College provides the required classroom hours and guides employers throughout the program.
- Internships – paid and unpaid
- Promise Program – Scholarship program that builds workforce skills
- Hosting job fairs
- Harper College Mobile Unit (state of the art computer training room on wheels that can come to your business)
- Small Business Development Center
- Business Advantage Program – program that offers in-district tuition rates to all of your employees whether they live in Harper College's District or not
- Wojcik Conference Center that can host meetings and events for 5 to 250 people
- Workforce Certification Center – Local certification testing center for National certifications
- Free ESL and GED classes
- Employee Wellness Programs – corporate memberships available to provide wellness programs for employees
- Career-based stackable certificates
- Prior learning assessment
- Review credential evaluations of foreign trained workers to identify what courses can apply towards Harper credential/ shortcuts to US credentials
- Rental space for small employers needing office space

Q30. And then tell me if you would like additional information or contact from Harper College about any of these programs or services. MARK YES OR NO

REPEAT Q29 LIST ABOVE – mark YES to any

Q31. Which location(s) of Harper College would be more convenient for your employees to attend? (READ CHOICES) (MARK ALL THAT APPLY)

- Harper College, 1200 Algonquin Rd, Palatine, IL 60067
- Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, IL 60173
- Learning and Career Center, 1375 S Wolf Rd, Prospect Heights, IL 60070
- Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133
- None is convenient

SECTION F. USE OF HARPER COLLEGE

Q32. Have you ever sent employees to classes at Harper College?

- 1 Yes

Q32A. Did you pay for the classes?

- 1 Yes
- 2 No
- 3 Do not know

Q32B. Were you and your employees Satisfied or Dissatisfied with the classes? (READ CHOICES)

- 1 Satisfied
- 2 Do not know
- 3 Dissatisfied → Why? Q32C. LIST

- 2 No → Why not? Q32D. LIST

Q33. Have you ever had training provided to your employees by Harper College?

- 1 Yes

Q33A. What training was offered? LIST

Q33B. Was it offered at Harper College or at your place of business?

- 1 Harper College location
- 2 On-site at business
- 3 Do not know

Q33C. Were you and your employees Satisfied or Dissatisfied with the training program? (READ CHOICES)

- 1 Satisfied
- 2 Do not know
- 3 Dissatisfied → Why? Q33D. LIST

- 2 Do not know

- 3 No

Why not? Q33E. LIST

Q34. At what level would you be willing to partner with Harper College to assist students in gaining real work experience? Would you be willing to:

	Yes	No	DK
Serve on a program advisory group	1	2	3
Offer apprenticeships to new hires	1	2	3
Provide internships to students Paid, Unpaid or both	1	2	3
Allow students to job shadow your employees	1	2	3
You or your employees make presentations to middle school, high school, and college students about job requirements and general career field information	1	2	3

	Yes	No	DK
Give presentations to students on skills needed in the workforce, resume building, and interview skills	1	2	3
Create scholarships for employees or new hires	1	2	3
Collaborate with Harper to invest in industry specific equipment to be used for employee training	1	2	3

SECTION G. BUSINESS INFORMATION

Now we are almost finished with the survey. Your answers to this section will be strictly confidential.

Q35. Is your business a sole proprietorship, partnership, or a corporation?

- 1 Non-Profit
- 2 Government
- 3 Sole Proprietorship
- 4 Partnership
- 5 Corporation

Q35A. Are you privately owned or publicly traded?

- 1 Privately owned
- 2 Publicly traded
- 3 Do not know
- 6 Do not know

Q36. Do you plan on increasing or decreasing your employees in the next year?

- 1 Increasing >> Number: _____
- 2 Decreasing >> Number: _____
- 3 Stay the same

Q37. If you were interested in using Harper College for any of your workforce needs, how would you go about contacting the College?

LIST

Q38. What would be the best way for Harper College to keep you informed of upcoming programs?

(DO NOT READ: FIRST RESPONSE ONLY)

- 1 Email
- 2 Mail
- 3 Telephone
- 4 Website
- 5 Do not send
- 6 Other? Q38A. LIST

Q39. Thank you for your time and help. Would you be interested in Harper College contacting you about their educational, training, and consulting opportunities?

- 1 No
- 2 Do not know
- 3 YES (VERIFY CONTACT INFORMATION)

Attention Name:

Attention Email:

Attention Phone:

Check Company name and address – correct where needed:

Company
Address
City State Zip
Phone

INTERVIEWER NAME:

DATE:

Will merge all info from list to the record after survey is completed

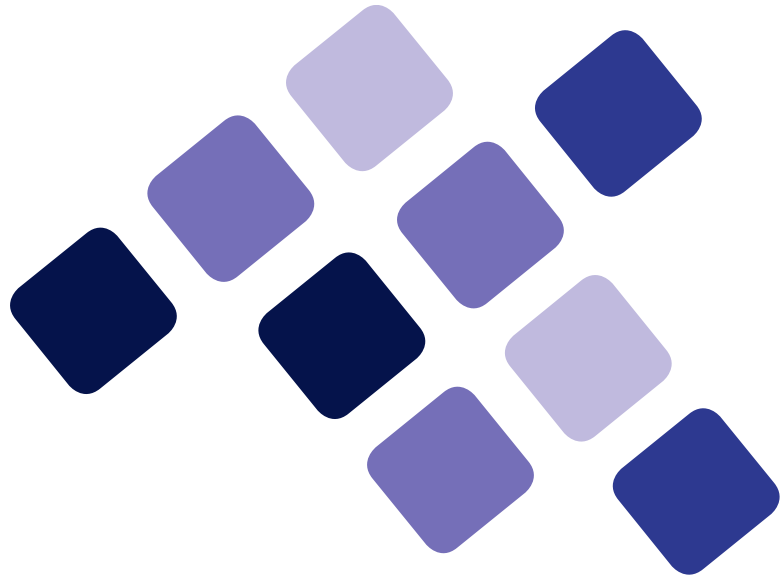
MARK SIC Grouping:

Agriculture, Forestry, and Fishing	01-09
Mining	10-14
Construction	15-17
Manufacturing	20-39
Transportation, Communications, Electric, Gas, and Sanitary	40-49
Wholesale Trade	50-51
Retail Trade	52-59
Finance, Insurance, Real Estate	60-67
Services	70-89
Public Administration, Nonclassifiable	91-99

SPECIFIC SIC Code: _____

SIC Description: _____

Employee Size from sheet: _____



APPENDIX E. EMPLOYER SURVEY – TABULAR RESULTS

Harper College Community Scan 2019

**Harper College
Employer Scan 2019
Tabular Results**

Number Of Employees

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Less Than 100 Employees	210	65.4	65.4	65.4
	100 Or More Employees	111	34.6	34.6	100.0
	Total	321	100.0	100.0	

Size Of Employer

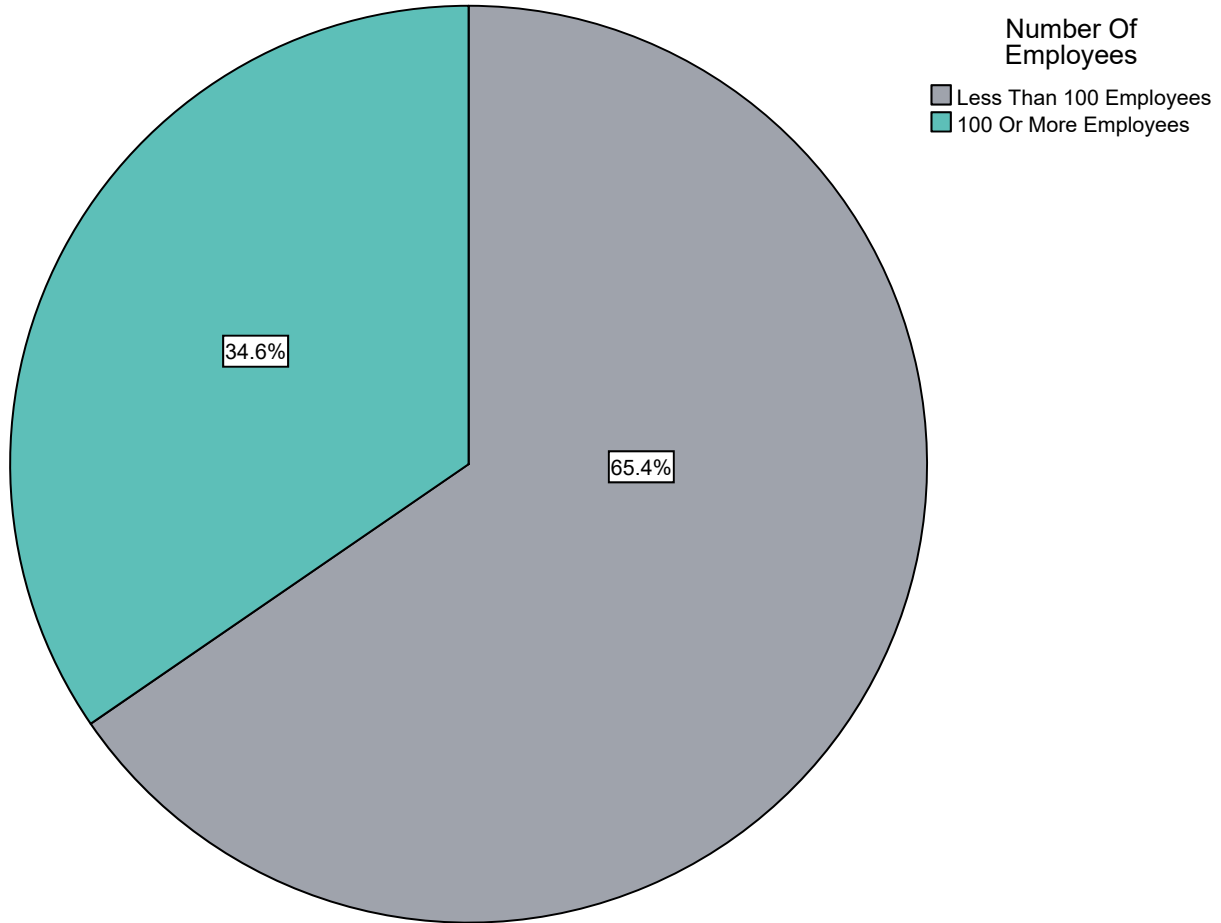


TABLE 1. Difficulty In Recruiting Applicants Or Filling Vacant Positions In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Difficulty Recruiting Applicants Or Filling Positions In Last Year	No	94	44.8%	51	45.9%	145	45.2%
	Yes	116	55.2%	60	54.1%	176	54.8%
	Total	210	100.0%	111	100.0%	321	100.0%
Reasons Reported For Difficulty In Hiring (Multiple Responses)	Applicants Lack Relevant Work Experience	53	45.7%	28	46.7%	81	46.0%
	Applicants Lack Employability (Work Ethic, Professionalism, Reliability, Motivation)	37	31.9%	8	13.3%	45	25.6%
	Applicants Lack Necessary Education Level, Certification, Or Training	42	36.2%	17	28.3%	59	33.5%
	Applicants Lack Technical Or Occupational Skills	44	37.9%	17	28.3%	61	34.7%
	Low Number Of Applicants	45	38.8%	26	43.3%	71	40.3%
	Applicants Lack Soft Skills (Communication, Teamwork, Critical Thinking, Creativity)	13	11.2%	4	6.7%	17	9.7%
	Applicants Unwilling To Accept Offered Wages	19	16.4%	12	20.0%	31	17.6%
	Commuting Distance	0	.0%	1	1.7%	1	.6%
	Applicants Have Difficulty Passing Drug Test	1	.9%	0	.0%	1	.6%
	Applicants Unwilling To Accept Work Conditions	14	12.1%	12	20.0%	26	14.8%
	Applicants Lack English Language Skills (Read, Write, Or Speak)	1	.9%	0	.0%	1	.6%
	Other Difficulties In Hiring	18	15.5%	16	26.7%	34	19.3%
	Total	116	100.0%	60	100.0%	176	100.0%

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TABLE 1. Difficulty In Recruiting Applicants Or Filling Vacant Positions In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Other Difficulties Reported	20 HOUR SECURITY TRAINING CLASS REQUIRED	1	5.6%	0	.0%	1	2.9%
	A LOT OF COMPETITION	1	5.6%	0	.0%	1	2.9%
	BELONG TO UNION	0	.0%	1	6.3%	1	2.9%
	COMPETITION	2	11.1%	3	18.8%	5	14.7%
	COMPETITION WITH FAST FOOD CHAIN	1	5.6%	0	.0%	1	2.9%
	COMPETITION/ LABOR SHORTAGE	1	5.6%	0	.0%	1	2.9%
	DIFFICULT JOB/ SALES	1	5.6%	0	.0%	1	2.9%
	DO NOT SHOW UP FOR INTERVIEW	2	11.1%	0	.0%	2	5.9%
	EVENT BASED/ PART-TIME	0	.0%	1	6.3%	1	2.9%
	FLEXIBILITY IN SCHEDULING	1	5.6%	0	.0%	1	2.9%
	HIGH LABOR INTENSIVE/ MOVERS	1	5.6%	0	.0%	1	2.9%
	HOURS	1	5.6%	0	.0%	1	2.9%
	JUST FACTORY WORK	0	.0%	1	6.3%	1	2.9%
	LACK OF TIME TO INTERVIEW APPLICANTS	1	5.6%	0	.0%	1	2.9%
	MANY JOBS ARE PART-TIME/ DAYTIME POSITIONS	0	.0%	1	6.3%	1	2.9%
	NO ONE WANTS TO WORK	0	.0%	1	6.3%	1	2.9%
	NOT ENOUGH TRAINING	1	5.6%	0	.0%	1	2.9%
	PART-TIME WORK/ DAYTIME AVAILABILITY	0	.0%	1	6.3%	1	2.9%
	PEOPLE DO NOT CONSIDER JOB OPPORTUNITES AT A CHURCH	0	.0%	1	6.3%	1	2.9%
	PEOPLE DON'T WANT TO WORK	2	11.1%	0	.0%	2	5.9%
	SCHEDULING AND HOURS	0	.0%	1	6.3%	1	2.9%
	SEASONAL AVAILABILITY/ PHYSICAL LABOR	0	.0%	1	6.3%	1	2.9%
	SECURITY EXPERIENCE	1	5.6%	0	.0%	1	2.9%
	TIGHT JOB MARKET	0	.0%	1	6.3%	1	2.9%
	TOO PHYSICAL	1	5.6%	1	6.3%	2	5.9%
	VOLUME/ THESE ARE PART-TIME POSITIONS	0	.0%	1	6.3%	1	2.9%
	WE WANT ENTRY LEVEL MANAGEMENT APPLICANTS WITHOUT EXPERIENCE	0	.0%	1	6.3%	1	2.9%
	Total	18	100.0%	16	100.0%	34	100.0%

TABLE 2. Current Responses And Future Responses Likely To Hiring Challenges In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Did Not Fill The Job Opening	Yes - Used	67	59.3%	29	50.0%	96	56.1%
	Did Not Use	46	40.7%	29	50.0%	75	43.9%
	Total	113	100.0%	58	100.0%	171	100.0%
Did Not Fill The Job Opening	Very Unlikely	1	2.2%	0	.0%	1	1.3%
	Unlikely	29	63.0%	16	55.2%	45	60.0%
	Likely	15	32.6%	11	37.9%	26	34.7%
	Very Likely	1	2.2%	0	.0%	1	1.3%
	Do not know	0	.0%	2	6.9%	2	2.7%
	Total	46	100.0%	29	100.0%	75	100.0%
Hired A Less Qualified Job Applicant	Yes - Used	68	60.2%	27	46.6%	95	55.6%
	Did Not Use	45	39.8%	31	53.4%	76	44.4%
	Total	113	100.0%	58	100.0%	171	100.0%
Hire A Less Qualified Job Applicant - In Future	Unlikely	24	53.3%	15	48.4%	39	51.3%
	Likely	19	42.2%	14	45.2%	33	43.4%
	Very Likely	1	2.2%	0	.0%	1	1.3%
	Do not know	1	2.2%	2	6.5%	3	3.9%
	Total	45	100.0%	31	100.0%	76	100.0%
Raised Pay Scale Or Benefits	Yes - Used	72	63.7%	38	65.5%	110	64.3%
	Did Not Use	41	36.3%	20	34.5%	61	35.7%
	Total	113	100.0%	58	100.0%	171	100.0%
Raise Pay Scale Or Benefits - In Future	Very Unlikely	1	2.4%	0	.0%	1	1.6%
	Unlikely	24	58.5%	9	45.0%	33	54.1%
	Likely	13	31.7%	9	45.0%	22	36.1%
	Very Likely	1	2.4%	0	.0%	1	1.6%
	Do not know	2	4.9%	2	10.0%	4	6.6%
	Total	41	100.0%	20	100.0%	61	100.0%
Increased Overtime Hours For Current Workers	Yes - Used	80	70.8%	29	50.0%	109	63.7%
	Did Not Use	33	29.2%	29	50.0%	62	36.3%
	Total	113	100.0%	58	100.0%	171	100.0%
Increase Overtime Hours For Current Workers - In Future	Unlikely	20	60.6%	18	62.1%	38	61.3%
	Likely	10	30.3%	10	34.5%	20	32.3%
	Very Likely	2	6.1%	0	.0%	2	3.2%
	Do not know	1	3.0%	1	3.4%	2	3.2%
	Total	33	100.0%	29	100.0%	62	100.0%

TABLE 2. Current Responses And Future Responses Likely To Hiring Challenges In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Increased Recruiting Efforts	Yes - Used	92	81.4%	52	89.7%	144	84.2%
	Did Not Use	21	18.6%	6	10.3%	27	15.8%
	Total	113	100.0%	58	100.0%	171	100.0%
Increase Recruiting Efforts - In Future	Unlikely	13	61.9%	2	33.3%	15	55.6%
	Likely	5	23.8%	3	50.0%	8	29.6%
	Very Likely	1	4.8%	0	.0%	1	3.7%
	Do not know	2	9.5%	1	16.7%	3	11.1%
	Total	21	100.0%	6	100.0%	27	100.0%
Increased Training	Yes - Used	82	72.6%	39	67.2%	121	70.8%
	Did Not Use	31	27.4%	19	32.8%	50	29.2%
	Total	113	100.0%	58	100.0%	171	100.0%
Increase Training - In Future	Unlikely	16	51.6%	9	47.4%	25	50.0%
	Likely	12	38.7%	8	42.1%	20	40.0%
	Very Likely	1	3.2%	0	.0%	1	2.0%
	Do not know	2	6.5%	2	10.5%	4	8.0%
	Total	31	100.0%	19	100.0%	50	100.0%
Used Temporary Employment Services	Yes - Used	40	35.4%	19	32.8%	59	34.5%
	Did Not Use	73	64.6%	39	67.2%	112	65.5%
	Total	113	100.0%	58	100.0%	171	100.0%
Use Temporary Employment Services - In Future	Unlikely	46	63.0%	27	69.2%	73	65.2%
	Likely	24	32.9%	11	28.2%	35	31.3%
	Very Likely	1	1.4%	0	.0%	1	.9%
	Do not know	2	2.7%	1	2.6%	3	2.7%
	Total	73	100.0%	39	100.0%	112	100.0%
Outsourced Work Or Used A Contracted Service	Yes - Used	35	31.0%	14	24.1%	49	28.7%
	Did Not Use	78	69.0%	44	75.9%	122	71.3%
	Total	113	100.0%	58	100.0%	171	100.0%
Outsource Work Or Used A Contracted Service - In Future	Unlikely	50	64.1%	30	68.2%	80	65.6%
	Likely	23	29.5%	13	29.5%	36	29.5%
	Very Likely	1	1.3%	0	.0%	1	.8%
	Do not know	4	5.1%	1	2.3%	5	4.1%
	Total	78	100.0%	44	100.0%	122	100.0%
Automated Functions Through New Equipment Or Systems	Yes - Used	10	8.8%	9	15.5%	19	11.1%
	Did Not Use	103	91.2%	49	84.5%	152	88.9%
	Total	113	100.0%	58	100.0%	171	100.0%

TABLE 2. Current Responses And Future Responses Likely To Hiring Challenges In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Automate Functions Through New Equipment Or Systems - In Future	Very Unlikely	1	1.0%	0	.0%	1	.7%
	Unlikely	62	60.2%	34	69.4%	96	63.2%
	Likely	34	33.0%	13	26.5%	47	30.9%
	Very Likely	2	1.9%	1	2.0%	3	2.0%
	Do not know	4	3.9%	1	2.0%	5	3.3%
	Total	103	100.0%	49	100.0%	152	100.0%
Lowered Requirements For Jobs	Yes - Used	26	23.0%	9	15.5%	35	20.5%
	Did Not Use	87	77.0%	49	84.5%	136	79.5%
	Total	113	100.0%	58	100.0%	171	100.0%
Lower Requirements For Jobs - In Future	Unlikely	52	59.8%	32	65.3%	84	61.8%
	Likely	32	36.8%	16	32.7%	48	35.3%
	Very Likely	2	2.3%	0	.0%	2	1.5%
	Do not know	1	1.1%	1	2.0%	2	1.5%
	Total	87	100.0%	49	100.0%	136	100.0%
Used Workforce System Resources Like Illinois workNet	Yes - Used	14	12.4%	17	29.3%	31	18.1%
	Did Not Use	99	87.6%	41	70.7%	140	81.9%
	Total	113	100.0%	58	100.0%	171	100.0%
Use Workforce System Resources Like Illinois workNet - In Future	Unlikely	45	45.5%	24	58.5%	69	49.3%
	Likely	41	41.4%	11	26.8%	52	37.1%
	Very Likely	1	1.0%	0	.0%	1	.7%
	Do not know	12	12.1%	6	14.6%	18	12.9%
	Total	99	100.0%	41	100.0%	140	100.0%
Paid For Employees To Participate In Apprenticeship Programs	Yes - Used	23	20.4%	14	24.1%	37	21.6%
	Did Not Use	90	79.6%	44	75.9%	134	78.4%
	Total	113	100.0%	58	100.0%	171	100.0%
Pay For Employees To Participate In Apprenticeship Programs - In Future	Unlikely	44	48.9%	25	56.8%	69	51.5%
	Likely	39	43.3%	16	36.4%	55	41.0%
	Very Likely	3	3.3%	0	.0%	3	2.2%
	Do not know	4	4.4%	3	6.8%	7	5.2%
	Total	90	100.0%	44	100.0%	134	100.0%
Utilized Paid Interns	Yes - Used	27	23.9%	23	39.7%	50	29.2%
	Did Not Use	86	76.1%	35	60.3%	121	70.8%
	Total	113	100.0%	58	100.0%	171	100.0%

TABLE 2. Current Responses And Future Responses Likely To Hiring Challenges In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Utilize Paid Interns - In Future	Unlikely	46	53.5%	19	54.3%	65	53.7%
	Likely	32	37.2%	15	42.9%	47	38.8%
	Very Likely	2	2.3%	0	.0%	2	1.7%
	Do not know	6	7.0%	1	2.9%	7	5.8%
	Total	86	100.0%	35	100.0%	121	100.0%
Worked With Community Colleges To Develop Training Programs For New Hires	Yes - Used	23	20.4%	15	25.9%	38	22.2%
	Did Not Use	90	79.6%	43	74.1%	133	77.8%
	Total	113	100.0%	58	100.0%	171	100.0%
Work With Community Colleges To Develop Training Programs For New Hires - In Future	Unlikely	37	41.1%	22	51.2%	59	44.4%
	Likely	45	50.0%	17	39.5%	62	46.6%
	Very Likely	2	2.2%	0	.0%	2	1.5%
	Do not know	6	6.7%	4	9.3%	10	7.5%
	Total	90	100.0%	43	100.0%	133	100.0%
Sent New Hires To Training Programs	Yes - Used	45	39.8%	22	37.9%	67	39.2%
	Did Not Use	68	60.2%	36	62.1%	104	60.8%
	Total	113	100.0%	58	100.0%	171	100.0%
Send New Hires To Training Programs - In Future	Unlikely	32	47.1%	18	50.0%	50	48.1%
	Likely	32	47.1%	17	47.2%	49	47.1%
	Very Likely	2	2.9%	0	.0%	2	1.9%
	Do not know	2	2.9%	1	2.8%	3	2.9%
	Total	68	100.0%	36	100.0%	104	100.0%
Turned Down Business Opportunities	Yes - Used	15	13.3%	2	3.4%	17	9.9%
	Did Not Use	98	86.7%	56	96.6%	154	90.1%
	Total	113	100.0%	58	100.0%	171	100.0%
Turn Down Business Opportunities - In Future	Unlikely	55	56.1%	36	64.3%	91	59.1%
	Likely	39	39.8%	17	30.4%	56	36.4%
	Very Likely	2	2.0%	0	.0%	2	1.3%
	Do not know	2	2.0%	3	5.4%	5	3.2%
	Total	98	100.0%	56	100.0%	154	100.0%
Other Actions Taken	Yes - Used	3	2.7%	0	.0%	3	1.8%
	Did Not Use	110	97.3%	58	100.0%	168	98.2%
	Total	113	100.0%	58	100.0%	171	100.0%

TABLE 2. Current Responses And Future Responses Likely To Hiring Challenges In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Other Actions Likely To Take - In Future	Very Unlikely	0	.0%	1	1.7%	1	.6%
	Unlikely	68	61.8%	37	63.8%	105	62.5%
	Likely	37	33.6%	18	31.0%	55	32.7%
	Very Likely	3	2.7%	1	1.7%	4	2.4%
	Do not know	2	1.8%	1	1.7%	3	1.8%
	Total	110	100.0%	58	100.0%	168	100.0%

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TABLE 3. Sources For Applicant Recruitment By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Recruitment Sources (Multiple Responses)	Internet Postings On Illinois workNet	8	3.9%	10	9.2%	18	5.7%
	Internet Postings On Company Job Boards	52	25.1%	63	57.8%	115	36.4%
	Postings On Job Boards Such As CareerBuilder, Indeed, Monster.com	145	70.0%	82	75.2%	227	71.8%
	Social Network Sites Like Facebook, Twitter, LinkedIn	69	33.3%	47	43.1%	116	36.7%
	Local Newspaper	13	6.3%	9	8.3%	22	7.0%
	Community Colleges' Job Boards	44	21.3%	36	33.0%	80	25.3%
	Recruiting Agency/ Temporary Employment Services	29	14.0%	15	13.8%	44	13.9%
	Signs Posted Outside The Company	18	8.7%	12	11.0%	30	9.5%
	Use Current Employees To Recruit Friends And Relatives	54	26.1%	30	27.5%	84	26.6%
	Do Not Recruit	1	.5%	0	.0%	1	.3%
	Other Methods Of Recruitment	45	21.7%	27	24.8%	72	22.8%
	Total	207	100.0%	109	100.0%	316	100.0%

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TABLE 3. Sources For Applicant Recruitment By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Other Methods Of Recruitment Cited	AOA	1	2.2%	0	.0%	1	1.4%
	APPLICANT TRACKING SYSTEM	0	.0%	1	3.7%	1	1.4%
	ARCHITECTURAL SCHOOLS	0	.0%	1	3.7%	1	1.4%
	BULLETIN BOARD AT LOCAL LIBRARY	0	.0%	1	3.7%	1	1.4%
	CALL COMMITTEE THROUGH CHURCH	1	2.2%	0	.0%	1	1.4%
	CAREER FAIRS	1	2.2%	1	3.7%	2	2.8%
	CAREER INSTITUTES	0	.0%	1	3.7%	1	1.4%
	CHRISTIAN COLLEGES/ CHURCHES	0	.0%	1	3.7%	1	1.4%
	CHURCHES	1	2.2%	0	.0%	1	1.4%
	CNA SCHOOLS	0	.0%	1	3.7%	1	1.4%
	COLLEGE CAREER FAIRS	1	2.2%	0	.0%	1	1.4%
	CONGREGATION REFERRALS	0	.0%	1	3.7%	1	1.4%
	CORPORATE OFFICE	1	2.2%	0	.0%	1	1.4%
	CORPORATE RECRUITS	1	2.2%	0	.0%	1	1.4%
	CRAIGSLIST	7	15.6%	0	.0%	7	9.7%
	DO NOT KNOW	1	2.2%	0	.0%	1	1.4%
	EDUCATIONAL JOB BOARD	0	.0%	1	3.7%	1	1.4%
	HIGH SCHOOL JOB BOARDS	1	2.2%	0	.0%	1	1.4%
	HIGH SCHOOL RESOURCE CENTER	1	2.2%	0	.0%	1	1.4%
	HIGH SCHOOLS	0	.0%	1	3.7%	1	1.4%
	HIGH SCHOOLS/ WORD OF MOUTH	1	2.2%	0	.0%	1	1.4%
	HOSPITALITY ONLINE	0	.0%	1	3.7%	1	1.4%
	HOSPITALITY SITES	0	.0%	1	3.7%	1	1.4%
	IIT	1	2.2%	0	.0%	1	1.4%
	ILLINOIS CITY-COUNTY MANAGEMENT ASSOCIATION/ ILLINOIS PUBLIC WORKS ASSOCIATION	1	2.2%	0	.0%	1	1.4%
	ILLINOIS JOBLINK	0	.0%	1	3.7%	1	1.4%
	IN-HOUSE RECRUITING	1	2.2%	0	.0%	1	1.4%
	IPRA WEBSITE	0	.0%	1	3.7%	1	1.4%
	JOB FAIRS	3	6.7%	3	11.1%	6	8.3%
	LAW COMPANIES	1	2.2%	0	.0%	1	1.4%
	LAW ENFORCEMENT WEBSITES	0	.0%	1	3.7%	1	1.4%
	LAW SCHOOLS	1	2.2%	0	.0%	1	1.4%

TABLE 3. Sources For Applicant Recruitment By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Other Methods Of Recruitment Cited	LIBRARY JOB FAIR/ HIGH SCHOOL VISITS	0	.0%	1	3.7%	1	1.4%
	MAGAZINES	1	2.2%	0	.0%	1	1.4%
	MEDIX	1	2.2%	0	.0%	1	1.4%
	NCH WEBSITE	1	2.2%	0	.0%	1	1.4%
	NEOGOV HRMS	1	2.2%	0	.0%	1	1.4%
	NEWTON SOFTWARE	1	2.2%	0	.0%	1	1.4%
	NPO.NET	1	2.2%	0	.0%	1	1.4%
	RADIO	0	.0%	1	3.7%	1	1.4%
	SIGN INSIDE STORE/ IN-STORE HIRING TABLE	1	2.2%	0	.0%	1	1.4%
	SOCIAL SERVICES	0	.0%	1	3.7%	1	1.4%
	STATE PARKS RECREATION ASSOCIATIONS	0	.0%	1	3.7%	1	1.4%
	UNION	2	4.4%	3	11.1%	5	6.9%
	VETERAN WEBSITE	0	.0%	1	3.7%	1	1.4%
	WORD OF MOUTH	8	17.8%	1	3.7%	9	12.5%
	WORD OF MOUTH/ PROFESSIONAL ORGANIZATIONS	1	2.2%	0	.0%	1	1.4%
	WORD OF MOUTH/ PROFESSIONAL WEBSITES	1	2.2%	0	.0%	1	1.4%
	Total	45	100.0%	27	100.0%	72	100.0%

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TABLE 4. Difficulty In Hiring In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill In Last Year	Yes	119	56.7%	81	73.0%	200	62.3%
	None	91	43.3%	30	27.0%	121	37.7%
	Total	210	100.0%	111	100.0%	321	100.0%

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TABLE 4-A. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ACCOUNT MANAGER - CUSTOMER REPRESENTATIVE	1	.4%	0	.0%	1	.2%
	ACCOUNTANT - STAFF	0	.0%	1	.5%	1	.2%
	ACCOUNTANTS	2	.9%	0	.0%	2	.5%
	ACCOUNTING CLERK	1	.4%	0	.0%	1	.2%
	ACCOUNTS PAYABLE CLERK	0	.0%	1	.5%	1	.2%
	ACTIVITIES AND RECREATION	1	.4%	0	.0%	1	.2%
	ACTIVITY AIDES	0	.0%	1	.5%	1	.2%
	ADMINISTRATION	0	.0%	1	.5%	1	.2%
	ADMINISTRATIVE ASSISTANT	3	1.3%	0	.0%	3	.7%
	AFTER SCHOOL PROGRAM STAFF	1	.4%	0	.0%	1	.2%
	AGENTS	1	.4%	0	.0%	1	.2%
	AIR IMPORT COORDINATOR	0	.0%	1	.5%	1	.2%
	APPRENTICE ROOFER	1	.4%	0	.0%	1	.2%
	ARCHITECT	1	.4%	0	.0%	1	.2%
	ASSOCIATE MANAGER	1	.4%	0	.0%	1	.2%
	BAKER	1	.4%	0	.0%	1	.2%
	BAKER - OVERNIGHT	0	.0%	1	.5%	1	.2%
	BAKERY CLERK	0	.0%	1	.5%	1	.2%
	BANKERS	1	.4%	0	.0%	1	.2%
	BANQUET FACILITY	1	.4%	0	.0%	1	.2%
	BARTENDER	3	1.3%	0	.0%	3	.7%
	BEFORE AND AFTER SCHOOL PROGRAM	0	.0%	2	1.1%	2	.5%
	BEFORE AND AFTER SCHOOL WORKERS	0	.0%	1	.5%	1	.2%
	BEHAVIORAL SUPPORT SPECIALIST	0	.0%	1	.5%	1	.2%
	BREAKFAST ATTENDANT	1	.4%	0	.0%	1	.2%
	BUILDING SUPERVISOR	0	.0%	1	.5%	1	.2%
	BUSINESS DEVELOPMENT RECEPTIONIST	1	.4%	0	.0%	1	.2%
	BUSINESS SYSTEMS ANALYST AND COMPLIANCE	1	.4%	0	.0%	1	.2%
	BUSSERS	1	.4%	0	.0%	1	.2%
	CAD	1	.4%	0	.0%	1	.2%
	CAD TECHNICIAN	0	.0%	1	.5%	1	.2%
	CALL CENTER	0	.0%	1	.5%	1	.2%
	CAMP COUNSELORS	0	.0%	1	.5%	1	.2%

TABLE 4-A. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CARE COORDINATOR	0	.0%	1	.5%	1	.2%
	CAREGIVERS	0	.0%	1	.5%	1	.2%
	CARPENTER - LEAD	1	.4%	0	.0%	1	.2%
	CARPENTER - TRIM	1	.4%	0	.0%	1	.2%
	CASH ROOM	0	.0%	1	.5%	1	.2%
	CASHIER	0	.0%	2	1.1%	2	.5%
	CASHIERS - HEAD	0	.0%	1	.5%	1	.2%
	CATERING SALES	0	.0%	1	.5%	1	.2%
	CDL CLASS A PLUS DRIVER	1	.4%	0	.0%	1	.2%
	CDL DRIVERS	2	.9%	4	2.1%	6	1.4%
	CHEF	1	.4%	0	.0%	1	.2%
	CHEF - PASTRY	1	.4%	0	.0%	1	.2%
	CHILD CARE	0	.0%	1	.5%	1	.2%
	CITY CARRIER ASSISTANT	0	.0%	1	.5%	1	.2%
	CLAIM PROCESSOR	1	.4%	0	.0%	1	.2%
	CLEANING	0	.0%	1	.5%	1	.2%
	CLUB LOUNGE ATTENDANT	0	.0%	1	.5%	1	.2%
	CMN PROGRAMMER	0	.0%	1	.5%	1	.2%
	CNC PROGRAMMER	0	.0%	1	.5%	1	.2%
	COMPLIANCE MANAGER	0	.0%	1	.5%	1	.2%
	CONCESSION WORKERS	1	.4%	1	.5%	2	.5%
	COOK	1	.4%	0	.0%	1	.2%
	COOK - CAFE	1	.4%	0	.0%	1	.2%
	COOK - GRILL	1	.4%	0	.0%	1	.2%
	COOK - LINE	1	.4%	0	.0%	1	.2%
	COOK - PASTRY	1	.4%	0	.0%	1	.2%
	COOK - PREP	1	.4%	0	.0%	1	.2%
	COOKS	3	1.3%	2	1.1%	5	1.2%
	COUNSELOR- SUMMER DAY CAMP	0	.0%	1	.5%	1	.2%
	COUNSELORS	1	.4%	0	.0%	1	.2%
	COUNSELORS - CAMP	0	.0%	1	.5%	1	.2%
	COUNSELORS - COMMUNITY TEAM SUPPORT	0	.0%	1	.5%	1	.2%
	COUNSELORS - SUMMER CAMP	0	.0%	1	.5%	1	.2%
	COURTESY CLERK	0	.0%	1	.5%	1	.2%
	CREATIVE DIRECTOR	0	.0%	1	.5%	1	.2%

TABLE 4-A. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CREDIT ANALYST	1	.4%	0	.0%	1	.2%
	CUSTODIANS	0	.0%	1	.5%	1	.2%
	CUSTOMER CARE	1	.4%	0	.0%	1	.2%
	CUSTOMER SERVICE REPRESENTATIVE	5	2.2%	0	.0%	5	1.2%
	DATA ENTRY	1	.4%	0	.0%	1	.2%
	DATABASE DEVELOPER	0	.0%	1	.5%	1	.2%
	DAYCARE TEACHER ASSISTANT - LEAD	0	.0%	1	.5%	1	.2%
	DEBT COLLECTOR	1	.4%	0	.0%	1	.2%
	DELI CLERK	0	.0%	4	2.1%	4	1.0%
	DELI WORKER	0	.0%	1	.5%	1	.2%
	DESK CLERK	2	.9%	0	.0%	2	.5%
	DIESEL MECHANIC	0	.0%	1	.5%	1	.2%
	DIESEL TECH	0	.0%	1	.5%	1	.2%
	DIETARY AIDE	0	.0%	2	1.1%	2	.5%
	DIRECT CARE GIVERS	0	.0%	1	.5%	1	.2%
	DIRECT SUPPORT PROFESSIONAL	0	.0%	1	.5%	1	.2%
	DIRECTOR	0	.0%	1	.5%	1	.2%
	DIRECTOR IN SALES AND MARKETING	1	.4%	0	.0%	1	.2%
	DISHWASHER	2	.9%	0	.0%	2	.5%
	DRIVER	0	.0%	1	.5%	1	.2%
	DRIVER - DELIVERY	1	.4%	0	.0%	1	.2%
	DRIVER - STRAIGHT/ BOX TRUCK	1	.4%	0	.0%	1	.2%
	E-COMMERCE MERCHANDISER	0	.0%	1	.5%	1	.2%
	EARLY CHILDHOOD PRESCHOOL SUPERVISOR	0	.0%	1	.5%	1	.2%
	ECOMMERCE - VP	0	.0%	1	.5%	1	.2%
	ELECTRICAL SERVICE TECHNICIAN	1	.4%	0	.0%	1	.2%
	ELECTRICIAN	1	.4%	0	.0%	1	.2%
	ELECTRONICS FIELD SERVICE TECHNICIAN	0	.0%	1	.5%	1	.2%
	EMAIL ANALYST	0	.0%	1	.5%	1	.2%
	EMAIL COORDINATOR	1	.4%	0	.0%	1	.2%
	ENGINEER - CIVIL ONE	1	.4%	0	.0%	1	.2%
	ENGINEER - CIVIL TWO	1	.4%	0	.0%	1	.2%

TABLE 4-A. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ENGINEER - ELECTRICAL	1	.4%	0	.0%	1	.2%
	ENGINEER - PROJECT ENGINEER	1	.4%	0	.0%	1	.2%
	ENGINEER 2	1	.4%	0	.0%	1	.2%
	ENGINEERING INSPECTOR	0	.0%	1	.5%	1	.2%
	ENGINEERS	1	.4%	0	.0%	1	.2%
	ENGINEERS - FPGA	1	.4%	0	.0%	1	.2%
	ENVIRONMENTAL SERVICES	1	.4%	0	.0%	1	.2%
	ESTIMATOR	1	.4%	1	.5%	2	.5%
	FACILITIES PROJECT TECHNICIAN	0	.0%	1	.5%	1	.2%
	FARM OPERATIONS - MANAGER	0	.0%	1	.5%	1	.2%
	FARM WORKER/ SUPERVISOR	0	.0%	1	.5%	1	.2%
	FARM WORKERS/ ASSISTANT	0	.0%	1	.5%	1	.2%
	FIELD SERVICE TECHNICIAN	1	.4%	0	.0%	1	.2%
	FIELD SERVICE TECHNICIAN - BEVERAGE REFRIGERATION	1	.4%	0	.0%	1	.2%
	FILM CREW	1	.4%	0	.0%	1	.2%
	FOOD AND BEVERAGE LEADER	1	.4%	0	.0%	1	.2%
	FOOD AND BEVERAGE MANAGER	1	.4%	0	.0%	1	.2%
	FOOD RUNNER	2	.9%	0	.0%	2	.5%
	FOOD SERVER	3	1.3%	0	.0%	3	.7%
	FORESTRY - INTERNS	0	.0%	1	.5%	1	.2%
	FORKLIFT OPERATOR - WAREHOUSE	1	.4%	0	.0%	1	.2%
	FRAME TECHNICIANS	1	.4%	0	.0%	1	.2%
	FREIGHT WORKER-OVERNIGHT	0	.0%	1	.5%	1	.2%
	FRONT DESK	1	.4%	1	.5%	2	.5%
	FRONT DESK AGENT	1	.4%	0	.0%	1	.2%
	FRONT DESK CLERK	7	3.0%	1	.5%	8	1.9%
	GRAPHIC COMMUNICATIONS SPECIALIST	0	.0%	1	.5%	1	.2%
	GRAPHIC WEB DESIGNER AND WEBSITE MAINTAINER	1	.4%	0	.0%	1	.2%
	GROCERY BAGGER	0	.0%	2	1.1%	2	.5%
	GROCERY CLERK	0	.0%	1	.5%	1	.2%
	GROUNDSKEEPER	0	.0%	1	.5%	1	.2%

TABLE 4-A. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	GUEST SERVICE AGENT	2	.9%	1	.5%	3	.7%
	GUEST SERVICE TEAM - LEAD	0	.0%	1	.5%	1	.2%
	GUEST SERVICES ASSISTANT	0	.0%	1	.5%	1	.2%
	HOSPITALITY AIDES	0	.0%	1	.5%	1	.2%
	HOST	4	1.7%	0	.0%	4	1.0%
	HOUSEKEEPER	0	.0%	1	.5%	1	.2%
	HOUSEKEEPER - EXECUTIVE	1	.4%	0	.0%	1	.2%
	HOUSEKEEPING	3	1.3%	0	.0%	3	.7%
	HUMAN RESOURCES MANAGER	1	.4%	0	.0%	1	.2%
	HVAC - SERVICE TECHNICIAN	1	.4%	0	.0%	1	.2%
	HVAC SERVICE SALESPERSON	0	.0%	1	.5%	1	.2%
	ICE CREAM SCOOPER	1	.4%	0	.0%	1	.2%
	INJECTION MOLDING - SHIFT LEAD	1	.4%	0	.0%	1	.2%
	INSURANCE PRECERTIFICATION ASSOCIATE	1	.4%	0	.0%	1	.2%
	INTERIOR DESIGNER	1	.4%	0	.0%	1	.2%
	IT FRONT END DEVELOPERS	0	.0%	1	.5%	1	.2%
	IT PROJECT MANAGERS	0	.0%	1	.5%	1	.2%
	IT TECHNICIAN	0	.0%	1	.5%	1	.2%
	JANITORIAL/ ENGINEERING/ HOUSEKEEPING	1	.4%	0	.0%	1	.2%
	KITCHEN CABINET SPECIALIST	0	.0%	1	.5%	1	.2%
	KITCHEN HELPER	0	.0%	1	.5%	1	.2%
	KITCHEN HELPER - FOOD PREPARATION	1	.4%	0	.0%	1	.2%
	KITCHEN STAFF	1	.4%	0	.0%	1	.2%
	LANDSCAPE LABORER	1	.4%	0	.0%	1	.2%
	LEASING CONSULTANT	1	.4%	0	.0%	1	.2%
	LICENSED PLUMBER	1	.4%	0	.0%	1	.2%
	LIFEGUARD	0	.0%	3	1.6%	3	.7%
	LIFEGUARD - SWIM INSTRUCTOR	0	.0%	1	.5%	1	.2%
	LIFEGUARDS	2	.9%	3	1.6%	5	1.2%
	LIGHTING DIRECTOR	0	.0%	1	.5%	1	.2%
	LINE COOK	4	1.7%	0	.0%	4	1.0%
	LIVING COACH	0	.0%	1	.5%	1	.2%
	MACHINE LATHE OPERATOR	1	.4%	0	.0%	1	.2%

TABLE 4-A. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	MACHINE OPERATOR	2	.9%	1	.5%	3	.7%
	MACHINIST - MANUAL	1	.4%	0	.0%	1	.2%
	MACHINIST - SET UP LEVEL 2	1	.4%	0	.0%	1	.2%
	MACHINIST - SET UP TECHNICIAN	0	.0%	1	.5%	1	.2%
	MAILROOM	0	.0%	1	.5%	1	.2%
	MAINTENANCE	1	.4%	0	.0%	1	.2%
	MAINTENANCE TECHNICIANS	1	.4%	1	.5%	2	.5%
	MANUFACTURING - SUPERVISOR 2ND SHIFT	0	.0%	1	.5%	1	.2%
	MARKETING	2	.9%	0	.0%	2	.5%
	MARKETING - SALES	1	.4%	0	.0%	1	.2%
	MEAT WRAPPER	0	.0%	2	1.1%	2	.5%
	MECHANIC	1	.4%	0	.0%	1	.2%
	MECHANICAL ASSEMBLER	0	.0%	1	.5%	1	.2%
	MEDICAL ASSISTANT	0	.0%	1	.5%	1	.2%
	MEDICAL BILLER	1	.4%	0	.0%	1	.2%
	MENTAL HEALTH TECHNICIAN	0	.0%	1	.5%	1	.2%
	MOVERS	2	.9%	0	.0%	2	.5%
	NET DEVELOPERS	1	.4%	0	.0%	1	.2%
	NEWSPAPER PROCESSOR	0	.0%	1	.5%	1	.2%
	NIGHT AUDITOR	2	.9%	0	.0%	2	.5%
	NURSE AIDES	1	.4%	1	.5%	2	.5%
	NURSES	4	1.7%	2	1.1%	6	1.4%
	NURSES - CNA	4	1.7%	10	5.3%	14	3.4%
	NURSES - FIELD	0	.0%	1	.5%	1	.2%
	NURSES - LPN	0	.0%	4	2.1%	4	1.0%
	NURSES - RN	0	.0%	5	2.7%	5	1.2%
	OCCUPATIONAL THERAPIST	1	.4%	0	.0%	1	.2%
	OCEAN EXPORT COORDINATOR	0	.0%	1	.5%	1	.2%
	OFFICE ASSISTANT	1	.4%	0	.0%	1	.2%
	OFFICE DATA ENTRY	1	.4%	0	.0%	1	.2%
	OFFICE MANAGER	1	.4%	0	.0%	1	.2%
	OPERATIONS MANAGER	0	.0%	1	.5%	1	.2%
	OPHTHALMIC TECHNICIAN	1	.4%	0	.0%	1	.2%
	PACKAGE HANDLER	0	.0%	1	.5%	1	.2%
PACKER - UTILITY CLERK	0	.0%	1	.5%	1	.2%	

TABLE 4-A. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	PACKER WORKER/ LABORER	0	.0%	1	.5%	1	.2%
	PACKING WORKER - OVERNIGHT	1	.4%	0	.0%	1	.2%
	PAINT LINE	0	.0%	1	.5%	1	.2%
	PARAPROFESSIONAL	0	.0%	1	.5%	1	.2%
	PARKS WORKERS	0	.0%	1	.5%	1	.2%
	PATIENT SERVICE REPRESENTATIVE	1	.4%	0	.0%	1	.2%
	PHARMACY TECHNICIAN	1	.4%	2	1.1%	3	.7%
	PHYSICIAN	1	.4%	0	.0%	1	.2%
	PLC PROGRAMMERS	1	.4%	0	.0%	1	.2%
	PLUMBER - APPRENTICE	1	.4%	0	.0%	1	.2%
	PORTERS	1	.4%	2	1.1%	3	.7%
	PRODUCE CLERK	0	.0%	1	.5%	1	.2%
	PRODUCE WORKER	0	.0%	1	.5%	1	.2%
	PRODUCT MANAGER	0	.0%	1	.5%	1	.2%
	PRODUCTION TECHNICIAN	1	.4%	0	.0%	1	.2%
	PROGRAM ADVISOR	1	.4%	0	.0%	1	.2%
	PROGRAMMERS	1	.4%	0	.0%	1	.2%
	PROJECT ASSOCIATES	0	.0%	1	.5%	1	.2%
	PROJECT MANAGEMENT	2	.9%	0	.0%	2	.5%
	PUBLIC HEALTH AND MOSQUITO CONTROL FIELD TECHNICIAN	1	.4%	0	.0%	1	.2%
	QUALITY CONTROL DEVICE INSPECTOR	1	.4%	0	.0%	1	.2%
	QUALITY CONTROL MATERIAL INSPECTOR	1	.4%	0	.0%	1	.2%
	QUALITY CONTROL TECHNICIAN	1	.4%	0	.0%	1	.2%
	REAL ESTATE AGENTS	1	.4%	0	.0%	1	.2%
	RECEPTIONIST	3	1.3%	2	1.1%	5	1.2%
	RESPIRATORY THERAPIST	0	.0%	1	.5%	1	.2%
	ROOM ATTENDANTS	2	.9%	0	.0%	2	.5%
	SALES	4	1.7%	0	.0%	4	1.0%
	SALES - COORDINATOR	1	.4%	0	.0%	1	.2%
	SALES - FLOOR TEAM LEAD	0	.0%	1	.5%	1	.2%
	SALES - INSIDE CUSTOMER SERVICE	1	.4%	0	.0%	1	.2%
	SALES - INSIDE REPRESENTATIVE	2	.9%	1	.5%	3	.7%

TABLE 4-A. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SALES - NATIONAL ACCOUNTS MANAGER	0	.0%	1	.5%	1	.2%
	SALES - OUTSIDE REPRESENTATIVE	1	.4%	0	.0%	1	.2%
	SALES ASSOCIATE	1	.4%	0	.0%	1	.2%
	SALES ENGINEER	1	.4%	0	.0%	1	.2%
	SALES MANAGER	1	.4%	0	.0%	1	.2%
	SALES TEAM ASSISTANT	1	.4%	0	.0%	1	.2%
	SALESPERSON	0	.0%	1	.5%	1	.2%
	SANITATION	1	.4%	0	.0%	1	.2%
	SCHEDULING	1	.4%	0	.0%	1	.2%
	SCIENCE - PH.D.	1	.4%	0	.0%	1	.2%
	SEAFOOD CLERK	0	.0%	1	.5%	1	.2%
	SECURITY AGENT	0	.0%	2	1.1%	2	.5%
	SECURITY OFFICERS	1	.4%	0	.0%	1	.2%
	SERVER/ BARTENDER	2	.9%	0	.0%	2	.5%
	SERVERS	5	2.2%	0	.0%	5	1.2%
	SERVICE TECHNICIAN - LEAD	1	.4%	0	.0%	1	.2%
	SERVICE TECHNICIANS	1	.4%	0	.0%	1	.2%
	SERVICE WRITER	1	.4%	0	.0%	1	.2%
	SEWING MACHINE OPERATOR - INDUSTRIAL	1	.4%	0	.0%	1	.2%
	SHIFT LEAD	1	.4%	0	.0%	1	.2%
	SHIPPING AND RECEIVING CLERK	1	.4%	0	.0%	1	.2%
	SHUTTLE DRIVER	4	1.7%	1	.5%	5	1.2%
	SKILLED LABORER	1	.4%	0	.0%	1	.2%
	SLEEP APNEA TESTING PRODUCTION ASSOCIATE	1	.4%	0	.0%	1	.2%
	SOFTWARE ENGINEERING	1	.4%	0	.0%	1	.2%
	SPECIAL AGENTS	0	.0%	1	.5%	1	.2%
	SPEECH PATHOLOGISTS	1	.4%	0	.0%	1	.2%
	SPIN INSTRUCTOR	0	.0%	2	1.1%	2	.5%
	STOCKER - OVERNIGHT	0	.0%	1	.5%	1	.2%
	STOCKER/ MERCHANDISE UNLOADER - EARLY SHIFT	0	.0%	1	.5%	1	.2%
	STOCKROOM	0	.0%	1	.5%	1	.2%
	SUPERVISOR - ACCREDITATION	0	.0%	1	.5%	1	.2%
SURGICAL TECHNICIAN	0	.0%	1	.5%	1	.2%	

TABLE 4-A. Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SYSTEM ADMINISTRATOR	1	.4%	0	.0%	1	.2%
	TEACHER	1	.4%	0	.0%	1	.2%
	TEACHER - INFANT	1	.4%	0	.0%	1	.2%
	TEACHER - LEAD	1	.4%	0	.0%	1	.2%
	TEACHER - PRESCHOOL	1	.4%	0	.0%	1	.2%
	TEACHER - TODDLER	1	.4%	0	.0%	1	.2%
	TEACHERS - ASSISTANTS	1	.4%	0	.0%	1	.2%
	TEAM LEADER	0	.0%	1	.5%	1	.2%
	TECHNICIANS	1	.4%	0	.0%	1	.2%
	TELEMARKETER	1	.4%	0	.0%	1	.2%
	TELLERS	1	.4%	2	1.1%	3	.7%
	THERAPIST	0	.0%	2	1.1%	2	.5%
	TICKETING MANAGER	0	.0%	1	.5%	1	.2%
	TRACTOR-TRAILER DRIVER	1	.4%	0	.0%	1	.2%
	TRAFFIC TECHNICIAN	0	.0%	1	.5%	1	.2%
	TRUMPETER	0	.0%	1	.5%	1	.2%
	UI DEVELOPER	0	.0%	1	.5%	1	.2%
	VETERINARY ASSISTANT	2	.9%	0	.0%	2	.5%
	VP-FINANCE	0	.0%	1	.5%	1	.2%
	WAIT STAFF	1	.4%	2	1.1%	3	.7%
	WAREHOUSE	0	.0%	2	1.1%	2	.5%
	WAREHOUSE JOB	1	.4%	0	.0%	1	.2%
	WAREHOUSE MANAGER	0	.0%	1	.5%	1	.2%
	WAREHOUSE SUPERVISOR	0	.0%	1	.5%	1	.2%
	WEB DESIGNER	1	.4%	0	.0%	1	.2%
	WEB DEVELOPER	0	.0%	1	.5%	1	.2%
	WEB DEVELOPERS	0	.0%	1	.5%	1	.2%
	WELDERS	1	.4%	1	.5%	2	.5%
	WIRELESS CELL TOWER TECHNICIAN	1	.4%	0	.0%	1	.2%
	YARD OPERATIONS WORKER	0	.0%	1	.5%	1	.2%
Total	230	100.0%	187	100.0%	417	100.0%	

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TABLE 4-B. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees		
			Less Than 100 Employees	100 Or More Employees	Total
			Sum	Sum	Sum
Jobs Difficult To Fill (Multiple Responses)	ACCOUNT MANAGER - CUSTOMER REPRESENTATIVE	Number Of Vacancies	1	.	1
	ACCOUNTANT - STAFF	Number Of Vacancies	.	1	1
	ACCOUNTANTS	Number Of Vacancies	2	.	2
	ACCOUNTING CLERK	Number Of Vacancies	1	.	1
	ACCOUNTS PAYABLE CLERK	Number Of Vacancies	.	1	1
	ACTIVITIES AND RECREATION	Number Of Vacancies	1	.	1
	ACTIVITY AIDES	Number Of Vacancies	.	3	3
	ADMINISTRATION	Number Of Vacancies	.	1	1
	ADMINISTRATIVE ASSISTANT	Number Of Vacancies	3	.	3
	AFTER SCHOOL PROGRAM STAFF	Number Of Vacancies	1	.	1
	AGENTS	Number Of Vacancies	4	.	4
	AIR IMPORT COORDINATOR	Number Of Vacancies	.	2	2
	APPRENTICE ROOFER	Number Of Vacancies	3	.	3
	ARCHITECT	Number Of Vacancies	1	.	1
	ASSOCIATE MANAGER	Number Of Vacancies	1	.	1
	BAKER	Number Of Vacancies	3	.	3
	BAKER - OVERNIGHT	Number Of Vacancies	.	2	2
	BAKERY CLERK	Number Of Vacancies	.	2	2
	BANKERS	Number Of Vacancies	4	.	4
	BANQUET FACILITY	Number Of Vacancies	15	.	15
	BARTENDER	Number Of Vacancies	4	.	4
	BEFORE AND AFTER SCHOOL PROGRAM	Number Of Vacancies	.	20	20
	BEFORE AND AFTER SCHOOL WORKERS	Number Of Vacancies	.	5	5
	BEHAVIORAL SUPPORT SPECIALIST	Number Of Vacancies	.	5	5
	BREAKFAST ATTENDANT	Number Of Vacancies	2	.	2
	BUILDING SUPERVISOR	Number Of Vacancies	.	4	4
	BUSINESS DEVELOPMENT RECEPTIONIST	Number Of Vacancies	1	.	1
	BUSINESS SYSTEMS ANALYST AND COMPLIANCE	Number Of Vacancies	2	.	2
	BUSSERS	Number Of Vacancies	5	.	5
	CAD	Number Of Vacancies	5	.	5
	CAD TECHNICIAN	Number Of Vacancies	.	2	2
	CALL CENTER	Number Of Vacancies	.	5	5

TABLE 4-B. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees		
			Less Than 100 Employees	100 Or More Employees	Total
			Sum	Sum	Sum
Jobs Difficult To Fill (Multiple Responses)	CAMP COUNSELORS	Number Of Vacancies	.	50	50
	CARE COORDINATOR	Number Of Vacancies	.	1	1
	CAREGIVERS	Number Of Vacancies	.	10	10
	CARPENTER - LEAD	Number Of Vacancies	1	.	1
	CARPENTER - TRIM	Number Of Vacancies	1	.	1
	CASH ROOM	Number Of Vacancies	.	3	3
	CASHIER	Number Of Vacancies	.	8	8
	CASHIERS - HEAD	Number Of Vacancies	.	20	20
	CATERING SALES	Number Of Vacancies	.	1	1
	CDL CLASS A PLUS DRIVER	Number Of Vacancies	1	.	1
	CDL DRIVERS	Number Of Vacancies	7	26	33
	CHEF	Number Of Vacancies	1	.	1
	CHEF - PASTRY	Number Of Vacancies	2	.	2
	CHILD CARE	Number Of Vacancies	.	2	2
	CITY CARRIER ASSISTANT	Number Of Vacancies	.	6	6
	CLAIM PROCESSOR	Number Of Vacancies	1	.	1
	CLEANING	Number Of Vacancies	.	1	1
	CLUB LOUNGE ATTENDANT	Number Of Vacancies	.	2	2
	CMN PROGRAMMER	Number Of Vacancies	.	3	3
	CNC PROGRAMMER	Number Of Vacancies	.	3	3
	COMPLIANCE MANAGER	Number Of Vacancies	.	.	.
	CONCESSION WORKERS	Number Of Vacancies	3	30	33
	COOK	Number Of Vacancies	1	.	1
	COOK - CAFE	Number Of Vacancies	1	.	1
	COOK - GRILL	Number Of Vacancies	1	.	1
	COOK - LINE	Number Of Vacancies	2	.	2
	COOK - PASTRY	Number Of Vacancies	2	.	2
	COOK - PREP	Number Of Vacancies	2	.	2
	COOKS	Number Of Vacancies	8	2	10
	COUNSELOR- SUMMER DAY CAMP	Number Of Vacancies	.	10	10
	COUNSELORS	Number Of Vacancies	.	.	.
	COUNSELORS - CAMP	Number Of Vacancies	.	9	9
	COUNSELORS - COMMUNITY TEAM SUPPORT	Number Of Vacancies	.	4	4
COUNSELORS - SUMMER CAMP	Number Of Vacancies	.	7	7	
COURTESY CLERK	Number Of Vacancies	.	10	10	

TABLE 4-B. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees		
			Less Than 100 Employees	100 Or More Employees	Total
			Sum	Sum	Sum
Jobs Difficult To Fill (Multiple Responses)	CREATIVE DIRECTOR	Number Of Vacancies	.	1	1
	CREDIT ANALYST	Number Of Vacancies	2	.	2
	CUSTODIANS	Number Of Vacancies	.	2	2
	CUSTOMER CARE	Number Of Vacancies	1	.	1
	CUSTOMER SERVICE REPRESENTATIVE	Number Of Vacancies	8	.	8
	DATA ENTRY	Number Of Vacancies	1	.	1
	DATABASE DEVELOPER	Number Of Vacancies	.	1	1
	DAYCARE TEACHER ASSISTANT - LEAD	Number Of Vacancies	.	4	4
	DEBT COLLECTOR	Number Of Vacancies	14	.	14
	DELI CLERK	Number Of Vacancies	.	13	13
	DELI WORKER	Number Of Vacancies	.	2	2
	DESK CLERK	Number Of Vacancies	2	.	2
	DIESEL MECHANIC	Number Of Vacancies	.	2	2
	DIESEL TECH	Number Of Vacancies	.	2	2
	DIETARY AIDE	Number Of Vacancies	.	3	3
	DIRECT CARE GIVERS	Number Of Vacancies	.	4	4
	DIRECT SUPPORT PROFESSIONAL	Number Of Vacancies	.	50	50
	DIRECTOR	Number Of Vacancies	.	3	3
	DIRECTOR IN SALES AND MARKETING	Number Of Vacancies	1	.	1
	DISHWASHER	Number Of Vacancies	2	.	2
	DRIVER	Number Of Vacancies	.	1	1
	DRIVER - DELIVERY	Number Of Vacancies	1	.	1
	DRIVER - STRAIGHT/ BOX TRUCK	Number Of Vacancies	3	.	3
	E-COMMERCE MERCHANDISER	Number Of Vacancies	.	.	.
	EARLY CHILDHOOD PRESCHOOL SUPERVISOR	Number Of Vacancies	.	1	1
	ECOMMERCE - VP	Number Of Vacancies	.	.	.
	ELECTRICAL SERVICE TECHNICIAN	Number Of Vacancies	1	.	1
	ELECTRICIAN	Number Of Vacancies	12	.	12
	ELECTRONICS FIELD SERVICE TECHNICIAN	Number Of Vacancies	.	1	1
	EMAIL ANALYST	Number Of Vacancies	.	.	.
	EMAIL COORDINATOR	Number Of Vacancies	1	.	1
	ENGINEER - CIVIL ONE	Number Of Vacancies	1	.	1

TABLE 4-B. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees		
			Less Than 100 Employees	100 Or More Employees	Total
			Sum	Sum	Sum
Jobs Difficult To Fill (Multiple Responses)	ENGINEER - CIVIL TWO	Number Of Vacancies	1	.	1
	ENGINEER - ELECTRICAL	Number Of Vacancies	1	.	1
	ENGINEER - PROJECT ENGINEER	Number Of Vacancies	1	.	1
	ENGINEER 2	Number Of Vacancies	1	.	1
	ENGINEERING INSPECTOR	Number Of Vacancies	.	0	0
	ENGINEERS	Number Of Vacancies	2	.	2
	ENGINEERS - FPGA	Number Of Vacancies	1	.	1
	ENVIRONMENTAL SERVICES	Number Of Vacancies	75	.	75
	ESTIMATOR	Number Of Vacancies	.	1	1
	FACILITIES PROJECT TECHNICIAN	Number Of Vacancies	.	1	1
	FARM OPERATIONS - MANAGER	Number Of Vacancies	.	.	.
	FARM WORKER/ SUPERVISOR	Number Of Vacancies	.	1	1
	FARM WORKERS/ ASSISTANT	Number Of Vacancies	.	2	2
	FIELD SERVICE TECHNICIAN	Number Of Vacancies	2	.	2
	FIELD SERVICE TECHNICIAN - BEVERAGE REFRIGERATION	Number Of Vacancies	3	.	3
	FILM CREW	Number Of Vacancies	10	.	10
	FOOD AND BEVERAGE LEADER	Number Of Vacancies	1	.	1
	FOOD AND BEVERAGE MANAGER	Number Of Vacancies	1	.	1
	FOOD RUNNER	Number Of Vacancies	2	.	2
	FOOD SERVER	Number Of Vacancies	15	.	15
	FORESTRY - INTERNS	Number Of Vacancies	.	1	1
	FORKLIFT OPERATOR - WAREHOUSE	Number Of Vacancies	6	.	6
	FRAME TECHNICIANS	Number Of Vacancies	2	.	2
	FREIGHT WORKER-OVERNIGHT	Number Of Vacancies	.	6	6
	FRONT DESK	Number Of Vacancies	1	1	2
	FRONT DESK AGENT	Number Of Vacancies	1	.	1
	FRONT DESK CLERK	Number Of Vacancies	17	3	20
	GRAPHIC COMMUNICATIONS SPECIALIST	Number Of Vacancies	.	1	1
	GRAPHIC WEB DESIGNER AND WEBSITE MAINTAINER	Number Of Vacancies	2	.	2
	GROCERY BAGGER	Number Of Vacancies	.	18	18
	GROCERY CLERK	Number Of Vacancies	.	4	4

TABLE 4-B. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees		
			Less Than 100 Employees	100 Or More Employees	Total
			Sum	Sum	Sum
Jobs Difficult To Fill (Multiple Responses)	GROUNDSKEEPER	Number Of Vacancies	.	2	2
	GUEST SERVICE AGENT	Number Of Vacancies	5	2	7
	GUEST SERVICE TEAM - LEAD	Number Of Vacancies	.	1	1
	GUEST SERVICES ASSISTANT	Number Of Vacancies	.	2	2
	HOSPITALITY AIDES	Number Of Vacancies	.	2	2
	HOST	Number Of Vacancies	7	.	7
	HOUSEKEEPER	Number Of Vacancies	.	1	1
	HOUSEKEEPER - EXECUTIVE	Number Of Vacancies	1	.	1
	HOUSEKEEPING	Number Of Vacancies	14	.	14
	HUMAN RESOURCES MANAGER	Number Of Vacancies	.	.	.
	HVAC - SERVICE TECHNICIAN	Number Of Vacancies	2	.	2
	HVAC SERVICE SALESPERSON	Number Of Vacancies	.	1	1
	ICE CREAM SCOOPER	Number Of Vacancies	7	.	7
	INJECTION MOLDING - SHIFT LEAD	Number Of Vacancies	.	.	.
	INSURANCE PRECERTIFICATION ASSOCIATE	Number Of Vacancies	1	.	1
	INTERIOR DESIGNER	Number Of Vacancies	1	.	1
	IT FRONT END DEVELOPERS	Number Of Vacancies	.	2	2
	IT PROJECT MANAGERS	Number Of Vacancies	.	4	4
	IT TECHNICIAN	Number Of Vacancies	.	1	1
	JANITORIAL/ ENGINEERING/ HOUSEKEEPING	Number Of Vacancies	2	.	2
	KITCHEN CABINET SPECIALIST	Number Of Vacancies	.	1	1
	KITCHEN HELPER	Number Of Vacancies	.	1	1
	KITCHEN HELPER - FOOD PREPARATION	Number Of Vacancies	3	.	3
	KITCHEN STAFF	Number Of Vacancies	3	.	3
	LANDSCAPE LABORER	Number Of Vacancies	40	.	40
	LEASING CONSULTANT	Number Of Vacancies	1	.	1
	LICENSED PLUMBER	Number Of Vacancies	2	.	2
	LIFEGUARD	Number Of Vacancies	.	10	10
	LIFEGUARD - SWIM INSTRUCTOR	Number Of Vacancies	.	15	15
	LIFEGUARDS	Number Of Vacancies	15	90	105
LIGHTING DIRECTOR	Number Of Vacancies	.	1	1	
LINE COOK	Number Of Vacancies	7	.	7	

TABLE 4-B. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees		
			Less Than 100 Employees	100 Or More Employees	Total
			Sum	Sum	Sum
Jobs Difficult To Fill (Multiple Responses)	LIVING COACH	Number Of Vacancies	.	1	1
	MACHINE LATHE OPERATOR	Number Of Vacancies	1	.	1
	MACHINE OPERATOR	Number Of Vacancies	4	3	7
	MACHINIST - MANUAL	Number Of Vacancies	1	.	1
	MACHINIST - SET UP LEVEL 2	Number Of Vacancies	1	.	1
	MACHINIST - SET UP TECHNICIAN	Number Of Vacancies	.	1	1
	MAILROOM	Number Of Vacancies	.	1	1
	MAINTENANCE	Number Of Vacancies	1	.	1
	MAINTENANCE TECHNICIANS	Number Of Vacancies	2	1	3
	MANUFACTURING - SUPERVISOR 2ND SHIFT	Number Of Vacancies	.	1	1
	MARKETING	Number Of Vacancies	7	.	7
	MARKETING - SALES	Number Of Vacancies	10	.	10
	MEAT WRAPPER	Number Of Vacancies	.	5	5
	MECHANIC	Number Of Vacancies	2	.	2
	MECHANICAL ASSEMBLER	Number Of Vacancies	.	2	2
	MEDICAL ASSISTANT	Number Of Vacancies	.	5	5
	MEDICAL BILLER	Number Of Vacancies	1	.	1
	MENTAL HEALTH TECHNICIAN	Number Of Vacancies	.	1	1
	MOVERS	Number Of Vacancies	24	.	24
	NET DEVELOPERS	Number Of Vacancies	10	.	10
	NEWSPAPER PROCESSOR	Number Of Vacancies	.	5	5
	NIGHT AUDITOR	Number Of Vacancies	4	.	4
	NURSE AIDES	Number Of Vacancies	3	9	12
	NURSES	Number Of Vacancies	154	6	160
	NURSES - CNA	Number Of Vacancies	8	95	103
	NURSES - FIELD	Number Of Vacancies	.	20	20
	NURSES - LPN	Number Of Vacancies	.	14	14
	NURSES - RN	Number Of Vacancies	.	13	13
	OCCUPATIONAL THERAPIST	Number Of Vacancies	2	.	2
	OCEAN EXPORT COORDINATOR	Number Of Vacancies	.	2	2
	OFFICE ASSISTANT	Number Of Vacancies	1	.	1
	OFFICE DATA ENTRY	Number Of Vacancies	1	.	1
OFFICE MANAGER	Number Of Vacancies	1	.	1	
OPERATIONS MANAGER	Number Of Vacancies	.	1	1	
OPHTHALMIC TECHNICIAN	Number Of Vacancies	1	.	1	

TABLE 4-B. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees		
			Less Than 100 Employees	100 Or More Employees	Total
			Sum	Sum	Sum
Jobs Difficult To Fill (Multiple Responses)	PACKAGE HANDLER	Number Of Vacancies	.	10	10
	PACKER - UTILITY CLERK	Number Of Vacancies	.	11	11
	PACKER WORKER/ LABORER	Number Of Vacancies	.	10	10
	PACKING WORKER - OVERNIGHT	Number Of Vacancies	.	.	.
	PAINT LINE	Number Of Vacancies	.	2	2
	PARAPROFESSIONAL	Number Of Vacancies	.	40	40
	PARKS WORKERS	Number Of Vacancies	.	.	.
	PATIENT SERVICE REPRESENTATIVE	Number Of Vacancies	1	.	1
	PHARMACY TECHNICIAN	Number Of Vacancies	1	5	6
	PHYSICIAN	Number Of Vacancies	1	.	1
	PLC PROGRAMMERS	Number Of Vacancies	3	.	3
	PLUMBER - APPRENTICE	Number Of Vacancies	2	.	2
	PORTERS	Number Of Vacancies	2	10	12
	PRODUCE CLERK	Number Of Vacancies	.	2	2
	PRODUCE WORKER	Number Of Vacancies	.	2	2
	PRODUCT MANAGER	Number Of Vacancies	.	.	.
	PRODUCTION TECHNICIAN	Number Of Vacancies	2	.	2
	PROGRAM ADVISOR	Number Of Vacancies	1	.	1
	PROGRAMMERS	Number Of Vacancies	10	.	10
	PROJECT ASSOCIATES	Number Of Vacancies	.	1	1
	PROJECT MANAGEMENT	Number Of Vacancies	2	.	2
	PUBLIC HEALTH AND MOSQUITO CONTROL FIELD TECHNICIAN	Number Of Vacancies	20	.	20
	QUALITY CONTROL DEVICE INSPECTOR	Number Of Vacancies	1	.	1
	QUALITY CONTROL MATERIAL INSPECTOR	Number Of Vacancies	1	.	1
	QUALITY CONTROL TECHNICIAN	Number Of Vacancies	1	.	1
	REAL ESTATE AGENTS	Number Of Vacancies	10	.	10
	RECEPTIONIST	Number Of Vacancies	3	2	5
	RESPIRATORY THERAPIST	Number Of Vacancies	.	3	3
	ROOM ATTENDANTS	Number Of Vacancies	7	.	7
	SALES	Number Of Vacancies	7	.	7
SALES - COORDINATOR	Number Of Vacancies	0	.	0	
SALES - FLOOR TEAM LEAD	Number Of Vacancies	.	2	2	

TABLE 4-B. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees		
			Less Than 100 Employees	100 Or More Employees	Total
			Sum	Sum	Sum
Jobs Difficult To Fill (Multiple Responses)	SALES - INSIDE CUSTOMER SERVICE	Number Of Vacancies	1	.	1
	SALES - INSIDE REPRESENTATIVE	Number Of Vacancies	2	1	3
	SALES - NATIONAL ACCOUNTS MANAGER	Number Of Vacancies	.	.	.
	SALES - OUTSIDE REPRESENTATIVE	Number Of Vacancies	1	.	1
	SALES ASSOCIATE	Number Of Vacancies	1	.	1
	SALES ENGINEER	Number Of Vacancies	4	.	4
	SALES MANAGER	Number Of Vacancies	1	.	1
	SALES TEAM ASSISTANT	Number Of Vacancies	1	.	1
	SALESPERSON	Number Of Vacancies	.	25	25
	SANITATION	Number Of Vacancies	2	.	2
	SCHEDULING	Number Of Vacancies	2	.	2
	SCIENCE - PH.D.	Number Of Vacancies	2	.	2
	SEAFOOD CLERK	Number Of Vacancies	.	5	5
	SECURITY AGENT	Number Of Vacancies	.	3	3
	SECURITY OFFICERS	Number Of Vacancies	5	.	5
	SERVER/ BARTENDER	Number Of Vacancies	4	.	4
	SERVERS	Number Of Vacancies	20	.	20
	SERVICE TECHNICIAN - LEAD	Number Of Vacancies	1	.	1
	SERVICE TECHNICIANS	Number Of Vacancies	2	.	2
	SERVICE WRITER	Number Of Vacancies	1	.	1
	SEWING MACHINE OPERATOR - INDUSTRIAL	Number Of Vacancies	1	.	1
	SHIFT LEAD	Number Of Vacancies	.	.	.
	SHIPPING AND RECEIVING CLERK	Number Of Vacancies	1	.	1
	SHUTTLE DRIVER	Number Of Vacancies	5	1	6
	SKILLED LABORER	Number Of Vacancies	3	.	3
	SLEEP APNEA TESTING PRODUCTION ASSOCIATE	Number Of Vacancies	1	.	1
	SOFTWARE ENGINEERING	Number Of Vacancies	1	.	1
	SPECIAL AGENTS	Number Of Vacancies	.	2	2
	SPEECH PATHOLOGISTS	Number Of Vacancies	2	.	2
	SPIN INSTRUCTOR	Number Of Vacancies	.	4	4
STOCKER - OVERNIGHT	Number Of Vacancies	.	2	2	
STOCKER/ MERCHANDISE UNLOADER - EARLY SHIFT	Number Of Vacancies	.	1	1	

TABLE 4-B. Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees		
			Less Than 100 Employees	100 Or More Employees	Total
			Sum	Sum	Sum
Jobs Difficult To Fill (Multiple Responses)	STOCKROOM	Number Of Vacancies	.	1	1
	SUPERVISOR - ACCREDITATION	Number Of Vacancies	.	1	1
	SURGICAL TECHNICIAN	Number Of Vacancies	.	4	4
	SYSTEM ADMINISTRATOR	Number Of Vacancies	3	.	3
	TEACHER	Number Of Vacancies	1	.	1
	TEACHER - INFANT	Number Of Vacancies	1	.	1
	TEACHER - LEAD	Number Of Vacancies	7	.	7
	TEACHER - PRESCHOOL	Number Of Vacancies	1	.	1
	TEACHER - TODDLER	Number Of Vacancies	1	.	1
	TEACHERS - ASSISTANTS	Number Of Vacancies	4	.	4
	TEAM LEADER	Number Of Vacancies	.	1	1
	TECHNICIANS	Number Of Vacancies	2	.	2
	TELEMARKETER	Number Of Vacancies	1	.	1
	TELLERS	Number Of Vacancies	4	1	5
	THERAPIST	Number Of Vacancies	.	7	7
	TICKETING MANAGER	Number Of Vacancies	.	1	1
	TRACTOR-TRAILER DRIVER	Number Of Vacancies	5	.	5
	TRAFFIC TECHNICIAN	Number Of Vacancies	.	1	1
	TRUMPETER	Number Of Vacancies	.	1	1
	UI DEVELOPER	Number Of Vacancies	.	1	1
	VETERINARY ASSISTANT	Number Of Vacancies	1	.	1
	VP-FINANCE	Number Of Vacancies	.	1	1
	WAIT STAFF	Number Of Vacancies	2	4	6
	WAREHOUSE	Number Of Vacancies	.	2	2
	WAREHOUSE JOB	Number Of Vacancies	.	.	.
	WAREHOUSE MANAGER	Number Of Vacancies	.	.	.
	WAREHOUSE SUPERVISOR	Number Of Vacancies	.	.	.
	WEB DESIGNER	Number Of Vacancies	1	.	1
	WEB DEVELOPER	Number Of Vacancies	.	.	.
	WEB DEVELOPERS	Number Of Vacancies	.	10	10
	WELDERS	Number Of Vacancies	1	2	3
	WIRELESS CELL TOWER TECHNICIAN	Number Of Vacancies	10	.	10
	YARD OPERATIONS WORKER	Number Of Vacancies	.	6	6
Total	Number Of Vacancies	822	900	1722	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ACCOUNT MANAGER - CUSTOMER REPRESENTATIVE	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	ACCOUNTANT - STAFF	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	ACCOUNTANTS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	2	100.0%	0	.0%	2	100.0%
		Total		2	100.0%	0	.0%	2	100.0%
	ACCOUNTING CLERK	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	ACCOUNTS PAYABLE CLERK	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	ACTIVITIES AND RECREATION	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	ACTIVITY AIDES	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	ADMINISTRATION	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	ADMINISTRATIVE ASSISTANT	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	33.3%	0	.0%	1	33.3%
			Replacing a retiring worker	1	33.3%	0	.0%	1	33.3%
			Turnover (replacing a worker who has left/ was let go)	1	33.3%	0	.0%	1	33.3%
		Total		3	100.0%	0	.0%	3	100.0%
	AFTER SCHOOL PROGRAM STAFF	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	AGENTS	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	AIR IMPORT COORDINATOR	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	APPRENTICE ROOFER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ARCHITECT	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	ASSOCIATE MANAGER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	BAKER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	BAKER - OVERNIGHT	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	BAKERY CLERK	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	BANKERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	BANQUET FACILITY	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	BARTENDER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	3	100.0%	0	.0%	3	100.0%
		Total		3	100.0%	0	.0%	3	100.0%
	BEFORE AND AFTER SCHOOL PROGRAM	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	50.0%	1	50.0%
			Turnover (replacing a worker who has left/ was let go)	0	.0%	1	50.0%	1	50.0%
		Total		0	.0%	2	100.0%	2	100.0%
	BEFORE AND AFTER SCHOOL WORKERS	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	BEHAVIORAL SUPPORT SPECIALIST	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	BREAKFAST ATTENDANT	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	BUILDING SUPERVISOR	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	BUSINESS DEVELOPMENT RECEPTIONIST	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
Total			1	100.0%	0	.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	BUSINESS SYSTEMS ANALYST AND COMPLIANCE	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	BUSSERS	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	CAD	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	CAD TECHNICIAN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	CALL CENTER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	CAMP COUNSELORS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	CARE COORDINATOR	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	CAREGIVERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	CARPENTER - LEAD	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	CARPENTER - TRIM	Reason For Vacancies	Replacing a retiring worker	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	CASH ROOM	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	CASHIER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	50.0%	1	50.0%
			Turnover (replacing a worker who has left/ was let go)	0	.0%	1	50.0%	1	50.0%
		Total		0	.0%	2	100.0%	2	100.0%
	CASHIERS - HEAD	Reason For Vacancies	Do not know	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	CATERING SALES	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CDL CLASS A PLUS DRIVER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	CDL DRIVERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	25.0%	1	16.7%
			Replacing a retiring worker	0	.0%	3	75.0%	3	50.0%
			Turnover (replacing a worker who has left/ was let go)	2	100.0%	0	.0%	2	33.3%
			Total	2	100.0%	4	100.0%	6	100.0%
	CHEF	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	CHEF - PASTRY	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	CHILD CARE	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CITY CARRIER ASSISTANT	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CLAIM PROCESSOR	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	CLEANING	Reason For Vacancies	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CLUB LOUNGE ATTENDANT	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CMN PROGRAMMER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CNC PROGRAMMER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	COMPLIANCE MANAGER	Reason For Vacancies	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CONCESSION WORKERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	1	100.0%	2	100.0%
			Total	1	100.0%	1	100.0%	2	100.0%
COOK	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees						
				Less Than 100 Employees		100 Or More Employees		Total		
				Count	Column N %	Count	Column N %	Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)	COOK - CAFE	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%	
			Total	1	100.0%	0	.0%	1	100.0%	
	COOK - GRILL	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%	
				Total	1	100.0%	0	.0%	1	100.0%
	COOK - LINE	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%	
				Total	1	100.0%	0	.0%	1	100.0%
	COOK - PASTRY	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%	
				Total	1	100.0%	0	.0%	1	100.0%
	COOK - PREP	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%	
				Total	1	100.0%	0	.0%	1	100.0%
	COOKS	Reason For Vacancies	Replacing a retiring worker	1	33.3%	0	.0%	1	20.0%	
				Turnover (replacing a worker who has left/ was let go)	2	66.7%	1	50.0%	3	60.0%
				Do not know	0	.0%	1	50.0%	1	20.0%
				Total	3	100.0%	2	100.0%	5	100.0%
	COUNSELOR- SUMMER DAY CAMP	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
				Total	0	.0%	1	100.0%	1	100.0%
	COUNSELORS	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%	
				Total	1	100.0%	0	.0%	1	100.0%
	COUNSELORS - CAMP	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
				Total	0	.0%	1	100.0%	1	100.0%
	COUNSELORS - COMMUNITY TEAM SUPPORT	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
				Total	0	.0%	1	100.0%	1	100.0%
	COUNSELORS - SUMMER CAMP	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
				Total	0	.0%	1	100.0%	1	100.0%
	COURTESY CLERK	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
				Total	0	.0%	1	100.0%	1	100.0%
	CREATIVE DIRECTOR	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
				Total	0	.0%	1	100.0%	1	100.0%

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CREDIT ANALYST	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	CUSTODIANS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	CUSTOMER CARE	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	CUSTOMER SERVICE REPRESENTATIVE	Reason For Vacancies	Business growth/ expansion (adding new personnel)	2	40.0%	0	.0%	2	40.0%
			Turnover (replacing a worker who has left/ was let go)	3	60.0%	0	.0%	3	60.0%
			Total	5	100.0%	0	.0%	5	100.0%
	DATA ENTRY	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	DATABASE DEVELOPER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	DAYCARE TEACHER ASSISTANT - LEAD	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	DEBT COLLECTOR	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	DELI CLERK	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	25.0%	1	25.0%
			Turnover (replacing a worker who has left/ was let go)	0	.0%	3	75.0%	3	75.0%
			Total	0	.0%	4	100.0%	4	100.0%
	DELI WORKER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	DESK CLERK	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	DIESEL MECHANIC	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	DIESEL TECH	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	DIETARY AIDE	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	2	100.0%	2	100.0%
		Total		0	.0%	2	100.0%	2	100.0%
	DIRECT CARE GIVERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	DIRECT SUPPORT PROFESSIONAL	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	DIRECTOR	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	DIRECTOR IN SALES AND MARKETING	Reason For Vacancies	Replacing a retiring worker	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	DISHWASHER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	2	100.0%	0	.0%	2	100.0%
		Total		2	100.0%	0	.0%	2	100.0%
	DRIVER	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	DRIVER - DELIVERY	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	DRIVER - STRAIGHT/ BOX TRUCK	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	E-COMMERCE MERCHANDISER	Reason For Vacancies	Do not know	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
EARLY CHILDHOOD PRESCHOOL SUPERVISOR	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
	Total		0	.0%	1	100.0%	1	100.0%	
ECOMMERCE - VP	Reason For Vacancies	Do not know	0	.0%	1	100.0%	1	100.0%	
	Total		0	.0%	1	100.0%	1	100.0%	
ELECTRICAL SERVICE TECHNICIAN	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%	
	Total		1	100.0%	0	.0%	1	100.0%	
ELECTRICIAN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%	
	Total		1	100.0%	0	.0%	1	100.0%	
ELECTRONICS FIELD SERVICE TECHNICIAN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%	
	Total		0	.0%	1	100.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	EMAIL ANALYST	Reason For Vacancies	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	EMAIL COORDINATOR	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEER - CIVIL ONE	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEER - CIVIL TWO	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEER - ELECTRICAL	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEER - PROJECT ENGINEER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEER 2	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEERING INSPECTOR	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	ENGINEERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEERS - FPGA	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENVIRONMENTAL SERVICES	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ESTIMATOR	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	1	100.0%	2	100.0%
			Total	1	100.0%	1	100.0%	2	100.0%
	FACILITIES PROJECT TECHNICIAN	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	FARM OPERATIONS - MANAGER	Reason For Vacancies	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
FARM WORKER/ SUPERVISOR	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	FARM WORKERS/ ASSISTANT	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	FIELD SERVICE TECHNICIAN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	FIELD SERVICE TECHNICIAN - BEVERAGE REFRIGERATION	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	FILM CREW	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	FOOD AND BEVERAGE LEADER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	FOOD AND BEVERAGE MANAGER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	FOOD RUNNER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	50.0%	0	.0%	1	50.0%
			Turnover (replacing a worker who has left/ was let go)	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	FOOD SERVER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	3	100.0%	0	.0%	3	100.0%
			Total	3	100.0%	0	.0%	3	100.0%
	FORESTRY - INTERNS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	FORKLIFT OPERATOR - WAREHOUSE	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	FRAME TECHNICIANS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	FREIGHT WORKER-OVERNIGHT	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	FRONT DESK	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	1	100.0%	2	100.0%
			Total	1	100.0%	1	100.0%	2	100.0%
	FRONT DESK AGENT	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
Total			1	100.0%	0	.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	FRONT DESK CLERK	Reason For Vacancies	Business growth/ expansion (adding new personnel)	3	42.9%	0	.0%	3	37.5%
			Turnover (replacing a worker who has left/ was let go)	4	57.1%	1	100.0%	5	62.5%
			Total	7	100.0%	1	100.0%	8	100.0%
	GRAPHIC COMMUNICATIONS SPECIALIST	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	GRAPHIC WEB DESIGNER AND WEBSITE MAINTAINER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	GROCERY BAGGER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	2	100.0%	2	100.0%
			Total	0	.0%	2	100.0%	2	100.0%
	GROCERY CLERK	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	GROUNDSKEEPER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	GUEST SERVICE AGENT	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	33.3%
			Turnover (replacing a worker who has left/ was let go)	2	100.0%	0	.0%	2	66.7%
			Total	2	100.0%	1	100.0%	3	100.0%
	GUEST SERVICE TEAM - LEAD	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	GUEST SERVICES ASSISTANT	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	HOSPITALITY AIDES	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	HOST	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	25.0%	0	.0%	1	25.0%
			Turnover (replacing a worker who has left/ was let go)	3	75.0%	0	.0%	3	75.0%
			Total	4	100.0%	0	.0%	4	100.0%
	HOUSEKEEPER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
HOUSEKEEPER - EXECUTIVE	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	HOUSEKEEPING	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	33.3%	0	.0%	1	33.3%
			Turnover (replacing a worker who has left/ was let go)	2	66.7%	0	.0%	2	66.7%
			Total	3	100.0%	0	.0%	3	100.0%
	HUMAN RESOURCES MANAGER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	HVAC - SERVICE TECHNICIAN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	HVAC SERVICE SALESPERSON	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	ICE CREAM SCOOPER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	INJECTION MOLDING - SHIFT LEAD	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	INSURANCE PRECERTIFICATION ASSOCIATE	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	INTERIOR DESIGNER	Reason For Vacancies	Replacing a retiring worker	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	IT FRONT END DEVELOPERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	IT PROJECT MANAGERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
Total			0	.0%	1	100.0%	1	100.0%	
IT TECHNICIAN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
JANITORIAL/ ENGINEERING/ HOUSEKEEPING	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
KITCHEN CABINET SPECIALIST	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
KITCHEN HELPER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	KITCHEN HELPER - FOOD PREPARATION	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	KITCHEN STAFF	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	LANDSCAPE LABORER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	LEASING CONSULTANT	Reason For Vacancies	Replacing a retiring worker	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	LICENSED PLUMBER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	LIFEGUARD	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	33.3%	1	33.3%
			Turnover (replacing a worker who has left/ was let go)	0	.0%	1	33.3%	1	33.3%
			Do not know	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	LIFEGUARD - SWIM INSTRUCTOR	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total		0	.0%	1	100.0%	1
	LIFEGUARDS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	2	66.7%	2	40.0%
			Turnover (replacing a worker who has left/ was let go)	2	100.0%	1	33.3%	3	60.0%
			Total	2	100.0%	3	100.0%	5	100.0%
	LIGHTING DIRECTOR	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total		0	.0%	1	100.0%	1
	LINE COOK	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	25.0%	0	.0%	1	25.0%
			Turnover (replacing a worker who has left/ was let go)	3	75.0%	0	.0%	3	75.0%
			Total	4	100.0%	0	.0%	4	100.0%
	LIVING COACH	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total		0	.0%	1	100.0%	1
	MACHINE LATHE OPERATOR	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total		1	100.0%	0	.0%	1

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	MACHINE OPERATOR	Reason For Vacancies	Business growth/ expansion (adding new personnel)	2	100.0%	0	.0%	2	66.7%
			Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	33.3%
			Total	2	100.0%	1	100.0%	3	100.0%
	MACHINIST - MANUAL	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	MACHINIST - SET UP LEVEL 2	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	MACHINIST - SET UP TECHNICIAN	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	MAILROOM	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	MAINTENANCE	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	MAINTENANCE TECHNICIANS	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	1	100.0%	2	100.0%
			Total	1	100.0%	1	100.0%	2	100.0%
	MANUFACTURING - SUPERVISOR 2ND SHIFT	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	MARKETING	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	50.0%	0	.0%	1	50.0%
			Turnover (replacing a worker who has left/ was let go)	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	MARKETING - SALES	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	MEAT WRAPPER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	2	100.0%	2	100.0%
Total			0	.0%	2	100.0%	2	100.0%	
MECHANIC	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
MECHANICAL ASSEMBLER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	MEDICAL ASSISTANT	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	MEDICAL BILLER	Reason For Vacancies	Replacing a retiring worker	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	MENTAL HEALTH TECHNICIAN	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	MOVERS	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	NET DEVELOPERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	NEWSPAPER PROCESSOR	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	NIGHT AUDITOR	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	NURSE AIDES	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	50.0%
			Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	50.0%
			Total	1	100.0%	1	100.0%	2	100.0%
	NURSES	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	25.0%	1	50.0%	2	33.3%
			Replacing a retiring worker	1	25.0%	1	50.0%	2	33.3%
			Turnover (replacing a worker who has left/ was let go)	2	50.0%	0	.0%	2	33.3%
Total			4	100.0%	2	100.0%	6	100.0%	
NURSES - CNA	Reason For Vacancies	Business growth/ expansion (adding new personnel)	2	50.0%	6	60.0%	8	57.1%	
		Turnover (replacing a worker who has left/ was let go)	2	50.0%	4	40.0%	6	42.9%	
		Total	4	100.0%	10	100.0%	14	100.0%	
NURSES - FIELD	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	NURSES - LPN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	2	50.0%	2	50.0%
			Turnover (replacing a worker who has left/ was let go)	0	.0%	1	25.0%	1	25.0%
			Do not know	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%
	NURSES - RN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	2	40.0%	2	40.0%
			Turnover (replacing a worker who has left/ was let go)	0	.0%	2	40.0%	2	40.0%
			Do not know	0	.0%	1	20.0%	1	20.0%
			Total	0	.0%	5	100.0%	5	100.0%
	OCCUPATIONAL THERAPIST	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	OCEAN EXPORT COORDINATOR	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	OFFICE ASSISTANT	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	OFFICE DATA ENTRY	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	OFFICE MANAGER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	OPERATIONS MANAGER	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
OPHTHALMIC TECHNICIAN	Reason For Vacancies	Replacing a retiring worker	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
PACKAGE HANDLER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
PACKER - UTILITY CLERK	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
PACKER WORKER/ LABORER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
PACKING WORKER - OVERNIGHT	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	PAINT LINE	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	PARAPROFESSIONAL	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	PARKS WORKERS	Reason For Vacancies	Do not know	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	PATIENT SERVICE REPRESENTATIVE	Reason For Vacancies	Do not know	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	PHARMACY TECHNICIAN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	50.0%	1	33.3%
			Turnover (replacing a worker who has left/ was let go)	1	100.0%	1	50.0%	2	66.7%
			Total	1	100.0%	2	100.0%	3	100.0%
	PHYSICIAN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PLC PROGRAMMERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PLUMBER - APPRENTICE	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PORTERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	50.0%	1	33.3%
			Replacing a retiring worker	0	.0%	1	50.0%	1	33.3%
			Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	33.3%
Total			1	100.0%	2	100.0%	3	100.0%	
PRODUCE CLERK	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
PRODUCE WORKER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
PRODUCT MANAGER	Reason For Vacancies	Do not know	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
PRODUCTION TECHNICIAN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees						
				Less Than 100 Employees		100 Or More Employees		Total		
				Count	Column N %	Count	Column N %	Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)	PROGRAM ADVISOR	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%	
		Total		1	100.0%	0	.0%	1	100.0%	
	PROGRAMMERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%	
		Total		1	100.0%	0	.0%	1	100.0%	
	PROJECT ASSOCIATES	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%	
		Total		0	.0%	1	100.0%	1	100.0%	
	PROJECT MANAGEMENT	Reason For Vacancies	Replacing a retiring worker		1	50.0%	0	.0%	1	50.0%
			Turnover (replacing a worker who has left/ was let go)		1	50.0%	0	.0%	1	50.0%
			Total		2	100.0%	0	.0%	2	100.0%
	PUBLIC HEALTH AND MOSQUITO CONTROL FIELD TECHNICIAN	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)		1	100.0%	0	.0%	1	100.0%
			Total		1	100.0%	0	.0%	1	100.0%
	QUALITY CONTROL DEVICE INSPECTOR	Reason For Vacancies	Business growth/ expansion (adding new personnel)		1	100.0%	0	.0%	1	100.0%
			Total		1	100.0%	0	.0%	1	100.0%
	QUALITY CONTROL MATERIAL INSPECTOR	Reason For Vacancies	Business growth/ expansion (adding new personnel)		1	100.0%	0	.0%	1	100.0%
			Total		1	100.0%	0	.0%	1	100.0%
	QUALITY CONTROL TECHNICIAN	Reason For Vacancies	Business growth/ expansion (adding new personnel)		1	100.0%	0	.0%	1	100.0%
			Total		1	100.0%	0	.0%	1	100.0%
	REAL ESTATE AGENTS	Reason For Vacancies	Business growth/ expansion (adding new personnel)		1	100.0%	0	.0%	1	100.0%
			Total		1	100.0%	0	.0%	1	100.0%
	RECEPTIONIST	Reason For Vacancies	Business growth/ expansion (adding new personnel)		1	33.3%	0	.0%	1	20.0%
			Turnover (replacing a worker who has left/ was let go)		2	66.7%	1	50.0%	3	60.0%
			Do not know		0	.0%	1	50.0%	1	20.0%
			Total		3	100.0%	2	100.0%	5	100.0%
	RESPIRATORY THERAPIST	Reason For Vacancies	Business growth/ expansion (adding new personnel)		0	.0%	1	100.0%	1	100.0%
			Total		0	.0%	1	100.0%	1	100.0%
	ROOM ATTENDANTS	Reason For Vacancies	Replacing a retiring worker		1	50.0%	0	.0%	1	50.0%
			Turnover (replacing a worker who has left/ was let go)		1	50.0%	0	.0%	1	50.0%
			Total		2	100.0%	0	.0%	2	100.0%

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SALES	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	25.0%	0	.0%	1	25.0%
			Replacing a retiring worker	1	25.0%	0	.0%	1	25.0%
			Turnover (replacing a worker who has left/ was let go)	2	50.0%	0	.0%	2	50.0%
			Total	4	100.0%	0	.0%	4	100.0%
	SALES - COORDINATOR	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SALES - FLOOR TEAM LEAD	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	SALES - INSIDE CUSTOMER SERVICE	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SALES - INSIDE REPRESENTATIVE	Reason For Vacancies	Business growth/ expansion (adding new personnel)	2	100.0%	1	100.0%	3	100.0%
			Total	2	100.0%	1	100.0%	3	100.0%
	SALES - NATIONAL ACCOUNTS MANAGER	Reason For Vacancies	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	SALES - OUTSIDE REPRESENTATIVE	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SALES ASSOCIATE	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SALES ENGINEER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SALES MANAGER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SALES TEAM ASSISTANT	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SALESPERSON	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	SANITATION	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SCHEDULING	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	SCIENCE - PH.D.	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	SEAFOOD CLERK	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	SECURITY AGENT	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	50.0%	1	50.0%
			Turnover (replacing a worker who has left/ was let go)	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	SECURITY OFFICERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SERVER/ BARTENDER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	SERVERS	Reason For Vacancies	Replacing a retiring worker	1	20.0%	0	.0%	1	20.0%
			Turnover (replacing a worker who has left/ was let go)	4	80.0%	0	.0%	4	80.0%
			Total	5	100.0%	0	.0%	5	100.0%
	SERVICE TECHNICIAN - LEAD	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SERVICE TECHNICIANS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
SERVICE WRITER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
SEWING MACHINE OPERATOR - INDUSTRIAL	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
SHIFT LEAD	Reason For Vacancies	Do not know	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
SHIPPING AND RECEIVING CLERK	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SHUTTLE DRIVER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	2	50.0%	0	.0%	2	40.0%
			Replacing a retiring worker	0	.0%	1	100.0%	1	20.0%
			Turnover (replacing a worker who has left/ was let go)	2	50.0%	0	.0%	2	40.0%
			Total	4	100.0%	1	100.0%	5	100.0%
	SKILLED LABORER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SLEEP APNEA TESTING PRODUCTION ASSOCIATE	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SOFTWARE ENGINEERING	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SPECIAL AGENTS	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	SPEECH PATHOLOGISTS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SPIN INSTRUCTOR	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	2	100.0%	2	100.0%
			Total	0	.0%	2	100.0%	2	100.0%
	STOCKER - OVERNIGHT	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	STOCKER/ MERCHANDISE UNLOADER - EARLY SHIFT	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	STOCKROOM	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	SUPERVISOR - ACCREDITATION	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
SURGICAL TECHNICIAN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
SYSTEM ADMINISTRATOR	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
TEACHER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	TEACHER - INFANT	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	TEACHER - LEAD	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	TEACHER - PRESCHOOL	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	TEACHER - TODDLER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	TEACHERS - ASSISTANTS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	TEAM LEADER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	TECHNICIANS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	TELEMARKETER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	TELLERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	33.3%
			Do not know	0	.0%	2	100.0%	2	66.7%
		Total		1	100.0%	2	100.0%	3	100.0%
	THERAPIST	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	50.0%	1	50.0%
			Turnover (replacing a worker who has left/ was let go)	0	.0%	1	50.0%	1	50.0%
		Total		0	.0%	2	100.0%	2	100.0%
	TICKETING MANAGER	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	TRACTOR-TRAILER DRIVER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	TRAFFIC TECHNICIAN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	TRUMPETER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	UI DEVELOPER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	VETERINARY ASSISTANT	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	2	100.0%	0	.0%	2	100.0%
		Total		2	100.0%	0	.0%	2	100.0%
	VP-FINANCE	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	WAIT STAFF	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	50.0%	1	33.3%
			Turnover (replacing a worker who has left/ was let go)	1	100.0%	0	.0%	1	33.3%
			Do not know	0	.0%	1	50.0%	1	33.3%
			Total	1	100.0%	2	100.0%	3	100.0%
	WAREHOUSE	Reason For Vacancies	Replacing a retiring worker	0	.0%	1	50.0%	1	50.0%
			Do not know	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	WAREHOUSE JOB	Reason For Vacancies	Do not know	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	WAREHOUSE MANAGER	Reason For Vacancies	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	WAREHOUSE SUPERVISOR	Reason For Vacancies	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	WEB DESIGNER	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	WEB DEVELOPER	Reason For Vacancies	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	WEB DEVELOPERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	WELDERS	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	1	100.0%	2	100.0%
			Total	1	100.0%	1	100.0%	2	100.0%
	WIRELESS CELL TOWER TECHNICIAN	Reason For Vacancies	Business growth/ expansion (adding new personnel)	1	100.0%	0	.0%	1	100.0%
Total			1	100.0%	0	.0%	1	100.0%	

TABLE 4-C. Rationale For Need For Specific Jobs For Difficulty In Hiring In Last Year By Size Of Employer

				Number Of Employees						
				Less Than 100 Employees		100 Or More Employees		Total		
				Count	Column N %	Count	Column N %	Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)	YARD OPERATIONS WORKER	Reason For Vacancies	Turnover (replacing a worker who has left/ was let go)	0	.0%	1	100.0%	1	100.0%	
		Total	Total	0	.0%	1	100.0%	1	100.0%	
	Total	Reason For Vacancies	Business growth/ expansion (adding new personnel)		100	43.5%	68	36.4%	168	40.3%
			Replacing a retiring worker		13	5.7%	25	13.4%	38	9.1%
			Turnover (replacing a worker who has left/ was let go)		114	49.6%	72	38.5%	186	44.6%
			Do not know		3	1.3%	22	11.8%	25	6.0%
Total	Total		230	100.0%	187	100.0%	417	100.0%		

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TABLE 4-D. Average Hourly Rate For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees								
			Less Than 100 Employees			100 Or More Employees			Total		
			Minimum	Maximum	Mean	Minimum	Maximum	Mean	Minimum	Maximum	Mean
Jobs Difficult To Fill (Multiple Responses)	ACCOUNT MANAGER - CUSTOMER REPRESENTATIVE	Average Hourly Rate For Jobs	\$37.04	\$37.04	\$37.04	.	.	.	\$37.04	\$37.04	\$37.04
	ACCOUNTANT - STAFF	Average Hourly Rate For Jobs	.	.	.	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00	\$23.00
	ACCOUNTANTS	Average Hourly Rate For Jobs	\$18.00	\$22.00	\$20.00	.	.	.	\$18.00	\$22.00	\$20.00
	ACCOUNTING CLERK	Average Hourly Rate For Jobs	\$22.00	\$22.00	\$22.00	.	.	.	\$22.00	\$22.00	\$22.00
	ACCOUNTS PAYABLE CLERK	Average Hourly Rate For Jobs	.	.	.	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
	ACTIVITIES AND RECREATION	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	ACTIVITY AIDES	Average Hourly Rate For Jobs	.	.	.	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10	\$11.10
	ADMINISTRATION	Average Hourly Rate For Jobs	.	.	.	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00
	ADMINISTRATIVE ASSISTANT	Average Hourly Rate For Jobs	\$12.50	\$37.04	\$24.77	.	.	.	\$12.50	\$37.04	\$24.77
	AFTER SCHOOL PROGRAM STAFF	Average Hourly Rate For Jobs	\$10.00	\$10.00	\$10.00	.	.	.	\$10.00	\$10.00	\$10.00
	AGENTS	Average Hourly Rate For Jobs	\$37.04	\$37.04	\$37.04	.	.	.	\$37.04	\$37.04	\$37.04
	AIR IMPORT COORDINATOR	Average Hourly Rate For Jobs	.	.	.	\$41.67	\$41.67	\$41.67	\$41.67	\$41.67	\$41.67
	APPRENTICE ROOFER	Average Hourly Rate For Jobs	\$30.00	\$30.00	\$30.00	.	.	.	\$30.00	\$30.00	\$30.00
	ARCHITECT	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	ASSOCIATE MANAGER	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	.	.	.	\$15.00	\$15.00	\$15.00
	BAKER	Average Hourly Rate For Jobs	\$11.00	\$11.00	\$11.00	.	.	.	\$11.00	\$11.00	\$11.00
	BAKER - OVERNIGHT	Average Hourly Rate For Jobs	.	.	.	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
	BAKERY CLERK	Average Hourly Rate For Jobs	.	.	.	\$10.55	\$10.55	\$10.55	\$10.55	\$10.55	\$10.55
	BANKERS	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	BANQUET FACILITY	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	.	.	.	\$12.00	\$12.00	\$12.00
BARTENDER	Average Hourly Rate For Jobs	\$4.95	\$12.00	\$8.65	.	.	.	\$4.95	\$12.00	\$8.65	

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TABLE 4-D. Average Hourly Rate For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees								
			Less Than 100 Employees			100 Or More Employees			Total		
			Minimum	Maximum	Mean	Minimum	Maximum	Mean	Minimum	Maximum	Mean
Jobs Difficult To Fill (Multiple Responses)	BEFORE AND AFTER SCHOOL PROGRAM	Average Hourly Rate For Jobs	.	.	.	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
	BEFORE AND AFTER SCHOOL WORKERS	Average Hourly Rate For Jobs	.	.	.	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
	BEHAVIORAL SUPPORT SPECIALIST	Average Hourly Rate For Jobs	.	.	.	\$16.50	\$16.50	\$16.50	\$16.50	\$16.50	\$16.50
	BREAKFAST ATTENDANT	Average Hourly Rate For Jobs	\$10.00	\$10.00	\$10.00	.	.	.	\$10.00	\$10.00	\$10.00
	BUILDING SUPERVISOR	Average Hourly Rate For Jobs	.	.	.	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
	BUSINESS DEVELOPMENT RECEPTIONIST	Average Hourly Rate For Jobs	\$13.00	\$13.00	\$13.00	.	.	.	\$13.00	\$13.00	\$13.00
	BUSINESS SYSTEMS ANALYST AND COMPLIANCE	Average Hourly Rate For Jobs	\$60.19	\$60.19	\$60.19	.	.	.	\$60.19	\$60.19	\$60.19
	BUSSERS	Average Hourly Rate For Jobs	\$11.00	\$11.00	\$11.00	.	.	.	\$11.00	\$11.00	\$11.00
	CAD	Average Hourly Rate For Jobs	\$27.78	\$27.78	\$27.78	.	.	.	\$27.78	\$27.78	\$27.78
	CAD TECHNICIAN	Average Hourly Rate For Jobs	.	.	.	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
	CALL CENTER	Average Hourly Rate For Jobs	.	.	.	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	CAMP COUNSELORS	Average Hourly Rate For Jobs	.	.	.	\$10.25	\$10.25	\$10.25	\$10.25	\$10.25	\$10.25
	CARE COORDINATOR	Average Hourly Rate For Jobs	.	.	.	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00
	CAREGIVERS	Average Hourly Rate For Jobs	.	.	.	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	CARPENTER - LEAD	Average Hourly Rate For Jobs	\$27.00	\$27.00	\$27.00	.	.	.	\$27.00	\$27.00	\$27.00
	CARPENTER - TRIM	Average Hourly Rate For Jobs	\$30.00	\$30.00	\$30.00	.	.	.	\$30.00	\$30.00	\$30.00
	CASH ROOM	Average Hourly Rate For Jobs	.	.	.	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	CASHIER	Average Hourly Rate For Jobs	.	.	.	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
	CASHIERS - HEAD	Average Hourly Rate For Jobs	.	.	.	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50
	CATERING SALES	Average Hourly Rate For Jobs	.	.	.	\$19.00	\$19.00	\$19.00	\$19.00	\$19.00	\$19.00
	CDL CLASS A PLUS DRIVER	Average Hourly Rate For Jobs	\$26.00	\$26.00	\$26.00	.	.	.	\$26.00	\$26.00	\$26.00
	CDL DRIVERS	Average Hourly Rate For Jobs	\$19.00	\$21.00	\$20.00	\$13.00	\$24.00	\$15.75	\$13.00	\$24.00	\$17.17
	CHEF	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	.	.	.	\$12.00	\$12.00	\$12.00
	CHEF - PASTRY	Average Hourly Rate For Jobs	\$11.00	\$11.00	\$11.00	.	.	.	\$11.00	\$11.00	\$11.00
	CHILD CARE	Average Hourly Rate For Jobs	.	.	.	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50
	CITY CARRIER ASSISTANT	Average Hourly Rate For Jobs	.	.	.	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
	CLAIM PROCESSOR	Average Hourly Rate For Jobs	\$18.00	\$18.00	\$18.00	.	.	.	\$18.00	\$18.00	\$18.00
	CLEANING	Average Hourly Rate For Jobs	.	.	.	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
	CLUB LOUNGE ATTENDANT	Average Hourly Rate For Jobs	.	.	.	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00
	CMN PROGRAMMER	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
CNC PROGRAMMER	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.	
COMPLIANCE MANAGER	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.	
CONCESSION WORKERS	Average Hourly Rate For Jobs	\$9.00	\$9.00	\$9.00	\$17.00	\$17.00	\$17.00	\$9.00	\$17.00	\$13.00	
COOK	Average Hourly Rate For Jobs	\$10.50	\$10.50	\$10.50	.	.	.	\$10.50	\$10.50	\$10.50	

TABLE 4-D. Average Hourly Rate For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees								
			Less Than 100 Employees			100 Or More Employees			Total		
			Minimum	Maximum	Mean	Minimum	Maximum	Mean	Minimum	Maximum	Mean
Jobs Difficult To Fill (Multiple Responses)	COOK - CAFE	Average Hourly Rate For Jobs	\$11.00	\$11.00	\$11.00	.	.	.	\$11.00	\$11.00	\$11.00
	COOK - GRILL	Average Hourly Rate For Jobs	\$14.00	\$14.00	\$14.00	.	.	.	\$14.00	\$14.00	\$14.00
	COOK - LINE	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	.	.	.	\$12.00	\$12.00	\$12.00
	COOK - PASTRY	Average Hourly Rate For Jobs	\$11.00	\$11.00	\$11.00	.	.	.	\$11.00	\$11.00	\$11.00
	COOK - PREP	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	.	.	.	\$12.00	\$12.00	\$12.00
	COOKS	Average Hourly Rate For Jobs	\$13.00	\$20.84	\$16.92	\$15.00	\$15.00	\$15.00	\$13.00	\$20.84	\$16.28
	COUNSELOR- SUMMER DAY CAMP	Average Hourly Rate For Jobs	.	.	.	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00
	COUNSELORS	Average Hourly Rate For Jobs	\$10.00	\$10.00	\$10.00	.	.	.	\$10.00	\$10.00	\$10.00
	COUNSELORS - CAMP	Average Hourly Rate For Jobs	.	.	.	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
	COUNSELORS - COMMUNITY TEAM SUPPORT	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	COUNSELORS - SUMMER CAMP	Average Hourly Rate For Jobs	.	.	.	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
	COURTESY CLERK	Average Hourly Rate For Jobs	.	.	.	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00	\$9.00
	CREATIVE DIRECTOR	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	CREDIT ANALYST	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	CUSTODIANS	Average Hourly Rate For Jobs	.	.	.	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	CUSTOMER CARE	Average Hourly Rate For Jobs	\$64.81	\$64.81	\$64.81	.	.	.	\$64.81	\$64.81	\$64.81
	CUSTOMER SERVICE REPRESENTATIVE	Average Hourly Rate For Jobs	\$10.50	\$32.41	\$20.92	.	.	.	\$10.50	\$32.41	\$20.92
	DATA ENTRY	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	.	.	.	\$12.00	\$12.00	\$12.00
	DATABASE DEVELOPER	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	DAYCARE TEACHER ASSISTANT - LEAD	Average Hourly Rate For Jobs	.	.	.	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
	DEBT COLLECTOR	Average Hourly Rate For Jobs	\$14.00	\$14.00	\$14.00	.	.	.	\$14.00	\$14.00	\$14.00
	DELI CLERK	Average Hourly Rate For Jobs	.	.	.	\$10.55	\$10.95	\$10.67	\$10.55	\$10.95	\$10.67
	DELI WORKER	Average Hourly Rate For Jobs	.	.	.	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50
	DESK CLERK	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	.	.	.	\$12.00	\$12.00	\$12.00
	DIESEL MECHANIC	Average Hourly Rate For Jobs	.	.	.	\$24.00	\$24.00	\$24.00	\$24.00	\$24.00	\$24.00
	DIESEL TECH	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	DIETARY AIDE	Average Hourly Rate For Jobs	.	.	.	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
	DIRECT CARE GIVERS	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	DIRECT SUPPORT PROFESSIONAL	Average Hourly Rate For Jobs	.	.	.	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
	DIRECTOR	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
DIRECTOR IN SALES AND MARKETING	Average Hourly Rate For Jobs	\$46.30	\$46.30	\$46.30	.	.	.	\$46.30	\$46.30	\$46.30	
DISHWASHER	Average Hourly Rate For Jobs	\$11.00	\$11.00	\$11.00	.	.	.	\$11.00	\$11.00	\$11.00	
DRIVER	Average Hourly Rate For Jobs	.	.	.	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	

TABLE 4-D. Average Hourly Rate For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees								
			Less Than 100 Employees			100 Or More Employees			Total		
			Minimum	Maximum	Mean	Minimum	Maximum	Mean	Minimum	Maximum	Mean
Jobs Difficult To Fill (Multiple Responses)	DRIVER - DELIVERY	Average Hourly Rate For Jobs	\$9.50	\$9.50	\$9.50	.	.	.	\$9.50	\$9.50	\$9.50
	DRIVER - STRAIGHT/ BOX TRUCK	Average Hourly Rate For Jobs	\$19.50	\$19.50	\$19.50	.	.	.	\$19.50	\$19.50	\$19.50
	E-COMMERCE MERCHANDISER	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	EARLY CHILDHOOD PRESCHOOL SUPERVISOR	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	ECOMMERCE - VP	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	ELECTRICAL SERVICE TECHNICIAN	Average Hourly Rate For Jobs	\$18.50	\$18.50	\$18.50	.	.	.	\$18.50	\$18.50	\$18.50
	ELECTRICIAN	Average Hourly Rate For Jobs	\$35.00	\$35.00	\$35.00	.	.	.	\$35.00	\$35.00	\$35.00
	ELECTRONICS FIELD SERVICE TECHNICIAN	Average Hourly Rate For Jobs	.	.	.	\$19.00	\$19.00	\$19.00	\$19.00	\$19.00	\$19.00
	EMAIL ANALYST	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	EMAIL COORDINATOR	Average Hourly Rate For Jobs	\$37.04	\$37.04	\$37.04	.	.	.	\$37.04	\$37.04	\$37.04
	ENGINEER - CIVIL ONE	Average Hourly Rate For Jobs	\$64.81	\$64.81	\$64.81	.	.	.	\$64.81	\$64.81	\$64.81
	ENGINEER - CIVIL TWO	Average Hourly Rate For Jobs	\$75.93	\$75.93	\$75.93	.	.	.	\$75.93	\$75.93	\$75.93
	ENGINEER - ELECTRICAL	Average Hourly Rate For Jobs	\$46.30	\$46.30	\$46.30	.	.	.	\$46.30	\$46.30	\$46.30
	ENGINEER - PROJECT ENGINEER	Average Hourly Rate For Jobs	\$64.81	\$64.81	\$64.81	.	.	.	\$64.81	\$64.81	\$64.81
	ENGINEER 2	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	ENGINEERING INSPECTOR	Average Hourly Rate For Jobs	.	.	.	\$21.75	\$21.75	\$21.75	\$21.75	\$21.75	\$21.75
	ENGINEERS	Average Hourly Rate For Jobs	\$55.56	\$55.56	\$55.56	.	.	.	\$55.56	\$55.56	\$55.56
	ENGINEERS - FPGA	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	ENVIRONMENTAL SERVICES	Average Hourly Rate For Jobs	\$10.00	\$10.00	\$10.00	.	.	.	\$10.00	\$10.00	\$10.00
	ESTIMATOR	Average Hourly Rate For Jobs	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.	\$.
	FACILITIES PROJECT TECHNICIAN	Average Hourly Rate For Jobs	.	.	.	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
	FARM OPERATIONS - MANAGER	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	FARM WORKER/ SUPERVISOR	Average Hourly Rate For Jobs	.	.	.	\$50.93	\$50.93	\$50.93	\$50.93	\$50.93	\$50.93
	FARM WORKERS/ ASSISTANT	Average Hourly Rate For Jobs	.	.	.	\$41.67	\$41.67	\$41.67	\$41.67	\$41.67	\$41.67
	FIELD SERVICE TECHNICIAN	Average Hourly Rate For Jobs	\$27.00	\$27.00	\$27.00	.	.	.	\$27.00	\$27.00	\$27.00
	FIELD SERVICE TECHNICIAN - BEVERAGE REFRIGERATION	Average Hourly Rate For Jobs	\$19.00	\$19.00	\$19.00	.	.	.	\$19.00	\$19.00	\$19.00
	FILM CREW	Average Hourly Rate For Jobs	\$10.00	\$10.00	\$10.00	.	.	.	\$10.00	\$10.00	\$10.00
	FOOD AND BEVERAGE LEADER	Average Hourly Rate For Jobs	\$17.00	\$17.00	\$17.00	.	.	.	\$17.00	\$17.00	\$17.00
FOOD AND BEVERAGE MANAGER	Average Hourly Rate For Jobs	\$32.41	\$32.41	\$32.41	.	.	.	\$32.41	\$32.41	\$32.41	
FOOD RUNNER	Average Hourly Rate For Jobs	\$8.50	\$10.00	\$9.25	.	.	.	\$8.50	\$10.00	\$9.25	
FOOD SERVER	Average Hourly Rate For Jobs	\$4.95	\$4.95	\$4.95	.	.	.	\$4.95	\$4.95	\$4.95	

TABLE 4-D. Average Hourly Rate For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees								
			Less Than 100 Employees			100 Or More Employees			Total		
			Minimum	Maximum	Mean	Minimum	Maximum	Mean	Minimum	Maximum	Mean
Jobs Difficult To Fill (Multiple Responses)	FORESTRY - INTERNS	Average Hourly Rate For Jobs	.	.	.	\$11.56	\$11.56	\$11.56	\$11.56	\$11.56	\$11.56
	FORKLIFT OPERATOR - WAREHOUSE	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	.	.	.	\$15.00	\$15.00	\$15.00
	FRAME TECHNICIANS	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	FREIGHT WORKER-OVERNIGHT	Average Hourly Rate For Jobs	.	.	.	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
	FRONT DESK	Average Hourly Rate For Jobs	\$.	\$.	\$.	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
	FRONT DESK AGENT	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	.	.	.	\$12.00	\$12.00	\$12.00
	FRONT DESK CLERK	Average Hourly Rate For Jobs	\$11.16	\$14.00	\$12.59	\$13.00	\$13.00	\$13.00	\$11.16	\$14.00	\$12.65
	GRAPHIC COMMUNICATIONS SPECIALIST	Average Hourly Rate For Jobs	.	.	.	\$50.93	\$50.93	\$50.93	\$50.93	\$50.93	\$50.93
	GRAPHIC WEB DESIGNER AND WEBSITE MAINTAINER	Average Hourly Rate For Jobs	\$64.81	\$64.81	\$64.81	.	.	.	\$64.81	\$64.81	\$64.81
	GROCERY BAGGER	Average Hourly Rate For Jobs	.	.	.	\$10.85	\$12.00	\$11.43	\$10.85	\$12.00	\$11.43
	GROCERY CLERK	Average Hourly Rate For Jobs	.	.	.	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
	GROUNDSCKEEPER	Average Hourly Rate For Jobs	.	.	.	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00	\$14.00
	GUEST SERVICE AGENT	Average Hourly Rate For Jobs	\$11.50	\$12.25	\$11.88	\$12.00	\$12.00	\$12.00	\$11.50	\$12.25	\$11.92
	GUEST SERVICE TEAM - LEAD	Average Hourly Rate For Jobs	.	.	.	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50
	GUEST SERVICES ASSISTANT	Average Hourly Rate For Jobs	.	.	.	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
	HOSPITALITY AIDES	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	HOST	Average Hourly Rate For Jobs	\$6.50	\$12.00	\$10.25	.	.	.	\$6.50	\$12.00	\$10.25
	HOUSEKEEPER	Average Hourly Rate For Jobs	.	.	.	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00	\$11.00
	HOUSEKEEPER - EXECUTIVE	Average Hourly Rate For Jobs	\$33.33	\$33.33	\$33.33	.	.	.	\$33.33	\$33.33	\$33.33
	HOUSEKEEPING	Average Hourly Rate For Jobs	\$12.00	\$12.50	\$12.25	.	.	.	\$12.00	\$12.50	\$12.25
	HUMAN RESOURCES MANAGER	Average Hourly Rate For Jobs	\$78.70	\$78.70	\$78.70	.	.	.	\$78.70	\$78.70	\$78.70
	HVAC - SERVICE TECHNICIAN	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	.	.	.	\$15.00	\$15.00	\$15.00
	HVAC SERVICE SALESPERSON	Average Hourly Rate For Jobs	.	.	.	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
	ICE CREAM SCOOPER	Average Hourly Rate For Jobs	\$9.00	\$9.00	\$9.00	.	.	.	\$9.00	\$9.00	\$9.00
	INJECTION MOLDING - SHIFT LEAD	Average Hourly Rate For Jobs	\$23.50	\$23.50	\$23.50	.	.	.	\$23.50	\$23.50	\$23.50
	INSURANCE PRECERTIFICATION ASSOCIATE	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	.	.	.	\$15.00	\$15.00	\$15.00
	INTERIOR DESIGNER	Average Hourly Rate For Jobs	\$25.00	\$25.00	\$25.00	.	.	.	\$25.00	\$25.00	\$25.00
	IT FRONT END DEVELOPERS	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
IT PROJECT MANAGERS	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.	
IT TECHNICIAN	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.	
JANITORIAL/ ENGINEERING/ HOUSEKEEPING	Average Hourly Rate For Jobs	\$13.00	\$13.00	\$13.00	.	.	.	\$13.00	\$13.00	\$13.00	
KITCHEN CABINET SPECIALIST	Average Hourly Rate For Jobs	.	.	.	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	

TABLE 4-D. Average Hourly Rate For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees								
			Less Than 100 Employees			100 Or More Employees			Total		
			Minimum	Maximum	Mean	Minimum	Maximum	Mean	Minimum	Maximum	Mean
Jobs Difficult To Fill (Multiple Responses)	KITCHEN HELPER	Average Hourly Rate For Jobs	.	.	.	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50
	KITCHEN HELPER - FOOD PREPARATION	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	.	.	.	\$12.00	\$12.00	\$12.00
	KITCHEN STAFF	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	.	.	.	\$15.00	\$15.00	\$15.00
	LANDSCAPE LABORER	Average Hourly Rate For Jobs	\$16.00	\$16.00	\$16.00	.	.	.	\$16.00	\$16.00	\$16.00
	LEASING CONSULTANT	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	LICENSED PLUMBER	Average Hourly Rate For Jobs	\$64.81	\$64.81	\$64.81	.	.	.	\$64.81	\$64.81	\$64.81
	LIFEGUARD	Average Hourly Rate For Jobs	.	.	.	\$9.25	\$13.00	\$11.13	\$9.25	\$13.00	\$11.13
	LIFEGUARD - SWIM INSTRUCTOR	Average Hourly Rate For Jobs	.	.	.	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
	LIFEGUARDS	Average Hourly Rate For Jobs	\$10.00	\$11.00	\$10.50	\$9.00	\$10.25	\$9.75	\$9.00	\$11.00	\$10.05
	LIGHTING DIRECTOR	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	LINE COOK	Average Hourly Rate For Jobs	\$12.00	\$15.00	\$13.00	.	.	.	\$12.00	\$15.00	\$13.00
	LIVING COACH	Average Hourly Rate For Jobs	.	.	.	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
	MACHINE LATHE OPERATOR	Average Hourly Rate For Jobs	\$18.00	\$18.00	\$18.00	.	.	.	\$18.00	\$18.00	\$18.00
	MACHINE OPERATOR	Average Hourly Rate For Jobs	\$15.00	\$16.00	\$15.50	\$22.00	\$22.00	\$22.00	\$15.00	\$22.00	\$17.67
	MACHINIST - MANUAL	Average Hourly Rate For Jobs	\$24.00	\$24.00	\$24.00	.	.	.	\$24.00	\$24.00	\$24.00
	MACHINIST - SET UP LEVEL 2	Average Hourly Rate For Jobs	\$18.00	\$18.00	\$18.00	.	.	.	\$18.00	\$18.00	\$18.00
	MACHINIST - SET UP TECHNICIAN	Average Hourly Rate For Jobs	.	.	.	\$24.00	\$24.00	\$24.00	\$24.00	\$24.00	\$24.00
	MAILROOM	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	MAINTENANCE	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	.	.	.	\$15.00	\$15.00	\$15.00
	MAINTENANCE TECHNICIANS	Average Hourly Rate For Jobs	\$16.00	\$16.00	\$16.00	\$25.00	\$25.00	\$25.00	\$16.00	\$25.00	\$20.50
	MANUFACTURING - SUPERVISOR 2ND SHIFT	Average Hourly Rate For Jobs	.	.	.	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
	MARKETING	Average Hourly Rate For Jobs	\$55.56	\$55.56	\$55.56	.	.	.	\$55.56	\$55.56	\$55.56
	MARKETING - SALES	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	.	.	.	\$12.00	\$12.00	\$12.00
	MEAT WRAPPER	Average Hourly Rate For Jobs	.	.	.	\$10.55	\$11.50	\$11.03	\$10.55	\$11.50	\$11.03
	MECHANIC	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	MECHANICAL ASSEMBLER	Average Hourly Rate For Jobs	.	.	.	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00	\$16.00
	MEDICAL ASSISTANT	Average Hourly Rate For Jobs	.	.	.	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
	MEDICAL BILLER	Average Hourly Rate For Jobs	\$19.00	\$19.00	\$19.00	.	.	.	\$19.00	\$19.00	\$19.00
	MENTAL HEALTH TECHNICIAN	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	MOVERS	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	.	.	.	\$15.00	\$15.00	\$15.00
NET DEVELOPERS	Average Hourly Rate For Jobs	\$25.00	\$25.00	\$25.00	.	.	.	\$25.00	\$25.00	\$25.00	
NEWSPAPER PROCESSOR	Average Hourly Rate For Jobs	.	.	.	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	\$8.25	
NIGHT AUDITOR	Average Hourly Rate For Jobs	\$12.00	\$15.00	\$13.50	.	.	.	\$12.00	\$15.00	\$13.50	
NURSE AIDES	Average Hourly Rate For Jobs	\$.	\$.	\$.	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	
NURSES	Average Hourly Rate For Jobs	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	

TABLE 4-D. Average Hourly Rate For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees								
			Less Than 100 Employees			100 Or More Employees			Total		
			Minimum	Maximum	Mean	Minimum	Maximum	Mean	Minimum	Maximum	Mean
Jobs Difficult To Fill (Multiple Responses)	NURSES - CNA	Average Hourly Rate For Jobs	\$13.50	\$17.00	\$15.00	\$12.05	\$15.00	\$13.48	\$12.05	\$17.00	\$13.98
	NURSES - FIELD	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	NURSES - LPN	Average Hourly Rate For Jobs	.	.	.	\$28.00	\$28.00	\$28.00	\$28.00	\$28.00	\$28.00
	NURSES - RN	Average Hourly Rate For Jobs	.	.	.	\$27.00	\$30.00	\$28.50	\$27.00	\$30.00	\$28.50
	OCCUPATIONAL THERAPIST	Average Hourly Rate For Jobs	\$40.00	\$40.00	\$40.00	.	.	.	\$40.00	\$40.00	\$40.00
	OCEAN EXPORT COORDINATOR	Average Hourly Rate For Jobs	.	.	.	\$41.67	\$41.67	\$41.67	\$41.67	\$41.67	\$41.67
	OFFICE ASSISTANT	Average Hourly Rate For Jobs	\$16.00	\$16.00	\$16.00	.	.	.	\$16.00	\$16.00	\$16.00
	OFFICE DATA ENTRY	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	.	.	.	\$12.00	\$12.00	\$12.00
	OFFICE MANAGER	Average Hourly Rate For Jobs	\$20.00	\$20.00	\$20.00	.	.	.	\$20.00	\$20.00	\$20.00
	OPERATIONS MANAGER	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	OPHTHALMIC TECHNICIAN	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	PACKAGE HANDLER	Average Hourly Rate For Jobs	.	.	.	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00	\$13.00
	PACKER - UTILITY CLERK	Average Hourly Rate For Jobs	.	.	.	\$13.50	\$13.50	\$13.50	\$13.50	\$13.50	\$13.50
	PACKER WORKER/ LABORER	Average Hourly Rate For Jobs	.	.	.	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
	PACKING WORKER - OVERNIGHT	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	.	.	.	\$12.00	\$12.00	\$12.00
	PAINT LINE	Average Hourly Rate For Jobs	.	.	.	\$20.50	\$20.50	\$20.50	\$20.50	\$20.50	\$20.50
	PARAPROFESSIONAL	Average Hourly Rate For Jobs	.	.	.	\$11.33	\$11.33	\$11.33	\$11.33	\$11.33	\$11.33
	PARKS WORKERS	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	PATIENT SERVICE REPRESENTATIVE	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	PHARMACY TECHNICIAN	Average Hourly Rate For Jobs	\$11.00	\$11.00	\$11.00	\$11.40	\$20.00	\$15.70	\$11.00	\$20.00	\$14.13
	PHYSICIAN	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	PLC PROGRAMMERS	Average Hourly Rate For Jobs	\$25.00	\$25.00	\$25.00	.	.	.	\$25.00	\$25.00	\$25.00
	PLUMBER - APPRENTICE	Average Hourly Rate For Jobs	\$14.00	\$14.00	\$14.00	.	.	.	\$14.00	\$14.00	\$14.00
	PORTERS	Average Hourly Rate For Jobs	\$10.50	\$10.50	\$10.50	\$11.00	\$12.00	\$11.50	\$10.50	\$12.00	\$11.17
	PRODUCE CLERK	Average Hourly Rate For Jobs	.	.	.	\$10.55	\$10.55	\$10.55	\$10.55	\$10.55	\$10.55
	PRODUCE WORKER	Average Hourly Rate For Jobs	.	.	.	\$10.75	\$10.75	\$10.75	\$10.75	\$10.75	\$10.75
	PRODUCT MANAGER	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	PRODUCTION TECHNICIAN	Average Hourly Rate For Jobs	\$14.00	\$14.00	\$14.00	.	.	.	\$14.00	\$14.00	\$14.00
	PROGRAM ADVISOR	Average Hourly Rate For Jobs	\$46.30	\$46.30	\$46.30	.	.	.	\$46.30	\$46.30	\$46.30
	PROGRAMMERS	Average Hourly Rate For Jobs	\$25.00	\$25.00	\$25.00	.	.	.	\$25.00	\$25.00	\$25.00
PROJECT ASSOCIATES	Average Hourly Rate For Jobs	.	.	.	\$45.37	\$45.37	\$45.37	\$45.37	\$45.37	\$45.37	
PROJECT MANAGEMENT	Average Hourly Rate For Jobs	\$23.50	\$44.00	\$33.75	.	.	.	\$23.50	\$44.00	\$33.75	
PUBLIC HEALTH AND MOSQUITO CONTROL FIELD TECHNICIAN	Average Hourly Rate For Jobs	\$13.00	\$13.00	\$13.00	.	.	.	\$13.00	\$13.00	\$13.00	

TABLE 4-D. Average Hourly Rate For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees								
			Less Than 100 Employees			100 Or More Employees			Total		
			Minimum	Maximum	Mean	Minimum	Maximum	Mean	Minimum	Maximum	Mean
Jobs Difficult To Fill (Multiple Responses)	QUALITY CONTROL DEVICE INSPECTOR	Average Hourly Rate For Jobs	\$19.00	\$19.00	\$19.00	.	.	.	\$19.00	\$19.00	\$19.00
	QUALITY CONTROL MATERIAL INSPECTOR	Average Hourly Rate For Jobs	\$19.00	\$19.00	\$19.00	.	.	.	\$19.00	\$19.00	\$19.00
	QUALITY CONTROL TECHNICIAN	Average Hourly Rate For Jobs	\$21.00	\$21.00	\$21.00	.	.	.	\$21.00	\$21.00	\$21.00
	REAL ESTATE AGENTS	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	RECEPTIONIST	Average Hourly Rate For Jobs	\$12.00	\$16.00	\$13.67	\$11.10	\$11.10	\$11.10	\$11.10	\$16.00	\$13.03
	RESPIRATORY THERAPIST	Average Hourly Rate For Jobs	.	.	.	\$27.00	\$27.00	\$27.00	\$27.00	\$27.00	\$27.00
	ROOM ATTENDANTS	Average Hourly Rate For Jobs	\$13.50	\$13.50	\$13.50	.	.	.	\$13.50	\$13.50	\$13.50
	SALES	Average Hourly Rate For Jobs	\$20.00	\$78.70	\$48.95	.	.	.	\$20.00	\$78.70	\$48.95
	SALES - COORDINATOR	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	.	.	.	\$15.00	\$15.00	\$15.00
	SALES - FLOOR TEAM LEAD	Average Hourly Rate For Jobs	.	.	.	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50	\$18.50
	SALES - INSIDE CUSTOMER SERVICE	Average Hourly Rate For Jobs	\$46.30	\$46.30	\$46.30	.	.	.	\$46.30	\$46.30	\$46.30
	SALES - INSIDE REPRESENTATIVE	Average Hourly Rate For Jobs	\$12.00	\$43.52	\$27.76	\$15.00	\$15.00	\$15.00	\$12.00	\$43.52	\$23.51
	SALES - NATIONAL ACCOUNTS MANAGER	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	SALES - OUTSIDE REPRESENTATIVE	Average Hourly Rate For Jobs	\$138.90	\$138.90	\$138.90	.	.	.	\$138.90	\$138.90	\$138.90
	SALES ASSOCIATE	Average Hourly Rate For Jobs	\$12.50	\$12.50	\$12.50	.	.	.	\$12.50	\$12.50	\$12.50
	SALES ENGINEER	Average Hourly Rate For Jobs	\$55.56	\$55.56	\$55.56	.	.	.	\$55.56	\$55.56	\$55.56
	SALES MANAGER	Average Hourly Rate For Jobs	\$41.67	\$41.67	\$41.67	.	.	.	\$41.67	\$41.67	\$41.67
	SALES TEAM ASSISTANT	Average Hourly Rate For Jobs	\$17.00	\$17.00	\$17.00	.	.	.	\$17.00	\$17.00	\$17.00
	SALESPERSON	Average Hourly Rate For Jobs	.	.	.	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
	SANITATION	Average Hourly Rate For Jobs	\$11.00	\$11.00	\$11.00	.	.	.	\$11.00	\$11.00	\$11.00
	SCHEDULING	Average Hourly Rate For Jobs	\$18.00	\$18.00	\$18.00	.	.	.	\$18.00	\$18.00	\$18.00
	SCIENCE - PH.D.	Average Hourly Rate For Jobs	\$55.56	\$55.56	\$55.56	.	.	.	\$55.56	\$55.56	\$55.56
	SEAFOOD CLERK	Average Hourly Rate For Jobs	.	.	.	\$10.85	\$10.85	\$10.85	\$10.85	\$10.85	\$10.85
	SECURITY AGENT	Average Hourly Rate For Jobs	.	.	.	\$14.00	\$16.00	\$15.00	\$14.00	\$16.00	\$15.00
	SECURITY OFFICERS	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	.	.	.	\$12.00	\$12.00	\$12.00
	SERVER/ BARTENDER	Average Hourly Rate For Jobs	\$8.00	\$12.00	\$10.00	.	.	.	\$8.00	\$12.00	\$10.00
	SERVICES	Average Hourly Rate For Jobs	\$4.95	\$14.45	\$9.88	.	.	.	\$4.95	\$14.45	\$9.88
	SERVICE TECHNICIAN - LEAD	Average Hourly Rate For Jobs	\$25.00	\$25.00	\$25.00	.	.	.	\$25.00	\$25.00	\$25.00
	SERVICE TECHNICIANS	Average Hourly Rate For Jobs	\$20.00	\$20.00	\$20.00	.	.	.	\$20.00	\$20.00	\$20.00
	SERVICE WRITER	Average Hourly Rate For Jobs	\$12.50	\$12.50	\$12.50	.	.	.	\$12.50	\$12.50	\$12.50
SEWING MACHINE OPERATOR - INDUSTRIAL	Average Hourly Rate For Jobs	\$16.50	\$16.50	\$16.50	.	.	.	\$16.50	\$16.50	\$16.50	
SHIFT LEAD	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.	

TABLE 4-D. Average Hourly Rate For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees								
			Less Than 100 Employees			100 Or More Employees			Total		
			Minimum	Maximum	Mean	Minimum	Maximum	Mean	Minimum	Maximum	Mean
Jobs Difficult To Fill (Multiple Responses)	SHIPPING AND RECEIVING CLERK	Average Hourly Rate For Jobs	\$18.50	\$18.50	\$18.50	.	.	.	\$18.50	\$18.50	\$18.50
	SHUTTLE DRIVER	Average Hourly Rate For Jobs	\$11.00	\$12.00	\$11.50	\$13.00	\$13.00	\$13.00	\$11.00	\$13.00	\$11.80
	SKILLED LABORER	Average Hourly Rate For Jobs	\$25.00	\$25.00	\$25.00	.	.	.	\$25.00	\$25.00	\$25.00
	SLEEP APNEA TESTING PRODUCTION ASSOCIATE	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	.	.	.	\$15.00	\$15.00	\$15.00
	SOFTWARE ENGINEERING	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	SPECIAL AGENTS	Average Hourly Rate For Jobs	.	.	.	\$31.00	\$31.00	\$31.00	\$31.00	\$31.00	\$31.00
	SPEECH PATHOLOGISTS	Average Hourly Rate For Jobs	\$35.00	\$35.00	\$35.00	.	.	.	\$35.00	\$35.00	\$35.00
	SPIN INSTRUCTOR	Average Hourly Rate For Jobs	.	.	.	\$25.00	\$30.00	\$27.50	\$25.00	\$30.00	\$27.50
	STOCKER - OVERNIGHT	Average Hourly Rate For Jobs	.	.	.	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00
	STOCKER/ MERCHANDISE UNLOADER - EARLY SHIFT	Average Hourly Rate For Jobs	.	.	.	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50	\$12.50
	STOCKROOM	Average Hourly Rate For Jobs	.	.	.	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50	\$14.50
	SUPERVISOR - ACCREDITATION	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	SURGICAL TECHNICIAN	Average Hourly Rate For Jobs	.	.	.	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00
	SYSTEM ADMINISTRATOR	Average Hourly Rate For Jobs	\$55.56	\$55.56	\$55.56	.	.	.	\$55.56	\$55.56	\$55.56
	TEACHER	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	.	.	.	\$15.00	\$15.00	\$15.00
	TEACHER - INFANT	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	.	.	.	\$15.00	\$15.00	\$15.00
	TEACHER - LEAD	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	TEACHER - PRESCHOOL	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	.	.	.	\$15.00	\$15.00	\$15.00
	TEACHER - TODDLER	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	.	.	.	\$15.00	\$15.00	\$15.00
	TEACHERS - ASSISTANTS	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	TEAM LEADER	Average Hourly Rate For Jobs	.	.	.	\$25.93	\$25.93	\$25.93	\$25.93	\$25.93	\$25.93
	TECHNICIANS	Average Hourly Rate For Jobs	\$25.00	\$25.00	\$25.00	.	.	.	\$25.00	\$25.00	\$25.00
	TELEMARKETER	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	.	.	.	\$12.00	\$12.00	\$12.00
	TELLERS	Average Hourly Rate For Jobs	\$15.00	\$15.00	\$15.00	\$.	\$.	\$.	\$15.00	\$15.00	\$15.00
	THERAPIST	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	TICKETING MANAGER	Average Hourly Rate For Jobs	.	.	.	\$37.04	\$37.04	\$37.04	\$37.04	\$37.04	\$37.04
	TRACTOR-TRAILER DRIVER	Average Hourly Rate For Jobs	\$22.00	\$22.00	\$22.00	.	.	.	\$22.00	\$22.00	\$22.00
	TRAFFIC TECHNICIAN	Average Hourly Rate For Jobs	.	.	.	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
	TRUMPETER	Average Hourly Rate For Jobs	.	.	.	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
	UI DEVELOPER	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
VETERINARY ASSISTANT	Average Hourly Rate For Jobs	\$13.00	\$14.00	\$13.50	.	.	.	\$13.00	\$14.00	\$13.50	
VP-FINANCE	Average Hourly Rate For Jobs	.	.	.	\$162.04	\$162.04	\$162.04	\$162.04	\$162.04	\$162.04	
WAIT STAFF	Average Hourly Rate For Jobs	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	\$12.00	
WAREHOUSE	Average Hourly Rate For Jobs	.	.	.	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	\$18.00	
WAREHOUSE JOB	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.	

TABLE 4-D. Average Hourly Rate For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees								
			Less Than 100 Employees			100 Or More Employees			Total		
			Minimum	Maximum	Mean	Minimum	Maximum	Mean	Minimum	Maximum	Mean
Jobs Difficult To Fill (Multiple Responses)	WAREHOUSE MANAGER	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	WAREHOUSE SUPERVISOR	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	WEB DESIGNER	Average Hourly Rate For Jobs	\$.	\$.	\$.	.	.	.	\$.	\$.	\$.
	WEB DEVELOPER	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	WEB DEVELOPERS	Average Hourly Rate For Jobs	.	.	.	\$.	\$.	\$.	\$.	\$.	\$.
	WELDERS	Average Hourly Rate For Jobs	\$.	\$.	\$.	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00	\$20.00
	WIRELESS CELL TOWER TECHNICIAN	Average Hourly Rate For Jobs	\$18.00	\$18.00	\$18.00	.	.	.	\$18.00	\$18.00	\$18.00
	YARD OPERATIONS WORKER	Average Hourly Rate For Jobs	.	.	.	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00	\$15.00
Total	Average Hourly Rate For Jobs	\$4.95	\$138.90	\$21.27	\$8.25	\$162.04	\$17.79	\$4.95	\$162.04	\$19.85	

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TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ACCOUNT MANAGER - CUSTOMER REPRESENTATIVE	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
		Total		1	100.0%	0	.0%	1	100.0%
	ACCOUNTANT - STAFF	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
		Total		0	.0%	1	100.0%	1	100.0%
	ACCOUNTANTS	Education Needed For Jobs	No education required	1	50.0%	0	.0%	1	50.0%
			High school education/ GED	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	ACCOUNTING CLERK	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ACCOUNTS PAYABLE CLERK	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	ACTIVITIES AND RECREATION	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ACTIVITY AIDES	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	ADMINISTRATION	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	ADMINISTRATIVE ASSISTANT	Education Needed For Jobs	High school education/ GED	3	100.0%	0	.0%	3	100.0%
			Total	3	100.0%	0	.0%	3	100.0%
	AFTER SCHOOL PROGRAM STAFF	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
Total			1	100.0%	0	.0%	1	100.0%	

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TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	AGENTS	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	AIR IMPORT COORDINATOR	Education Needed For Jobs	Associate degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	APPRENTICE ROOFER	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ARCHITECT	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ASSOCIATE MANAGER	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	BAKER	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	BAKER - OVERNIGHT	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	BAKERY CLERK	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	BANKERS	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	BANQUET FACILITY	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	BARTENDER	Education Needed For Jobs	No education required	1	33.3%	0	.0%	1	33.3%
			High school education/ GED	1	33.3%	0	.0%	1	33.3%
			Technical Certificate	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	BEFORE AND AFTER SCHOOL PROGRAM	Education Needed For Jobs	No education required	0	.0%	2	100.0%	2	100.0%
			Total	0	.0%	2	100.0%	2	100.0%
	BEFORE AND AFTER SCHOOL WORKERS	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	BEHAVIORAL SUPPORT SPECIALIST	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
BREAKFAST ATTENDANT	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
BUILDING SUPERVISOR	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
BUSINESS DEVELOPMENT RECEPTIONIST	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	BUSINESS SYSTEMS ANALYST AND COMPLIANCE	Education Needed For Jobs	Associate degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	BUSSERS	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	CAD	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	CAD TECHNICIAN	Education Needed For Jobs	Master's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CALL CENTER	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CAMP COUNSELORS	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CARE COORDINATOR	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CAREGIVERS	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CARPENTER - LEAD	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	CARPENTER - TRIM	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	CASH ROOM	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CASHIER	Education Needed For Jobs	High school education/ GED	0	.0%	2	100.0%	2	100.0%
			Total	0	.0%	2	100.0%	2	100.0%
	CASHIERS - HEAD	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CATERING SALES	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CDL CLASS A PLUS DRIVER	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	CDL DRIVERS	Education Needed For Jobs	No education required	2	100.0%	0	.0%	2	33.3%
			High school education/ GED	0	.0%	1	25.0%	1	16.7%
			Technical Certificate	0	.0%	3	75.0%	3	50.0%
			Total	2	100.0%	4	100.0%	6	100.0%
	CHEF	Education Needed For Jobs	Technical Certificate	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees						
			Less Than 100 Employees		100 Or More Employees		Total		
			Count	Column N %	Count	Column N %	Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)	CHEF - PASTRY	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	CHILD CARE	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CITY CARRIER ASSISTANT	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CLAIM PROCESSOR	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	CLEANING	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CLUB LOUNGE ATTENDANT	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CMN PROGRAMMER	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CNC PROGRAMMER	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	COMPLIANCE MANAGER	Education Needed For Jobs	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CONCESSION WORKERS	Education Needed For Jobs	No education required	1	100.0%	1	100.0%	2	100.0%
			Total	1	100.0%	1	100.0%	2	100.0%
	COOK	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	COOK - CAFE	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	COOK - GRILL	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	COOK - LINE	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	COOK - PASTRY	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	COOK - PREP	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	COOKS	Education Needed For Jobs	No education required	0	.0%	1	50.0%	1	20.0%
			High school education/ GED	3	100.0%	1	50.0%	4	80.0%
		Total	3	100.0%	2	100.0%	5	100.0%	
COUNSELOR- SUMMER DAY CAMP	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	COUNSELORS	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	COUNSELORS - CAMP	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	COUNSELORS - COMMUNITY TEAM SUPPORT	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	COUNSELORS - SUMMER CAMP	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	COURTESY CLERK	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CREATIVE DIRECTOR	Education Needed For Jobs	Associate degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CREDIT ANALYST	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	CUSTODIANS	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CUSTOMER CARE	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	CUSTOMER SERVICE REPRESENTATIVE	Education Needed For Jobs	No education required	1	20.0%	0	.0%	1	20.0%
			High school education/ GED	3	60.0%	0	.0%	3	60.0%
			Technical Certificate	1	20.0%	0	.0%	1	20.0%
			Total	5	100.0%	0	.0%	5	100.0%
	DATA ENTRY	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	DATABASE DEVELOPER	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	DAYCARE TEACHER ASSISTANT - LEAD	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	DEBT COLLECTOR	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
DELI CLERK	Education Needed For Jobs	No education required	0	.0%	4	100.0%	4	100.0%	
		Total	0	.0%	4	100.0%	4	100.0%	
DELI WORKER	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
DESK CLERK	Education Needed For Jobs	No education required	2	100.0%	0	.0%	2	100.0%	
		Total	2	100.0%	0	.0%	2	100.0%	

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	DIESEL MECHANIC	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	DIESEL TECH	Education Needed For Jobs	Technical Certificate	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	DIETARY AIDE	Education Needed For Jobs	No education required	0	.0%	1	50.0%	1	50.0%
			High school education/ GED	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	DIRECT CARE GIVERS	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	DIRECT SUPPORT PROFESSIONAL	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	DIRECTOR	Education Needed For Jobs	Master's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	DIRECTOR IN SALES AND MARKETING	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	DISHWASHER	Education Needed For Jobs	No education required	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	DRIVER	Education Needed For Jobs	Technical Certificate	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	DRIVER - DELIVERY	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	DRIVER - STRAIGHT/ BOX TRUCK	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	E-COMMERCE MERCHANDISER	Education Needed For Jobs	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	EARLY CHILDHOOD PRESCHOOL SUPERVISOR	Education Needed For Jobs	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	ECOMMERCE - VP	Education Needed For Jobs	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	ELECTRICAL SERVICE TECHNICIAN	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ELECTRICIAN	Education Needed For Jobs	Technical Certificate	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ELECTRONICS FIELD SERVICE TECHNICIAN	Education Needed For Jobs	Technical Certificate	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	EMAIL ANALYST	Education Needed For Jobs	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	EMAIL COORDINATOR	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEER - CIVIL ONE	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEER - CIVIL TWO	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEER - ELECTRICAL	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEER - PROJECT ENGINEER	Education Needed For Jobs	Master's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEER 2	Education Needed For Jobs	Technical Certificate	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEERING INSPECTOR	Education Needed For Jobs	Associate degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	ENGINEERS	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEERS - FPGA	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENVIRONMENTAL SERVICES	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ESTIMATOR	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	50.0%
			Do not know	1	100.0%	0	.0%	1	50.0%
			Total	1	100.0%	1	100.0%	2	100.0%
	FACILITIES PROJECT TECHNICIAN	Education Needed For Jobs	Associate degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	FARM OPERATIONS - MANAGER	Education Needed For Jobs	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	FARM WORKER/ SUPERVISOR	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	FARM WORKERS/ ASSISTANT	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	FIELD SERVICE TECHNICIAN	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	FIELD SERVICE TECHNICIAN - BEVERAGE REFRIGERATION	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	FILM CREW	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
Total			1	100.0%	0	.0%	1	100.0%	

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	FOOD AND BEVERAGE LEADER	Education Needed For Jobs	Associate degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	FOOD AND BEVERAGE MANAGER	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	FOOD RUNNER	Education Needed For Jobs	No education required	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	FOOD SERVER	Education Needed For Jobs	No education required	3	100.0%	0	.0%	3	100.0%
			Total	3	100.0%	0	.0%	3	100.0%
	FORESTRY - INTERNS	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	FORKLIFT OPERATOR - WAREHOUSE	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	FRAME TECHNICIANS	Education Needed For Jobs	Technical Certificate	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	FREIGHT WORKER-OVERNIGHT	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	FRONT DESK	Education Needed For Jobs	High school education/ GED	1	100.0%	1	100.0%	2	100.0%
			Total	1	100.0%	1	100.0%	2	100.0%
	FRONT DESK AGENT	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	FRONT DESK CLERK	Education Needed For Jobs	No education required	1	14.3%	0	.0%	1	12.5%
			High school education/ GED	6	85.7%	1	100.0%	7	87.5%
			Total	7	100.0%	1	100.0%	8	100.0%
	GRAPHIC COMMUNICATIONS SPECIALIST	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	GRAPHIC WEB DESIGNER AND WEBSITE MAINTAINER	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	GROCERY BAGGER	Education Needed For Jobs	No education required	0	.0%	2	100.0%	2	100.0%
			Total	0	.0%	2	100.0%	2	100.0%
	GROCERY CLERK	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	GROUNDSKEEPER	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	GUEST SERVICE AGENT	Education Needed For Jobs	No education required	1	50.0%	0	.0%	1	33.3%
			High school education/ GED	1	50.0%	1	100.0%	2	66.7%
			Total	2	100.0%	1	100.0%	3	100.0%

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	GUEST SERVICE TEAM - LEAD	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	GUEST SERVICES ASSISTANT	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	HOSPITALITY AIDES	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	HOST	Education Needed For Jobs	No education required	4	100.0%	0	.0%	4	100.0%
			Total	4	100.0%	0	.0%	4	100.0%
	HOUSEKEEPER	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	HOUSEKEEPER - EXECUTIVE	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	HOUSEKEEPING	Education Needed For Jobs	No education required	3	100.0%	0	.0%	3	100.0%
			Total	3	100.0%	0	.0%	3	100.0%
	HUMAN RESOURCES MANAGER	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	HVAC - SERVICE TECHNICIAN	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	HVAC SERVICE SALESPERSON	Education Needed For Jobs	Associate degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	ICE CREAM SCOOPER	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	INJECTION MOLDING - SHIFT LEAD	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	INSURANCE PRECERTIFICATION ASSOCIATE	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	INTERIOR DESIGNER	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	IT FRONT END DEVELOPERS	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
IT PROJECT MANAGERS	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
IT TECHNICIAN	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
JANITORIAL/ ENGINEERING/ HOUSEKEEPING	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	KITCHEN CABINET SPECIALIST	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	KITCHEN HELPER	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	KITCHEN HELPER - FOOD PREPARATION	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	KITCHEN STAFF	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	LANDSCAPE LABORER	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	LEASING CONSULTANT	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	LICENSED PLUMBER	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	LIFEGUARD	Education Needed For Jobs	Technical Certificate	0	.0%	2	66.7%	2	66.7%
			Do not know	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	LIFEGUARD - SWIM INSTRUCTOR	Education Needed For Jobs	Technical Certificate	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	LIFEGUARDS	Education Needed For Jobs	High school education/ GED	0	.0%	1	33.3%	1	20.0%
			Technical Certificate	2	100.0%	2	66.7%	4	80.0%
			Total	2	100.0%	3	100.0%	5	100.0%
	LIGHTING DIRECTOR	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	LINE COOK	Education Needed For Jobs	No education required	2	50.0%	0	.0%	2	50.0%
			High school education/ GED	2	50.0%	0	.0%	2	50.0%
			Total	4	100.0%	0	.0%	4	100.0%
	LIVING COACH	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	MACHINE LATHE OPERATOR	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
Total			1	100.0%	0	.0%	1	100.0%	
MACHINE OPERATOR	Education Needed For Jobs	No education required	1	50.0%	0	.0%	1	33.3%	
		High school education/ GED	1	50.0%	1	100.0%	2	66.7%	
		Total	2	100.0%	1	100.0%	3	100.0%	
MACHINIST - MANUAL	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	MACHINIST - SET UP LEVEL 2	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	MACHINIST - SET UP TECHNICIAN	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	MAILROOM	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	MAINTENANCE	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	MAINTENANCE TECHNICIANS	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	50.0%
			Technical Certificate	1	100.0%	0	.0%	1	50.0%
			Total	1	100.0%	1	100.0%	2	100.0%
	MANUFACTURING - SUPERVISOR 2ND SHIFT	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	MARKETING	Education Needed For Jobs	Bachelor's degree	1	50.0%	0	.0%	1	50.0%
			Do not know	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	MARKETING - SALES	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	MEAT WRAPPER	Education Needed For Jobs	No education required	0	.0%	2	100.0%	2	100.0%
			Total	0	.0%	2	100.0%	2	100.0%
	MECHANIC	Education Needed For Jobs	Technical Certificate	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	MECHANICAL ASSEMBLER	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	MEDICAL ASSISTANT	Education Needed For Jobs	Associate degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	MEDICAL BILLER	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	MENTAL HEALTH TECHNICIAN	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
MOVERS	Education Needed For Jobs	No education required	2	100.0%	0	.0%	2	100.0%	
		Total	2	100.0%	0	.0%	2	100.0%	
NET DEVELOPERS	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
NEWSPAPER PROCESSOR	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	NIGHT AUDITOR	Education Needed For Jobs	No education required	1	50.0%	0	.0%	1	50.0%
			High school education/ GED	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	NURSE AIDES	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	50.0%
			Technical Certificate	0	.0%	1	100.0%	1	50.0%
			Total	1	100.0%	1	100.0%	2	100.0%
	NURSES	Education Needed For Jobs	Associate degree	2	50.0%	2	100.0%	4	66.7%
			Bachelor's degree	2	50.0%	0	.0%	2	33.3%
			Total	4	100.0%	2	100.0%	6	100.0%
	NURSES - CNA	Education Needed For Jobs	High school education/ GED	1	25.0%	2	20.0%	3	21.4%
			Technical Certificate	3	75.0%	8	80.0%	11	78.6%
			Total	4	100.0%	10	100.0%	14	100.0%
	NURSES - FIELD	Education Needed For Jobs	Associate degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	NURSES - LPN	Education Needed For Jobs	Technical Certificate	0	.0%	2	50.0%	2	50.0%
			Bachelor's degree	0	.0%	1	25.0%	1	25.0%
			Do not know	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%
	NURSES - RN	Education Needed For Jobs	Technical Certificate	0	.0%	2	40.0%	2	40.0%
			Associate degree	0	.0%	1	20.0%	1	20.0%
			Bachelor's degree	0	.0%	1	20.0%	1	20.0%
			Do not know	0	.0%	1	20.0%	1	20.0%
			Total	0	.0%	5	100.0%	5	100.0%
	OCCUPATIONAL THERAPIST	Education Needed For Jobs	Master's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	OCEAN EXPORT COORDINATOR	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	OFFICE ASSISTANT	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	OFFICE DATA ENTRY	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
Total			1	100.0%	0	.0%	1	100.0%	
OFFICE MANAGER	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
OPERATIONS MANAGER	Education Needed For Jobs	Associate degree	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
OPHTHALMIC TECHNICIAN	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	PACKAGE HANDLER	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	PACKER - UTILITY CLERK	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	PACKER WORKER/ LABORER	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	PACKING WORKER - OVERNIGHT	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PAINT LINE	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	PARAPROFESSIONAL	Education Needed For Jobs	Technical Certificate	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	PARKS WORKERS	Education Needed For Jobs	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	PATIENT SERVICE REPRESENTATIVE	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PHARMACY TECHNICIAN	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	33.3%
			Technical Certificate	0	.0%	2	100.0%	2	66.7%
			Total	1	100.0%	2	100.0%	3	100.0%
	PHYSICIAN	Education Needed For Jobs	Master's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PLC PROGRAMMERS	Education Needed For Jobs	Associate degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PLUMBER - APPRENTICE	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PORTERS	Education Needed For Jobs	No education required	0	.0%	1	50.0%	1	33.3%
			High school education/ GED	1	100.0%	1	50.0%	2	66.7%
			Total	1	100.0%	2	100.0%	3	100.0%
	PRODUCE CLERK	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
PRODUCE WORKER	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
PRODUCT MANAGER	Education Needed For Jobs	Do not know	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
PRODUCTION TECHNICIAN	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	PROGRAM ADVISOR	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PROGRAMMERS	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PROJECT ASSOCIATES	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	PROJECT MANAGEMENT	Education Needed For Jobs	High school education/ GED	1	50.0%	0	.0%	1	50.0%
			Associate degree	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	PUBLIC HEALTH AND MOSQUITO CONTROL FIELD TECHNICIAN	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	QUALITY CONTROL DEVICE INSPECTOR	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	QUALITY CONTROL MATERIAL INSPECTOR	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	QUALITY CONTROL TECHNICIAN	Education Needed For Jobs	Associate degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	REAL ESTATE AGENTS	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	RECEPTIONIST	Education Needed For Jobs	High school education/ GED	3	100.0%	2	100.0%	5	100.0%
			Total	3	100.0%	2	100.0%	5	100.0%
	RESPIRATORY THERAPIST	Education Needed For Jobs	Technical Certificate	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	ROOM ATTENDANTS	Education Needed For Jobs	No education required	1	50.0%	0	.0%	1	50.0%
			High school education/ GED	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	SALES	Education Needed For Jobs	High school education/ GED	3	75.0%	0	.0%	3	75.0%
			Associate degree	1	25.0%	0	.0%	1	25.0%
			Total	4	100.0%	0	.0%	4	100.0%
	SALES - COORDINATOR	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
Total			1	100.0%	0	.0%	1	100.0%	
SALES - FLOOR TEAM LEAD	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%	
		Total	0	.0%	1	100.0%	1	100.0%	
SALES - INSIDE CUSTOMER SERVICE	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
SALES - INSIDE REPRESENTATIVE	Education Needed For Jobs	No education required	2	100.0%	1	100.0%	3	100.0%	
		Total	2	100.0%	1	100.0%	3	100.0%	

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SALES - NATIONAL ACCOUNTS MANAGER	Education Needed For Jobs	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	SALES - OUTSIDE REPRESENTATIVE	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SALES ASSOCIATE	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SALES ENGINEER	Education Needed For Jobs	Technical Certificate	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SALES MANAGER	Education Needed For Jobs	Associate degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SALES TEAM ASSISTANT	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SALESPERSON	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	SANITATION	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SCHEDULING	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SCIENCE - PH.D.	Education Needed For Jobs	Master's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SEAFOOD CLERK	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	SECURITY AGENT	Education Needed For Jobs	High school education/ GED	0	.0%	2	100.0%	2	100.0%
			Total	0	.0%	2	100.0%	2	100.0%
	SECURITY OFFICERS	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SERVER/ BARTENDER	Education Needed For Jobs	High school education/ GED	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	SERVERS	Education Needed For Jobs	No education required	3	60.0%	0	.0%	3	60.0%
			High school education/ GED	2	40.0%	0	.0%	2	40.0%
		Total	5	100.0%	0	.0%	5	100.0%	
SERVICE TECHNICIAN - LEAD	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
SERVICE TECHNICIANS	Education Needed For Jobs	Technical Certificate	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
SERVICE WRITER	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SEWING MACHINE OPERATOR - INDUSTRIAL	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SHIFT LEAD	Education Needed For Jobs	Do not know	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SHIPPING AND RECEIVING CLERK	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SHUTTLE DRIVER	Education Needed For Jobs	High school education/ GED	2	50.0%	0	.0%	2	40.0%
			Technical Certificate	2	50.0%	1	100.0%	3	60.0%
			Total	4	100.0%	1	100.0%	5	100.0%
	SKILLED LABORER	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SLEEP APNEA TESTING PRODUCTION ASSOCIATE	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SOFTWARE ENGINEERING	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SPECIAL AGENTS	Education Needed For Jobs	Associate degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	SPEECH PATHOLOGISTS	Education Needed For Jobs	Master's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SPIN INSTRUCTOR	Education Needed For Jobs	Technical Certificate	0	.0%	2	100.0%	2	100.0%
			Total	0	.0%	2	100.0%	2	100.0%
	STOCKER - OVERNIGHT	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	STOCKER/ MERCHANDISE UNLOADER - EARLY SHIFT	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	STOCKROOM	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	SUPERVISOR - ACCREDITATION	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	SURGICAL TECHNICIAN	Education Needed For Jobs	Technical Certificate	0	.0%	1	100.0%	1	100.0%
Total			0	.0%	1	100.0%	1	100.0%	
SYSTEM ADMINISTRATOR	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
TEACHER	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
TEACHER - INFANT	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	TEACHER - LEAD	Education Needed For Jobs	Associate degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	TEACHER - PRESCHOOL	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	TEACHER - TODDLER	Education Needed For Jobs	Technical Certificate	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	TEACHERS - ASSISTANTS	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	TEAM LEADER	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	TECHNICIANS	Education Needed For Jobs	Technical Certificate	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	TELEMARKETER	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	TELLERS	Education Needed For Jobs	High school education/ GED	1	100.0%	2	100.0%	3	100.0%
			Total	1	100.0%	2	100.0%	3	100.0%
	THERAPIST	Education Needed For Jobs	Bachelor's degree	0	.0%	1	50.0%	1	50.0%
			Master's degree	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	TICKETING MANAGER	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	TRACTOR-TRAILER DRIVER	Education Needed For Jobs	High school education/ GED	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	TRAFFIC TECHNICIAN	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	TRUMPETER	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	UI DEVELOPER	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	VETERINARY ASSISTANT	Education Needed For Jobs	High school education/ GED	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	VP-FINANCE	Education Needed For Jobs	Bachelor's degree	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	WAIT STAFF	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	33.3%
			High school education/ GED	0	.0%	1	50.0%	1	33.3%
			Do not know	0	.0%	1	50.0%	1	33.3%
			Total	1	100.0%	2	100.0%	3	100.0%

TABLE 4-E. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	WAREHOUSE	Education Needed For Jobs	High school education/ GED	0	.0%	1	50.0%	1	50.0%
			Do not know	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	WAREHOUSE JOB	Education Needed For Jobs	Do not know	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	WAREHOUSE MANAGER	Education Needed For Jobs	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	WAREHOUSE SUPERVISOR	Education Needed For Jobs	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	WEB DESIGNER	Education Needed For Jobs	Bachelor's degree	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	WEB DEVELOPER	Education Needed For Jobs	Do not know	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	WEB DEVELOPERS	Education Needed For Jobs	Technical Certificate	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	WELDERS	Education Needed For Jobs	High school education/ GED	0	.0%	1	100.0%	1	50.0%
			Technical Certificate	1	100.0%	0	.0%	1	50.0%
			Total	1	100.0%	1	100.0%	2	100.0%
	WIRELESS CELL TOWER TECHNICIAN	Education Needed For Jobs	No education required	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	YARD OPERATIONS WORKER	Education Needed For Jobs	No education required	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	Total	Education Needed For Jobs	No education required	70	30.4%	36	19.3%	106	25.4%
			High school education/ GED	102	44.3%	68	36.4%	170	40.8%
			Technical Certificate	20	8.7%	33	17.6%	53	12.7%
			Associate degree	10	4.3%	12	6.4%	22	5.3%
			Bachelor's degree	19	8.3%	18	9.6%	37	8.9%
Master's degree			5	2.2%	3	1.6%	8	1.9%	
Do not know			4	1.7%	17	9.1%	21	5.0%	
Total	230	100.0%	187	100.0%	417	100.0%			

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Education Needed For Jobs	No education required	70	30.4%	38	20.1%	108	25.8%
	High school education/ GED	102	44.3%	68	36.0%	170	40.6%
	Technical Certificate	20	8.7%	33	17.5%	53	12.6%
	Associate degree	10	4.3%	12	6.3%	22	5.3%
	Bachelor's degree	19	8.3%	18	9.5%	37	8.8%
	Master's degree	5	2.2%	3	1.6%	8	1.9%
	Do not know	4	1.7%	17	9.0%	21	5.0%
	Total	230	100.0%	189	100.0%	419	100.0%

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TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Education Needed For Jobs	Associate degree	Degree For Jobs	AAMA	0	.0%	1	8.3%	1	4.5%
			ANY DEGREE	1	10.0%	0	.0%	1	4.5%
			BUSINESS/ ACCOUNTING/ FINANCE	0	.0%	1	8.3%	1	4.5%
			BUSINESS/ FINANCE	0	.0%	1	8.3%	1	4.5%
			BUSINESS/ HOSPITALITY	1	10.0%	0	.0%	1	4.5%
			CIVIL ENGINEERING	0	.0%	2	16.7%	2	9.1%
			COMPUTER SCIENCE	1	10.0%	0	.0%	1	4.5%
			CREATIVE ARTS	0	.0%	1	8.3%	1	4.5%
			EDUCATION	1	10.0%	0	.0%	1	4.5%
			ELECTRICAL SYSTEMS	1	10.0%	0	.0%	1	4.5%
			GENERAL EDUCATION	0	.0%	1	8.3%	1	4.5%
			HOSPITALITY/ BUSINESS	1	10.0%	0	.0%	1	4.5%
			LAW ENFORCEMENT	0	.0%	1	8.3%	1	4.5%
			LIBERAL ARTS	1	10.0%	0	.0%	1	4.5%
			LPN/ RN	1	10.0%	1	8.3%	2	9.1%
			NURSING	1	10.0%	3	25.0%	4	18.2%
			PROJECT MANAGEMENT	1	10.0%	0	.0%	1	4.5%
			Total	10	100.0%	12	100.0%	22	100.0%

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TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees							
				Less Than 100 Employees		100 Or More Employees		Total			
				Count	Column N %	Count	Column N %	Count	Column N %		
Education Needed For Jobs	Bachelor's degree	Degree For Jobs	ACCOUNTING/ FINANCE	0	.0%	1	5.6%	1	2.7%		
			AGRICULTURE	0	.0%	1	5.6%	1	2.7%		
			ARCHITECTURE	1	5.3%	1	5.6%	2	5.4%		
			BIOLOGY/ CHEMISTRY	1	5.3%	0	.0%	1	2.7%		
			BUSINESS	1	5.3%	1	5.6%	2	5.4%		
			CIVIL ENGINEERING	2	10.5%	0	.0%	2	5.4%		
			COMPUTER SCIENCE	1	5.3%	1	5.6%	2	5.4%		
			COMPUTER SCIENCE/ ENGINEERING	1	5.3%	0	.0%	1	2.7%		
			COMPUTER SCIENCE/ MECHANICAL ENGINEERING	1	5.3%	0	.0%	1	2.7%		
			COMPUTER SCIENCE/ WEB DESIGN	1	5.3%	0	.0%	1	2.7%		
			DO NOT KNOW	1	5.3%	0	.0%	1	2.7%		
			DOES NOT MATTER	1	5.3%	0	.0%	1	2.7%		
			ELECTRICAL ENGINEERING	1	5.3%	0	.0%	1	2.7%		
			ENGINEERING - STRUCTURAL/ CIVIL	1	5.3%	0	.0%	1	2.7%		
			GRAPHIC DESIGN	0	.0%	1	5.6%	1	2.7%		
			HUMAN RESOURCES/ BUSINESS MANAGEMENT WITH EMPHASIS IN HUMAN RESOURCES	1	5.3%	0	.0%	1	2.7%		
			INFORMATION SYSTEMS	0	.0%	3	16.7%	3	8.1%		
			INTERIOR DESIGN	1	5.3%	0	.0%	1	2.7%		
			LPN/ RN	1	5.3%	0	.0%	1	2.7%		
			MARKETING	1	5.3%	0	.0%	1	2.7%		
			NOTHING SPECIFIC	0	.0%	1	5.6%	1	2.7%		
			NURSING	1	5.3%	2	11.1%	3	8.1%		
			PSYCHOLOGY	0	.0%	3	16.7%	3	8.1%		
			SALES/ BUSINESS/ MARKETING	1	5.3%	0	.0%	1	2.7%		
			SOCIAL SERVICES	0	.0%	1	5.6%	1	2.7%		
			SOCIAL WORK/ PSYCHOLOGY	0	.0%	1	5.6%	1	2.7%		
			TECHICAL BUSINESS/ COMPUTER SCIENCE	0	.0%	1	5.6%	1	2.7%		
			Total			19	100.0%	18	100.0%	37	100.0%

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TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Education Needed For Jobs	Master's degree	Degree For Jobs	CAD/ SURVEY	0	.0%	1	33.3%	1	12.5%
			CIVIL ENGINEERING	1	20.0%	0	.0%	1	12.5%
			INTERNAL MEDICINE	1	20.0%	0	.0%	1	12.5%
			OCCUPATIONAL THERAPY	1	20.0%	0	.0%	1	12.5%
			SCIENCE	1	20.0%	0	.0%	1	12.5%
			SOCIAL WORK/ HUMAN SERVICES	0	.0%	1	33.3%	1	12.5%
			SOCIAL WORKER	0	.0%	1	33.3%	1	12.5%
			SPEECH THERAPY	1	20.0%	0	.0%	1	12.5%
			Total	5	100.0%	3	100.0%	8	100.0%
			Total	Total	Degree For Jobs	AAMA	0	.0%	1
ACCOUNTING/ FINANCE	0	.0%				1	3.0%	1	1.5%
AGRICULTURE	0	.0%				1	3.0%	1	1.5%
ANY DEGREE	1	2.9%				0	.0%	1	1.5%
ARCHITECTURE	1	2.9%				1	3.0%	2	3.0%
BIOLOGY/ CHEMISTRY	1	2.9%				0	.0%	1	1.5%
BUSINESS	1	2.9%				1	3.0%	2	3.0%
BUSINESS/ ACCOUNTING/ FINANCE	0	.0%				1	3.0%	1	1.5%
BUSINESS/ FINANCE	0	.0%				1	3.0%	1	1.5%
BUSINESS/ HOSPITALITY	1	2.9%				0	.0%	1	1.5%
CAD/ SURVEY	0	.0%				1	3.0%	1	1.5%
CIVIL ENGINEERING	3	8.8%				2	6.1%	5	7.5%
COMPUTER SCIENCE	2	5.9%				1	3.0%	3	4.5%
COMPUTER SCIENCE/ ENGINEERING	1	2.9%				0	.0%	1	1.5%
COMPUTER SCIENCE/ MECHANICAL ENGINEERING	1	2.9%				0	.0%	1	1.5%
COMPUTER SCIENCE/ WEB DESIGN	1	2.9%				0	.0%	1	1.5%
CREATIVE ARTS	0	.0%				1	3.0%	1	1.5%
DO NOT KNOW	1	2.9%				0	.0%	1	1.5%
DOES NOT MATTER	1	2.9%				0	.0%	1	1.5%
EDUCATION	1	2.9%				0	.0%	1	1.5%
ELECTRICAL ENGINEERING	1	2.9%				0	.0%	1	1.5%
ELECTRICAL SYSTEMS	1	2.9%				0	.0%	1	1.5%
ENGINEERING - STRUCTURAL/ CIVIL	1	2.9%				0	.0%	1	1.5%
GENERAL EDUCATION	0	.0%				1	3.0%	1	1.5%

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees						
			Less Than 100 Employees		100 Or More Employees		Total		
			Count	Column N %	Count	Column N %	Count	Column N %	
Education Needed For Jobs	Total	Degree For Jobs	GRAPHIC DESIGN	0	.0%	1	3.0%	1	1.5%
			HOSPITALITY/ BUSINESS	1	2.9%	0	.0%	1	1.5%
			HUMAN RESOURCES/ BUSINESS MANAGEMENT WITH EMPHASIS IN HUMAN RESOURCES	1	2.9%	0	.0%	1	1.5%
			INFORMATION SYSTEMS	0	.0%	3	9.1%	3	4.5%
			INTERIOR DESIGN	1	2.9%	0	.0%	1	1.5%
			INTERNAL MEDICINE	1	2.9%	0	.0%	1	1.5%
			LAW ENFORCEMENT	0	.0%	1	3.0%	1	1.5%
			LIBERAL ARTS	1	2.9%	0	.0%	1	1.5%
			LPN/ RN	2	5.9%	1	3.0%	3	4.5%
			MARKETING	1	2.9%	0	.0%	1	1.5%
			NOTHING SPECIFIC	0	.0%	1	3.0%	1	1.5%
			NURSING	2	5.9%	5	15.2%	7	10.4%
			OCCUPATIONAL THERAPY	1	2.9%	0	.0%	1	1.5%
			PROJECT MANAGEMENT	1	2.9%	0	.0%	1	1.5%
			PSYCHOLOGY	0	.0%	3	9.1%	3	4.5%
			SALES/ BUSINESS/ MARKETING	1	2.9%	0	.0%	1	1.5%
			SCIENCE	1	2.9%	0	.0%	1	1.5%
			SOCIAL SERVICES	0	.0%	1	3.0%	1	1.5%
			SOCIAL WORK/ HUMAN SERVICES	0	.0%	1	3.0%	1	1.5%
			SOCIAL WORK/ PSYCHOLOGY	0	.0%	1	3.0%	1	1.5%
			SOCIAL WORKER	0	.0%	1	3.0%	1	1.5%
SPEECH THERAPY	1	2.9%	0	.0%	1	1.5%			
TECHICAL BUSINESS/ COMPUTER SCIENCE	0	.0%	1	3.0%	1	1.5%			
		Total	34	100.0%	33	100.0%	67	100.0%	

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TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees			
						Less Than 100 Employees		100 Or More Employees	
						Count	Column N %	Count	
Jobs Difficult To Fill (Multiple Responses)	ADMINISTRATION	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	NOTHING SPECIFIC	0	.0%		
			Total	Degree For Jobs	NOTHING SPECIFIC	0	.0%		
		AIR IMPORT COORDINATOR	Education Needed For Jobs	Associate degree	Degree For Jobs	BUSINESS/ ACCOUNTING/ FINANCE	0	.0%	
				Total	Degree For Jobs	BUSINESS/ ACCOUNTING/ FINANCE	0	.0%	
	ARCHITECT	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	ARCHITECTURE	1	100.0%		
			Total	Degree For Jobs	ARCHITECTURE	1	100.0%		
		BEHAVIORAL SUPPORT SPECIALIST	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	SOCIAL WORK/ PSYCHOLOGY	0	.0%	
				Total	Degree For Jobs	SOCIAL WORK/ PSYCHOLOGY	0	.0%	
	BUSINESS SYSTEMS ANALYST AND COMPLIANCE	Education Needed For Jobs	Associate degree	Degree For Jobs	COMPUTER SCIENCE	1	100.0%		
			Total	Degree For Jobs	COMPUTER SCIENCE	1	100.0%		
		CAD TECHNICIAN	Education Needed For Jobs	Master's degree	Degree For Jobs	CAD/ SURVEY	0	.0%	
				Total	Degree For Jobs	CAD/ SURVEY	0	.0%	
	COUNSELORS - COMMUNITY TEAM SUPPORT	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	PSYCHOLOGY	0	.0%		
			Total	Degree For Jobs	PSYCHOLOGY	0	.0%		
		CREATIVE DIRECTOR	Education Needed For Jobs	Associate degree	Degree For Jobs	CREATIVE ARTS	0	.0%	
				Total	Degree For Jobs	CREATIVE ARTS	0	.0%	
	DATABASE DEVELOPER	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	INFORMATION SYSTEMS	0	.0%		
			Total	Degree For Jobs	INFORMATION SYSTEMS	0	.0%		

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees			
						100 Or More Employees	Total		
						Column N %	Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)	ADMINISTRATION	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	NOTHING SPECIFIC	100.0%	1	100.0%	
			Total	Degree For Jobs	NOTHING SPECIFIC	100.0%	1	100.0%	
		AIR IMPORT COORDINATOR	Education Needed For Jobs	Associate degree	Degree For Jobs	BUSINESS/ ACCOUNTING/ FINANCE	100.0%	1	100.0%
				Total	Degree For Jobs	BUSINESS/ ACCOUNTING/ FINANCE	100.0%	1	100.0%
	ARCHITECT	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	ARCHITECTURE	.0%	1	100.0%	
			Total	Degree For Jobs	ARCHITECTURE	.0%	1	100.0%	
		BEHAVIORAL SUPPORT SPECIALIST	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	SOCIAL WORK/ PSYCHOLOGY	100.0%	1	100.0%
				Total	Degree For Jobs	SOCIAL WORK/ PSYCHOLOGY	100.0%	1	100.0%
	BUSINESS SYSTEMS ANALYST AND COMPLIANCE	Education Needed For Jobs	Associate degree	Degree For Jobs	COMPUTER SCIENCE	.0%	1	100.0%	
			Total	Degree For Jobs	COMPUTER SCIENCE	.0%	1	100.0%	
		CAD TECHNICIAN	Education Needed For Jobs	Master's degree	Degree For Jobs	CAD/ SURVEY	100.0%	1	100.0%
				Total	Degree For Jobs	CAD/ SURVEY	100.0%	1	100.0%
	COUNSELORS - COMMUNITY TEAM SUPPORT	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	PSYCHOLOGY	100.0%	1	100.0%	
			Total	Degree For Jobs	PSYCHOLOGY	100.0%	1	100.0%	
		CREATIVE DIRECTOR	Education Needed For Jobs	Associate degree	Degree For Jobs	CREATIVE ARTS	100.0%	1	100.0%
				Total	Degree For Jobs	CREATIVE ARTS	100.0%	1	100.0%
	DATABASE DEVELOPER	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	INFORMATION SYSTEMS	100.0%	1	100.0%	
			Total	Degree For Jobs	INFORMATION SYSTEMS	100.0%	1	100.0%	

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees		
						Less Than 100 Employees		100 Or More Employees
						Count	Column N %	Count
Jobs Difficult To Fill (Multiple Responses)	DIRECTOR	Education Needed For Jobs	Master's degree	Degree For Jobs	SOCIAL WORK/ HUMAN SERVICES	0	.0%	
			Total	Degree For Jobs	SOCIAL WORK/ HUMAN SERVICES	0	.0%	
		Total	Degree For Jobs	SOCIAL WORK/ HUMAN SERVICES	0	.0%		
			Total	Degree For Jobs	SOCIAL WORK/ HUMAN SERVICES	0	.0%	
	DIRECTOR IN SALES AND MARKETING	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	SALES/ BUSINESS/ MARKETING	1	100.0%	
			Total	Degree For Jobs	SALES/ BUSINESS/ MARKETING	1	100.0%	
		Total	Degree For Jobs	SALES/ BUSINESS/ MARKETING	1	100.0%		
			Total	Degree For Jobs	SALES/ BUSINESS/ MARKETING	1	100.0%	
	ENGINEER - CIVIL ONE	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	CIVIL ENGINEERING	1	100.0%	
			Total	Degree For Jobs	CIVIL ENGINEERING	1	100.0%	
		Total	Degree For Jobs	CIVIL ENGINEERING	1	100.0%		
			Total	Degree For Jobs	CIVIL ENGINEERING	1	100.0%	
	ENGINEER - CIVIL TWO	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	CIVIL ENGINEERING	1	100.0%	
			Total	Degree For Jobs	CIVIL ENGINEERING	1	100.0%	
		Total	Degree For Jobs	CIVIL ENGINEERING	1	100.0%		
			Total	Degree For Jobs	CIVIL ENGINEERING	1	100.0%	
	ENGINEER - ELECTRICAL	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	ELECTRICAL ENGINEERING	1	100.0%	
			Total	Degree For Jobs	ELECTRICAL ENGINEERING	1	100.0%	
		Total	Degree For Jobs	ELECTRICAL ENGINEERING	1	100.0%		
			Total	Degree For Jobs	ELECTRICAL ENGINEERING	1	100.0%	
	ENGINEER - PROJECT ENGINEER	Education Needed For Jobs	Master's degree	Degree For Jobs	CIVIL ENGINEERING	1	100.0%	
			Total	Degree For Jobs	CIVIL ENGINEERING	1	100.0%	
		Total	Degree For Jobs	CIVIL ENGINEERING	1	100.0%		
			Total	Degree For Jobs	CIVIL ENGINEERING	1	100.0%	
ENGINEERING INSPECTOR	Education Needed For Jobs	Associate degree	Degree For Jobs	CIVIL ENGINEERING	0	.0%		
		Total	Degree For Jobs	CIVIL ENGINEERING	0	.0%		
	Total	Degree For Jobs	CIVIL ENGINEERING	0	.0%			
		Total	Degree For Jobs	CIVIL ENGINEERING	0	.0%		
ENGINEERS	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	ENGINEERING - STRUCTURAL/ CIVIL	1	100.0%		
		Total	Degree For Jobs	ENGINEERING - STRUCTURAL/ CIVIL	1	100.0%		
	Total	Degree For Jobs	ENGINEERING - STRUCTURAL/ CIVIL	1	100.0%			
		Total	Degree For Jobs	ENGINEERING - STRUCTURAL/ CIVIL	1	100.0%		

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees		
						100 Or More Employees	Total	
						Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	DIRECTOR	Education Needed For Jobs	Master's degree	Degree For Jobs	SOCIAL WORK/ HUMAN SERVICES	100.0%	1	100.0%
			Total	Degree For Jobs	SOCIAL WORK/ HUMAN SERVICES	100.0%	1	100.0%
		Total	Degree For Jobs	SOCIAL WORK/ HUMAN SERVICES	100.0%	1	100.0%	
			Total	Degree For Jobs	SOCIAL WORK/ HUMAN SERVICES	100.0%	1	100.0%
	DIRECTOR IN SALES AND MARKETING	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	SALES/ BUSINESS/ MARKETING	.0%	1	100.0%
			Total	Degree For Jobs	SALES/ BUSINESS/ MARKETING	.0%	1	100.0%
		Total	Degree For Jobs	SALES/ BUSINESS/ MARKETING	.0%	1	100.0%	
			Total	Degree For Jobs	SALES/ BUSINESS/ MARKETING	.0%	1	100.0%
	ENGINEER - CIVIL ONE	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	CIVIL ENGINEERING	.0%	1	100.0%
			Total	Degree For Jobs	CIVIL ENGINEERING	.0%	1	100.0%
		Total	Degree For Jobs	CIVIL ENGINEERING	.0%	1	100.0%	
			Total	Degree For Jobs	CIVIL ENGINEERING	.0%	1	100.0%
	ENGINEER - CIVIL TWO	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	CIVIL ENGINEERING	.0%	1	100.0%
			Total	Degree For Jobs	CIVIL ENGINEERING	.0%	1	100.0%
		Total	Degree For Jobs	CIVIL ENGINEERING	.0%	1	100.0%	
			Total	Degree For Jobs	CIVIL ENGINEERING	.0%	1	100.0%
	ENGINEER - ELECTRICAL	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	ELECTRICAL ENGINEERING	.0%	1	100.0%
			Total	Degree For Jobs	ELECTRICAL ENGINEERING	.0%	1	100.0%
		Total	Degree For Jobs	ELECTRICAL ENGINEERING	.0%	1	100.0%	
			Total	Degree For Jobs	ELECTRICAL ENGINEERING	.0%	1	100.0%
	ENGINEER - PROJECT ENGINEER	Education Needed For Jobs	Master's degree	Degree For Jobs	CIVIL ENGINEERING	.0%	1	100.0%
			Total	Degree For Jobs	CIVIL ENGINEERING	.0%	1	100.0%
		Total	Degree For Jobs	CIVIL ENGINEERING	.0%	1	100.0%	
			Total	Degree For Jobs	CIVIL ENGINEERING	.0%	1	100.0%
ENGINEERING INSPECTOR	Education Needed For Jobs	Associate degree	Degree For Jobs	CIVIL ENGINEERING	100.0%	1	100.0%	
		Total	Degree For Jobs	CIVIL ENGINEERING	100.0%	1	100.0%	
	Total	Degree For Jobs	CIVIL ENGINEERING	100.0%	1	100.0%		
		Total	Degree For Jobs	CIVIL ENGINEERING	100.0%	1	100.0%	
ENGINEERS	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	ENGINEERING - STRUCTURAL/ CIVIL	.0%	1	100.0%	
		Total	Degree For Jobs	ENGINEERING - STRUCTURAL/ CIVIL	.0%	1	100.0%	
	Total	Degree For Jobs	ENGINEERING - STRUCTURAL/ CIVIL	.0%	1	100.0%		
		Total	Degree For Jobs	ENGINEERING - STRUCTURAL/ CIVIL	.0%	1	100.0%	

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees			
						Less Than 100 Employees		100 Or More Employees	
						Count	Column N %	Count	
Jobs Difficult To Fill (Multiple Responses)	ENGINEERS - FPGA	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	COMPUTER SCIENCE/ ENGINEERING	1	100.0%		
			Total	Degree For Jobs	COMPUTER SCIENCE/ ENGINEERING	1	100.0%		
		FACILITIES PROJECT TECHNICIAN	Education Needed For Jobs	Associate degree	Degree For Jobs	CIVIL ENGINEERING	0	.0%	
				Total	Degree For Jobs	CIVIL ENGINEERING	0	.0%	
	FARM WORKER/ SUPERVISOR	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	AGRICULTURE	0	.0%		
			Total	Degree For Jobs	AGRICULTURE	0	.0%		
		FOOD AND BEVERAGE LEADER	Education Needed For Jobs	Associate degree	Degree For Jobs	BUSINESS/ HOSPITALITY	1	100.0%	
				Total	Degree For Jobs	BUSINESS/ HOSPITALITY	1	100.0%	
	GRAPHIC COMMUNICATIONS SPECIALIST	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	GRAPHIC DESIGN	0	.0%		
			Total	Degree For Jobs	GRAPHIC DESIGN	0	.0%		
		GRAPHIC WEB DESIGNER AND WEBSITE MAINTAINER	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	DO NOT KNOW	1	100.0%	
				Total	Degree For Jobs	DO NOT KNOW	1	100.0%	
	HUMAN RESOURCES MANAGER	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	HUMAN RESOURCES/ BUSINESS MANAGEMENT WITH EMPHASIS IN HUMAN RESOURCES	1	100.0%		
			Total	Degree For Jobs	HUMAN RESOURCES/ BUSINESS MANAGEMENT WITH EMPHASIS IN HUMAN RESOURCES	1	100.0%		
		HVAC SERVICE SALESPERSON	Education Needed For Jobs	Associate degree	Degree For Jobs	GENERAL EDUCATION	0	.0%	
				Total	Degree For Jobs	GENERAL EDUCATION	0	.0%	
						0	.0%		

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees			
						100 Or More Employees	Total		
						Column N %	Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)	ENGINEERS - FPGA	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	COMPUTER SCIENCE/ ENGINEERING	.0%	1	100.0%	
			Total	Degree For Jobs	COMPUTER SCIENCE/ ENGINEERING	.0%	1	100.0%	
		FACILITIES PROJECT TECHNICIAN	Education Needed For Jobs	Associate degree	Degree For Jobs	CIVIL ENGINEERING	100.0%	1	100.0%
				Total	Degree For Jobs	CIVIL ENGINEERING	100.0%	1	100.0%
	FARM WORKER/ SUPERVISOR	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	AGRICULTURE	100.0%	1	100.0%	
			Total	Degree For Jobs	AGRICULTURE	100.0%	1	100.0%	
		FOOD AND BEVERAGE LEADER	Education Needed For Jobs	Associate degree	Degree For Jobs	BUSINESS/ HOSPITALITY	.0%	1	100.0%
				Total	Degree For Jobs	BUSINESS/ HOSPITALITY	.0%	1	100.0%
	GRAPHIC COMMUNICATIONS SPECIALIST	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	GRAPHIC DESIGN	100.0%	1	100.0%	
			Total	Degree For Jobs	GRAPHIC DESIGN	100.0%	1	100.0%	
		GRAPHIC WEB DESIGNER AND WEBSITE MAINTAINER	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	DO NOT KNOW	.0%	1	100.0%
				Total	Degree For Jobs	DO NOT KNOW	.0%	1	100.0%
	HUMAN RESOURCES MANAGER	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	HUMAN RESOURCES/ BUSINESS MANAGEMENT WITH EMPHASIS IN HUMAN RESOURCES	.0%	1	100.0%	
			Total	Degree For Jobs	HUMAN RESOURCES/ BUSINESS MANAGEMENT WITH EMPHASIS IN HUMAN RESOURCES	.0%	1	100.0%	
		HVAC SERVICE SALESPERSON	Education Needed For Jobs	Associate degree	Degree For Jobs	GENERAL EDUCATION	100.0%	1	100.0%
				Total	Degree For Jobs	GENERAL EDUCATION	100.0%	1	100.0%

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees				
						Less Than 100 Employees		100 Or More Employees		
						Count	Column N %	Count		
Jobs Difficult To Fill (Multiple Responses)	INTERIOR DESIGNER	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	INTERIOR DESIGN	1	100.0%			
			Total	Degree For Jobs	INTERIOR DESIGN	1	100.0%			
			IT FRONT END DEVELOPERS	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	COMPUTER SCIENCE	0	.0%	
					Total	Degree For Jobs	COMPUTER SCIENCE	0	.0%	
	IT PROJECT MANAGERS	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	TECHICAL BUSINESS/ COMPUTER SCIENCE	0	.0%			
			Total	Degree For Jobs	TECHICAL BUSINESS/ COMPUTER SCIENCE	0	.0%			
			MARKETING	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	MARKETING	1	100.0%	
					Total	Degree For Jobs	MARKETING	1	100.0%	
	MEDICAL ASSISTANT	Education Needed For Jobs	Associate degree	Degree For Jobs	AAMA	0	.0%			
			Total	Degree For Jobs	AAMA	0	.0%			
			MENTAL HEALTH TECHNICIAN	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	PSYCHOLOGY	0	.0%	
					Total	Degree For Jobs	PSYCHOLOGY	0	.0%	
	NURSES	Education Needed For Jobs	Associate degree	Degree For Jobs	LPN/ RN	1	50.0%			
				Degree For Jobs	NURSING	1	50.0%			
				Total	Degree For Jobs	LPN/ RN	1	50.0%		
				Total	Degree For Jobs	NURSING	1	50.0%		
			Bachelor's degree	Degree For Jobs	LPN/ RN	1	50.0%			
				Degree For Jobs	NURSING	1	50.0%			
				Total	Degree For Jobs	LPN/ RN	2	100.0%		
				Total	Degree For Jobs	NURSING	2	100.0%		
	Total	Degree For Jobs	LPN/ RN	2	50.0%					
	Total	Degree For Jobs	NURSING	2	50.0%					
	Total	Degree For Jobs	LPN/ RN	4	100.0%					

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees			
						Less Than 100 Employees		100 Or More Employees	
						Count	Column N %	Count	
Jobs Difficult To Fill (Multiple Responses)	NURSES - FIELD	Education Needed For Jobs	Associate degree	Degree For Jobs	NURSING	0	.0%	1	
			Total			0	.0%	1	
		NURSES - LPN	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	NURSING	0	.0%	1
				Total			0	.0%	1
	NURSES - RN	Education Needed For Jobs	Associate degree	Degree For Jobs	NURSING	0	.0%	1	
			Total			0	.0%	1	
		Bachelor's degree	Degree For Jobs	NURSING			0	.0%	1
				Total			0	.0%	1
	OCCUPATIONAL THERAPIST	Education Needed For Jobs	Master's degree	Degree For Jobs	OCCUPATIONAL THERAPY	1	100.0%	0	
			Total			1	100.0%	0	
		Bachelor's degree	Degree For Jobs	OCCUPATIONAL THERAPY			1	100.0%	0
				Total			1	100.0%	0
	OCEAN EXPORT COORDINATOR	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	BUSINESS	0	.0%	1	
			Total			0	.0%	1	
		Total	Degree For Jobs	BUSINESS			0	.0%	1
				Total			0	.0%	1
	OPERATIONS MANAGER	Education Needed For Jobs	Associate degree	Degree For Jobs	BUSINESS/ FINANCE	0	.0%	1	
			Total			0	.0%	1	
		Total	Degree For Jobs	BUSINESS/ FINANCE			0	.0%	1
				Total			0	.0%	1
OPHTHALMIC TECHNICIAN	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	BIOLOGY/ CHEMISTRY	1	100.0%	0		
		Total			1	100.0%	0		
	Total	Degree For Jobs	BIOLOGY/ CHEMISTRY			1	100.0%	0	
			Total			1	100.0%	0	
PHYSICIAN	Education Needed For Jobs	Master's degree	Degree For Jobs	INTERNAL MEDICINE	1	100.0%	0		
		Total			1	100.0%	0		
	Total	Degree For Jobs	INTERNAL MEDICINE			1	100.0%	0	
			Total			1	100.0%	0	

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees				
						100 Or More Employees	Total			
						Column N %	Count	Column N %		
Jobs Difficult To Fill (Multiple Responses)	NURSES - FIELD	Education Needed For Jobs	Associate degree	Degree For Jobs	NURSING	100.0%	1	100.0%		
			Total	Degree For Jobs	NURSING	100.0%	1	100.0%		
			NURSES - LPN	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	NURSING	100.0%	1	100.0%
					Total	Degree For Jobs	NURSING	100.0%	1	100.0%
	NURSES - RN	Education Needed For Jobs	Associate degree	Degree For Jobs	NURSING	100.0%	1	100.0%		
					Total	Degree For Jobs	NURSING	100.0%	1	100.0%
			Bachelor's degree	Degree For Jobs	NURSING	100.0%	1	100.0%		
					Total	Degree For Jobs	NURSING	100.0%	2	100.0%
			OCCUPATIONAL THERAPIST	Education Needed For Jobs	Master's degree	Degree For Jobs	OCCUPATIONAL THERAPY	.0%	1	100.0%
							Total	Degree For Jobs	OCCUPATIONAL THERAPY	.0%
	OCEAN EXPORT COORDINATOR	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	BUSINESS	100.0%	1	100.0%		
					Total	Degree For Jobs	BUSINESS	100.0%	1	100.0%
			OPERATIONS MANAGER	Education Needed For Jobs	Associate degree	Degree For Jobs	BUSINESS/ FINANCE	100.0%	1	100.0%
							Total	Degree For Jobs	BUSINESS/ FINANCE	100.0%
	OPHTHALMIC TECHNICIAN	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	BIOLOGY/ CHEMISTRY	.0%	1	100.0%		
					Total	Degree For Jobs	BIOLOGY/ CHEMISTRY	.0%	1	100.0%
					PHYSICIAN	Education Needed For Jobs	Master's degree	Degree For Jobs	INTERNAL MEDICINE	.0%
	Total	Degree For Jobs	INTERNAL MEDICINE	.0%					1	100.0%
	Total	Degree For Jobs	INTERNAL MEDICINE	.0%					1	100.0%

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees			
						Less Than 100 Employees		100 Or More Employees	
						Count	Column N %	Count	
Jobs Difficult To Fill (Multiple Responses)	PLC PROGRAMMERS	Education Needed For Jobs	Associate degree	Degree For Jobs	ELECTRICAL SYSTEMS	1	100.0%	0	
			Total	Degree For Jobs	ELECTRICAL SYSTEMS	1	100.0%	0	
		PROGRAM ADVISOR	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	DOES NOT MATTER	1	100.0%	0
				Total	Degree For Jobs	DOES NOT MATTER	1	100.0%	0
	PROJECT ASSOCIATES	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	ARCHITECTURE	0	.0%	1	
			Total	Degree For Jobs	ARCHITECTURE	0	.0%	1	
		PROJECT MANAGEMENT	Education Needed For Jobs	Associate degree	Degree For Jobs	PROJECT MANAGEMENT	1	100.0%	0
				Total	Degree For Jobs	PROJECT MANAGEMENT	1	100.0%	0
	QUALITY CONTROL TECHNICIAN	Education Needed For Jobs	Associate degree	Degree For Jobs	LIBERAL ARTS	1	100.0%	0	
			Total	Degree For Jobs	LIBERAL ARTS	1	100.0%	0	
		SALES	Education Needed For Jobs	Associate degree	Degree For Jobs	ANY DEGREE	1	100.0%	0
				Total	Degree For Jobs	ANY DEGREE	1	100.0%	0
	SALES - INSIDE CUSTOMER SERVICE		Education Needed For Jobs	Bachelor's degree	Degree For Jobs	BUSINESS	1	100.0%	0
				Total	Degree For Jobs	BUSINESS	1	100.0%	0
		SALES MANAGER	Education Needed For Jobs	Associate degree	Degree For Jobs	HOSPITALITY/ BUSINESS	1	100.0%	0
				Total	Degree For Jobs	HOSPITALITY/ BUSINESS	1	100.0%	0
	SCIENCE - PH.D.		Education Needed For Jobs	Master's degree	Degree For Jobs	SCIENCE	1	100.0%	0
				Total	Degree For Jobs	SCIENCE	1	100.0%	0

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees				
						100 Or More Employees	Total			
						Column N %	Count	Column N %		
Jobs Difficult To Fill (Multiple Responses)	PLC PROGRAMMERS	Education Needed For Jobs	Associate degree	Degree For Jobs	ELECTRICAL SYSTEMS	.0%	1	100.0%		
			Total	Degree For Jobs	ELECTRICAL SYSTEMS	.0%	1	100.0%		
			PROGRAM ADVISOR	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	DOES NOT MATTER	.0%	1	100.0%
					Total	Degree For Jobs	DOES NOT MATTER	.0%	1	100.0%
	PROJECT ASSOCIATES	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	ARCHITECTURE	100.0%	1	100.0%		
				Total	Degree For Jobs	ARCHITECTURE	100.0%	1	100.0%	
			PROJECT MANAGEMENT	Education Needed For Jobs	Associate degree	Degree For Jobs	PROJECT MANAGEMENT	.0%	1	100.0%
					Total	Degree For Jobs	PROJECT MANAGEMENT	.0%	1	100.0%
	QUALITY CONTROL TECHNICIAN	Education Needed For Jobs	Associate degree	Degree For Jobs	LIBERAL ARTS	.0%	1	100.0%		
				Total	Degree For Jobs	LIBERAL ARTS	.0%	1	100.0%	
			SALES	Education Needed For Jobs	Associate degree	Degree For Jobs	ANY DEGREE	.0%	1	100.0%
					Total	Degree For Jobs	ANY DEGREE	.0%	1	100.0%
	SALES - INSIDE CUSTOMER SERVICE	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	BUSINESS	.0%	1	100.0%		
				Total	Degree For Jobs	BUSINESS	.0%	1	100.0%	
			SALES MANAGER	Education Needed For Jobs	Associate degree	Degree For Jobs	HOSPITALITY/ BUSINESS	.0%	1	100.0%
					Total	Degree For Jobs	HOSPITALITY/ BUSINESS	.0%	1	100.0%
	SCIENCE - PH.D.	Education Needed For Jobs	Master's degree	Degree For Jobs	SCIENCE	.0%	1	100.0%		
				Total	Degree For Jobs	SCIENCE	.0%	1	100.0%	
			SALES	Education Needed For Jobs	Associate degree	Degree For Jobs	ANY DEGREE	.0%	1	100.0%
					Total	Degree For Jobs	ANY DEGREE	.0%	1	100.0%
	SALES - INSIDE CUSTOMER SERVICE	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	BUSINESS	.0%	1	100.0%		
				Total	Degree For Jobs	BUSINESS	.0%	1	100.0%	
			SALES MANAGER	Education Needed For Jobs	Associate degree	Degree For Jobs	HOSPITALITY/ BUSINESS	.0%	1	100.0%
					Total	Degree For Jobs	HOSPITALITY/ BUSINESS	.0%	1	100.0%
	SCIENCE - PH.D.	Education Needed For Jobs	Master's degree	Degree For Jobs	SCIENCE	.0%	1	100.0%		
				Total	Degree For Jobs	SCIENCE	.0%	1	100.0%	

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees			
						Less Than 100 Employees		100 Or More Employees	
						Count	Column N %	Count	
Jobs Difficult To Fill (Multiple Responses)	SOFTWARE ENGINEERING	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	COMPUTER SCIENCE/ MECHANICAL ENGINEERING	1	100.0%		
			Total	Degree For Jobs	COMPUTER SCIENCE/ MECHANICAL ENGINEERING	1	100.0%		
			Total	Degree For Jobs	COMPUTER SCIENCE/ MECHANICAL ENGINEERING	1	100.0%		
			Total	Degree For Jobs	COMPUTER SCIENCE/ MECHANICAL ENGINEERING	1	100.0%		
	SPECIAL AGENTS	Education Needed For Jobs	Associate degree	Degree For Jobs	Degree For Jobs	LAW ENFORCEMENT	0	.0%	
				Total	Degree For Jobs	LAW ENFORCEMENT	0	.0%	
				Total	Degree For Jobs	LAW ENFORCEMENT	0	.0%	
				Total	Degree For Jobs	LAW ENFORCEMENT	0	.0%	
	SPEECH PATHOLOGISTS	Education Needed For Jobs	Master's degree	Degree For Jobs	Degree For Jobs	SPEECH THERAPY	1	100.0%	
				Total	Degree For Jobs	SPEECH THERAPY	1	100.0%	
				Total	Degree For Jobs	SPEECH THERAPY	1	100.0%	
				Total	Degree For Jobs	SPEECH THERAPY	1	100.0%	
	SUPERVISOR - ACCREDITATION	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	Degree For Jobs	INFORMATION SYSTEMS	0	.0%	
				Total	Degree For Jobs	INFORMATION SYSTEMS	0	.0%	
				Total	Degree For Jobs	INFORMATION SYSTEMS	0	.0%	
				Total	Degree For Jobs	INFORMATION SYSTEMS	0	.0%	
	SYSTEM ADMINISTRATOR	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	Degree For Jobs	COMPUTER SCIENCE	1	100.0%	
				Total	Degree For Jobs	COMPUTER SCIENCE	1	100.0%	
				Total	Degree For Jobs	COMPUTER SCIENCE	1	100.0%	
				Total	Degree For Jobs	COMPUTER SCIENCE	1	100.0%	
	TEACHER - LEAD	Education Needed For Jobs	Associate degree	Degree For Jobs	Degree For Jobs	EDUCATION	1	100.0%	
				Total	Degree For Jobs	EDUCATION	1	100.0%	
				Total	Degree For Jobs	EDUCATION	1	100.0%	
				Total	Degree For Jobs	EDUCATION	1	100.0%	
	TEAM LEADER	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	Degree For Jobs	SOCIAL SERVICES	0	.0%	
				Total	Degree For Jobs	SOCIAL SERVICES	0	.0%	
				Total	Degree For Jobs	SOCIAL SERVICES	0	.0%	
				Total	Degree For Jobs	SOCIAL SERVICES	0	.0%	
	THERAPIST	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	Degree For Jobs	PSYCHOLOGY	0	.0%	
				Total	Degree For Jobs	PSYCHOLOGY	0	.0%	
Master's degree			Degree For Jobs	Degree For Jobs	SOCIAL WORKER	0	.0%		
			Total	Degree For Jobs	SOCIAL WORKER	0	.0%		
Total			Degree For Jobs	Degree For Jobs	PSYCHOLOGY	0	.0%		
			Degree For Jobs	Degree For Jobs	SOCIAL WORKER	0	.0%		

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees		
						100 Or More Employees	Total	
						Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SOFTWARE ENGINEERING	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	COMPUTER SCIENCE/ MECHANICAL ENGINEERING	.0%	1	100.0%
					Total	.0%	1	100.0%
			Total	Degree For Jobs	COMPUTER SCIENCE/ MECHANICAL ENGINEERING	.0%	1	100.0%
					Total	.0%	1	100.0%
	SPECIAL AGENTS	Education Needed For Jobs	Associate degree	Degree For Jobs	LAW ENFORCEMENT	100.0%	1	100.0%
					Total	100.0%	1	100.0%
			Total	Degree For Jobs	LAW ENFORCEMENT	100.0%	1	100.0%
					Total	100.0%	1	100.0%
	SPEECH PATHOLOGISTS	Education Needed For Jobs	Master's degree	Degree For Jobs	SPEECH THERAPY	.0%	1	100.0%
					Total	.0%	1	100.0%
			Total	Degree For Jobs	SPEECH THERAPY	.0%	1	100.0%
					Total	.0%	1	100.0%
	SUPERVISOR - ACCREDITATION	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	INFORMATION SYSTEMS	100.0%	1	100.0%
					Total	100.0%	1	100.0%
			Total	Degree For Jobs	INFORMATION SYSTEMS	100.0%	1	100.0%
					Total	100.0%	1	100.0%
	SYSTEM ADMINISTRATOR	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	COMPUTER SCIENCE	.0%	1	100.0%
					Total	.0%	1	100.0%
			Total	Degree For Jobs	COMPUTER SCIENCE	.0%	1	100.0%
					Total	.0%	1	100.0%
	TEACHER - LEAD	Education Needed For Jobs	Associate degree	Degree For Jobs	EDUCATION	.0%	1	100.0%
					Total	.0%	1	100.0%
			Total	Degree For Jobs	EDUCATION	.0%	1	100.0%
					Total	.0%	1	100.0%
TEAM LEADER	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	SOCIAL SERVICES	100.0%	1	100.0%	
				Total	100.0%	1	100.0%	
		Total	Degree For Jobs	SOCIAL SERVICES	100.0%	1	100.0%	
				Total	100.0%	1	100.0%	
THERAPIST	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	PSYCHOLOGY	100.0%	1	100.0%	
				Total	100.0%	1	100.0%	
		Master's degree	Degree For Jobs	SOCIAL WORKER	100.0%	1	100.0%	
				Total	100.0%	1	100.0%	
		Total	Degree For Jobs	PSYCHOLOGY	50.0%	1	50.0%	
				SOCIAL WORKER	50.0%	1	50.0%	
Total	100.0%	2	100.0%					

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees				
						Less Than 100 Employees		100 Or More Employees		
						Count	Column N %	Count		
Jobs Difficult To Fill (Multiple Responses)	UI DEVELOPER	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	INFORMATION SYSTEMS	0	.0%	1		
			Total	Degree For Jobs	INFORMATION SYSTEMS	0	.0%	1		
			VP-FINANCE	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	ACCOUNTING/ FINANCE	0	.0%	1
					Total	Degree For Jobs	ACCOUNTING/ FINANCE	0	.0%	1
	WEB DESIGNER	Education Needed For Jobs			Bachelor's degree	Degree For Jobs	COMPUTER SCIENCE/ WEB DESIGN	1	100.0%	0
					Total	Degree For Jobs	COMPUTER SCIENCE/ WEB DESIGN	1	100.0%	0
			Total	Education Needed For Jobs	Associate degree	Degree For Jobs	AAMA	0	.0%	1
					ANY DEGREE		1	10.0%	0	
	BUSINESS/ ACCOUNTING/ FINANCE	0			.0%		1			
	BUSINESS/ FINANCE	0			.0%		1			
	BUSINESS/ HOSPITALITY	1			10.0%		0			
	CIVIL ENGINEERING	0			.0%		2			
	COMPUTER SCIENCE	1			10.0%		0			
	CREATIVE ARTS	0			.0%		1			
	EDUCATION	1			10.0%		0			
	ELECTRICAL SYSTEMS	1			10.0%		0			
	GENERAL EDUCATION	0			.0%		1			
	HOSPITALITY/ BUSINESS	1			10.0%		0			
	LAW ENFORCEMENT	0			.0%		1			
	LIBERAL ARTS	1			10.0%		0			
	LPN/ RN	1			10.0%		1			
	NURSING	1			10.0%		3			
	PROJECT MANAGEMENT	1	10.0%	0						
	Total	10	100.0%	12						

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

						Number Of Employees				
						100 Or More Employees	Total			
						Column N %	Count	Column N %		
Jobs Difficult To Fill (Multiple Responses)	UI DEVELOPER	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	INFORMATION SYSTEMS	100.0%	1	100.0%		
			Total	Degree For Jobs	INFORMATION SYSTEMS	100.0%	1	100.0%		
			VP-FINANCE	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	ACCOUNTING/ FINANCE	100.0%	1	100.0%
					Total	Degree For Jobs	ACCOUNTING/ FINANCE	100.0%	1	100.0%
	WEB DESIGNER	Education Needed For Jobs			Bachelor's degree	Degree For Jobs	COMPUTER SCIENCE/ WEB DESIGN	.0%	1	100.0%
					Total	Degree For Jobs	COMPUTER SCIENCE/ WEB DESIGN	.0%	1	100.0%
			Total	Education Needed For Jobs	Associate degree	Degree For Jobs	AAMA	8.3%	1	4.5%
							ANY DEGREE	.0%	1	4.5%
	BUSINESS/ ACCOUNTING/ FINANCE	8.3%					1	4.5%		
	BUSINESS/ FINANCE	8.3%					1	4.5%		
	BUSINESS/ HOSPITALITY	.0%					1	4.5%		
	CIVIL ENGINEERING	16.7%					2	9.1%		
	COMPUTER SCIENCE	.0%					1	4.5%		
	CREATIVE ARTS	8.3%					1	4.5%		
	EDUCATION	.0%					1	4.5%		
	ELECTRICAL SYSTEMS	.0%					1	4.5%		
	GENERAL EDUCATION	8.3%					1	4.5%		
	HOSPITALITY/ BUSINESS	.0%					1	4.5%		
	LAW ENFORCEMENT	8.3%					1	4.5%		
	LIBERAL ARTS	.0%					1	4.5%		
	LPN/ RN	8.3%					2	9.1%		
	NURSING	25.0%					4	18.2%		
	PROJECT MANAGEMENT	.0%	1	4.5%						
	Total	100.0%	22	100.0%						

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill (Multiple Responses)	Total	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	Number Of Employees			
					Less Than 100 Employees		100 Or More Employees	
					Count	Column N %	Count	
					ACCOUNTING/ FINANCE	0	.0%	1
					AGRICULTURE	0	.0%	1
					ARCHITECTURE	1	5.3%	1
					BIOLOGY/ CHEMISTRY	1	5.3%	0
					BUSINESS	1	5.3%	1
					CIVIL ENGINEERING	2	10.5%	0
					COMPUTER SCIENCE	1	5.3%	1
					COMPUTER SCIENCE/ ENGINEERING	1	5.3%	0
					COMPUTER SCIENCE/ MECHANICAL ENGINEERING	1	5.3%	0
					COMPUTER SCIENCE/ WEB DESIGN	1	5.3%	0
					DO NOT KNOW	1	5.3%	0
					DOES NOT MATTER	1	5.3%	0
					ELECTRICAL ENGINEERING	1	5.3%	0
					ENGINEERING - STRUCTURAL/ CIVIL	1	5.3%	0
					GRAPHIC DESIGN	0	.0%	1
					HUMAN RESOURCES/ BUSINESS MANAGEMENT WITH EMPHASIS IN HUMAN RESOURCES	1	5.3%	0
					INFORMATION SYSTEMS	0	.0%	3
					INTERIOR DESIGN	1	5.3%	0
					LPN/ RN	1	5.3%	0
					MARKETING	1	5.3%	0
					NOTHING SPECIFIC	0	.0%	1
					NURSING	1	5.3%	2
					PSYCHOLOGY	0	.0%	3
					SALES/ BUSINESS/ MARKETING	1	5.3%	0
					SOCIAL SERVICES	0	.0%	1
					SOCIAL WORK/ PSYCHOLOGY	0	.0%	1
					TECHICAL BUSINESS/ COMPUTER SCIENCE	0	.0%	1
					Total	19	100.0%	18

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TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill (Multiple Responses)	Total	Education Needed For Jobs	Bachelor's degree	Degree For Jobs	Number Of Employees			
					100 Or More Employees	Total		
					Column N %	Count	Column N %	
					ACCOUNTING/ FINANCE	5.6%	1	2.7%
					AGRICULTURE	5.6%	1	2.7%
					ARCHITECTURE	5.6%	2	5.4%
					BIOLOGY/ CHEMISTRY	.0%	1	2.7%
					BUSINESS	5.6%	2	5.4%
					CIVIL ENGINEERING	.0%	2	5.4%
					COMPUTER SCIENCE	5.6%	2	5.4%
					COMPUTER SCIENCE/ ENGINEERING	.0%	1	2.7%
					COMPUTER SCIENCE/ MECHANICAL ENGINEERING	.0%	1	2.7%
					COMPUTER SCIENCE/ WEB DESIGN	.0%	1	2.7%
					DO NOT KNOW	.0%	1	2.7%
					DOES NOT MATTER	.0%	1	2.7%
					ELECTRICAL ENGINEERING	.0%	1	2.7%
					ENGINEERING - STRUCTURAL/ CIVIL	.0%	1	2.7%
					GRAPHIC DESIGN	5.6%	1	2.7%
					HUMAN RESOURCES/ BUSINESS MANAGEMENT WITH EMPHASIS IN HUMAN RESOURCES	.0%	1	2.7%
					INFORMATION SYSTEMS	16.7%	3	8.1%
					INTERIOR DESIGN	.0%	1	2.7%
					LPN/ RN	.0%	1	2.7%
					MARKETING	.0%	1	2.7%
					NOTHING SPECIFIC	5.6%	1	2.7%
					NURSING	11.1%	3	8.1%
					PSYCHOLOGY	16.7%	3	8.1%
					SALES/ BUSINESS/ MARKETING	.0%	1	2.7%
					SOCIAL SERVICES	5.6%	1	2.7%
					SOCIAL WORK/ PSYCHOLOGY	5.6%	1	2.7%
					TECHICAL BUSINESS/ COMPUTER SCIENCE	5.6%	1	2.7%
					Total	100.0%	37	100.0%

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TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill (Multiple Responses)	Total	Education Needed For Jobs	Master's degree	Degree For Jobs	Number Of Employees			
					Less Than 100 Employees		100 Or More Employees	
					Count	Column N %	Count	
					CAD/ SURVEY	0	.0%	1
					CIVIL ENGINEERING	1	20.0%	0
					INTERNAL MEDICINE	1	20.0%	0
					OCCUPATIONAL THERAPY	1	20.0%	0
					SCIENCE	1	20.0%	0
					SOCIAL WORK/ HUMAN SERVICES	0	.0%	1
					SOCIAL WORKER	0	.0%	1
					SPEECH THERAPY	1	20.0%	0
					Total	5	100.0%	3
			Total	Degree For Jobs	AAMA	0	.0%	1
					ACCOUNTING/ FINANCE	0	.0%	1
					AGRICULTURE	0	.0%	1
					ANY DEGREE	1	2.9%	0
					ARCHITECTURE	1	2.9%	1
					BIOLOGY/ CHEMISTRY	1	2.9%	0
					BUSINESS	1	2.9%	1
					BUSINESS/ ACCOUNTING/ FINANCE	0	.0%	1
					BUSINESS/ FINANCE	0	.0%	1
					BUSINESS/ HOSPITALITY	1	2.9%	0
					CAD/ SURVEY	0	.0%	1
					CIVIL ENGINEERING	3	8.8%	2
					COMPUTER SCIENCE	2	5.9%	1
					COMPUTER SCIENCE/ ENGINEERING	1	2.9%	0
					COMPUTER SCIENCE/ MECHANICAL ENGINEERING	1	2.9%	0
					COMPUTER SCIENCE/ WEB DESIGN	1	2.9%	0
					CREATIVE ARTS	0	.0%	1
					DO NOT KNOW	1	2.9%	0
					DOES NOT MATTER	1	2.9%	0
					EDUCATION	1	2.9%	0
					ELECTRICAL ENGINEERING	1	2.9%	0
					ELECTRICAL SYSTEMS	1	2.9%	0
					ENGINEERING - STRUCTURAL/ CIVIL	1	2.9%	0
					GENERAL EDUCATION	0	.0%	1

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill (Multiple Responses)	Total	Education Needed For Jobs	Master's degree	Degree For Jobs	Number Of Employees						
					100 Or More Employees	Total					
					Column N %	Count	Column N %				
					CAD/ SURVEY	33.3%	1	12.5%			
					CIVIL ENGINEERING	.0%	1	12.5%			
					INTERNAL MEDICINE	.0%	1	12.5%			
					OCCUPATIONAL THERAPY	.0%	1	12.5%			
					SCIENCE	.0%	1	12.5%			
					SOCIAL WORK/ HUMAN SERVICES	33.3%	1	12.5%			
					SOCIAL WORKER	33.3%	1	12.5%			
					SPEECH THERAPY	.0%	1	12.5%			
					Total	100.0%	8	100.0%			
					Total				Degree For Jobs	AAMA	3.0%
			ACCOUNTING/ FINANCE	3.0%						1	1.5%
			AGRICULTURE	3.0%						1	1.5%
			ANY DEGREE	.0%						1	1.5%
			ARCHITECTURE	3.0%						2	3.0%
			BIOLOGY/ CHEMISTRY	.0%						1	1.5%
			BUSINESS	3.0%						2	3.0%
			BUSINESS/ ACCOUNTING/ FINANCE	3.0%						1	1.5%
			BUSINESS/ FINANCE	3.0%						1	1.5%
			BUSINESS/ HOSPITALITY	.0%						1	1.5%
			CAD/ SURVEY	3.0%						1	1.5%
			CIVIL ENGINEERING	6.1%						5	7.5%
			COMPUTER SCIENCE	3.0%						3	4.5%
			COMPUTER SCIENCE/ ENGINEERING	.0%						1	1.5%
			COMPUTER SCIENCE/ MECHANICAL ENGINEERING	.0%						1	1.5%
			COMPUTER SCIENCE/ WEB DESIGN	.0%						1	1.5%
			CREATIVE ARTS	3.0%						1	1.5%
			DO NOT KNOW	.0%						1	1.5%
			DOES NOT MATTER	.0%						1	1.5%
			EDUCATION	.0%						1	1.5%
			ELECTRICAL ENGINEERING	.0%	1	1.5%					
ELECTRICAL SYSTEMS	.0%	1	1.5%								
ENGINEERING - STRUCTURAL/ CIVIL	.0%	1	1.5%								
GENERAL EDUCATION	3.0%	1	1.5%								

TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill (Multiple Responses)	Total	Education Needed For Jobs	Total	Degree For Jobs	Number Of Employees		
					Less Than 100 Employees		100 Or More Employees
					Count	Column N %	Count
					0	.0%	1
					1	2.9%	0
					1	2.9%	0
					0	.0%	3
					1	2.9%	0
					1	2.9%	0
					0	.0%	1
					1	2.9%	0
					2	5.9%	1
					1	2.9%	0
					0	.0%	1
					2	5.9%	5
					1	2.9%	0
					1	2.9%	0
					0	.0%	3
					1	2.9%	0
					1	2.9%	0
					0	.0%	1
					0	.0%	1
					0	.0%	1
					0	.0%	1
					1	2.9%	0
					0	.0%	1
					34	100.0%	33

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TABLE 4-F. Educational Levels Required For Jobs Difficult To Fill In Last Year By Size Of Employer

					Number Of Employees			
					100 Or More Employees	Total		
					Column N %	Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)	Total	Education Needed For Jobs	Total	Degree For Jobs	GRAPHIC DESIGN	3.0%	1	1.5%
					HOSPITALITY/ BUSINESS	.0%	1	1.5%
					HUMAN RESOURCES/ BUSINESS MANAGEMENT WITH EMPHASIS IN HUMAN RESOURCES	.0%	1	1.5%
					INFORMATION SYSTEMS	9.1%	3	4.5%
					INTERIOR DESIGN	.0%	1	1.5%
					INTERNAL MEDICINE	.0%	1	1.5%
					LAW ENFORCEMENT	3.0%	1	1.5%
					LIBERAL ARTS	.0%	1	1.5%
					LPN/ RN	3.0%	3	4.5%
					MARKETING	.0%	1	1.5%
					NOTHING SPECIFIC	3.0%	1	1.5%
					NURSING	15.2%	7	10.4%
					OCCUPATIONAL THERAPY	.0%	1	1.5%
					PROJECT MANAGEMENT	.0%	1	1.5%
					PSYCHOLOGY	9.1%	3	4.5%
					SALES/ BUSINESS/ MARKETING	.0%	1	1.5%
					SCIENCE	.0%	1	1.5%
					SOCIAL SERVICES	3.0%	1	1.5%
					SOCIAL WORK/ HUMAN SERVICES	3.0%	1	1.5%
					SOCIAL WORK/ PSYCHOLOGY	3.0%	1	1.5%
					SOCIAL WORKER	3.0%	1	1.5%
					SPEECH THERAPY	.0%	1	1.5%
					TECHICAL BUSINESS/ COMPUTER SCIENCE	3.0%	1	1.5%
Total					100.0%	67	100.0%	

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TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Skills Needed For Jobs	30 COLLEGE CREDITS	10	.3%	10	.4%	20	.3%
	30 HOUR CREDITS	10	.3%	0	.0%	10	.2%
	ABILITY TO LEAD VOLUNTEERS	0	.0%	10	.4%	10	.2%
	ABLE TO MARKET AND IDENTIFY PROSPECTS	10	.3%	0	.0%	10	.2%
	ABLE TO STAND	10	.3%	0	.0%	10	.2%
	ABLE TO WORK WEEKENDS AND HOLIDAYS	0	.0%	10	.4%	10	.2%
	ACCOUNTING	20	.6%	0	.0%	20	.3%
	ACCOUNTING - EXPERIENCE	10	.3%	0	.0%	10	.2%
	ACCOUNTING EXPERIENCE - IN CONSTRUCTION	0	.0%	10	.4%	10	.2%
	ACCOUNTING KNOWLEDGE	10	.3%	0	.0%	10	.2%
	ACCOUNTS PAYABLE	10	.3%	0	.0%	10	.2%
	ACCOUNTS PAYABLE EXPERIENCE	0	.0%	10	.4%	10	.2%
	ADHERE TO STANDARDS	10	.3%	0	.0%	10	.2%
	ADJUSTING/ CALIBRATING CIRCUITS AND COMPONENTS USING PRINCIPLES AND THEORIES OF ELECTRONICS	0	.0%	10	.4%	10	.2%
	ADMINISTRATIVE EXPERIENCE	0	.0%	10	.4%	10	.2%
	ADOBE PHOTOSHOP	0	.0%	10	.4%	10	.2%
	AGE MINIMUM 16	0	.0%	20	.8%	20	.3%
	AGE MINIMUM 18	10	.3%	30	1.2%	40	.7%
	AGE MINIMUM 21	20	.6%	0	.0%	20	.3%
	ANIMAL HOSPITAL EXPERIENCE/ 1 YEAR	10	.3%	0	.0%	10	.2%
	ANIMAL RESTRAINT	10	.3%	0	.0%	10	.2%
	APPLIED STRUCTURAL DRYING	10	.3%	0	.0%	10	.2%
	ARC MAP SOFTWARE	0	.0%	10	.4%	10	.2%
	ATTENTION TO DETAIL	20	.6%	40	1.6%	60	1.0%
	AUTO REPAIR EXPERIENCE	0	.0%	10	.4%	10	.2%
	AUTOCAD 2020	0	.0%	10	.4%	10	.2%
	BAKING EXPERIENCE	30	.9%	0	.0%	30	.5%
	BARTENDING EXPERIENCE/ 1-2 YEARS	10	.3%	0	.0%	10	.2%
	BASIC CLEANING KNOWLEDGE	10	.3%	0	.0%	10	.2%
	BASIC COMPUTER	20	.6%	0	.0%	20	.3%
	BASIC COMPUTER SKILLS	20	.6%	10	.4%	30	.5%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Skills Needed For Jobs	BASIC MATH	10	.3%	0	.0%	10	.2%
	BEVERAGE REFRIGERATION EXPERIENCE/ 3 YEARS	10	.3%	0	.0%	10	.2%
	BILINGUAL	10	.3%	10	.4%	20	.3%
	BILLING EXPERIENCE	10	.3%	0	.0%	10	.2%
	BLOOD DRAWING	10	.3%	0	.0%	10	.2%
	BOOKKEEPING	0	.0%	10	.4%	10	.2%
	BUILDING MATERIALS EXPERIENCE	10	.3%	0	.0%	10	.2%
	BUSINESS/ FINANCE/ BUDGET EXPERIENCE	0	.0%	10	.4%	10	.2%
	CABINETRY	10	.3%	0	.0%	10	.2%
	CAD	0	.0%	10	.4%	10	.2%
	CAD EXPERIENCE/ 2 YEARS	0	.0%	10	.4%	10	.2%
	CALL CENTER EXPERIENCE	0	.0%	10	.4%	10	.2%
	CAREGIVING EXPERIENCE/ MEMORY CARE	10	.3%	0	.0%	10	.2%
	CARPENTRY ROUGH IN EXPERIENCE/ 1 YEAR	10	.3%	0	.0%	10	.2%
	CARPENTRY TRIM EXPERIENCE/ 2-5 YEARS	10	.3%	0	.0%	10	.2%
	CASH EXPERIENCE	0	.0%	10	.4%	10	.2%
	CASH HANDLING	20	.6%	10	.4%	30	.5%
	CASH HANDLING EXPERIENCE	0	.0%	10	.4%	10	.2%
	CASHIERING	10	.3%	0	.0%	10	.2%
	CERTIFICATION	0	.0%	10	.4%	10	.2%
	CERTIFICATION IN PROCESS	0	.0%	10	.4%	10	.2%
	CHILDREN - EXPERIENCE WORKING WITH	0	.0%	20	.8%	20	.3%
	CHILDREN - EXPERIENCE WITH	10	.3%	10	.4%	20	.3%
	CHILDREN - EXPERIENCE WORKING WITH	20	.6%	30	1.2%	50	.8%
	CHILDREN EXPERIENCE WORKING WITH	0	.0%	10	.4%	10	.2%
	COLLEGE - SOME	0	.0%	10	.4%	10	.2%
	COMMUNICATION	10	.3%	20	.8%	30	.5%
	COMMUNICATION SKILLS	140	4.2%	40	1.6%	180	3.0%
	COMMUNICATION/ PHONE	10	.3%	0	.0%	10	.2%
	COMPASSIONATE	0	.0%	10	.4%	10	.2%
COMPUTER - BASIC SKILLS	0	.0%	10	.4%	10	.2%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Skills Needed For Jobs	COMPUTER BASIC SKILLS	20	.6%	20	.8%	40	.7%
	COMPUTER EXPERIENCE/ DATA ENTRY	0	.0%	10	.4%	10	.2%
	COMPUTER SKILLS	70	2.1%	80	3.1%	150	2.5%
	COMPUTER SKILLS - BASIC	10	.3%	10	.4%	20	.3%
	COMPUTER SKILLS - INTERMEDIATE	30	.9%	0	.0%	30	.5%
	CONSTRUCTION	20	.6%	0	.0%	20	.3%
	CONSTRUCTION CONTRACTING EXPERIENCE	0	.0%	10	.4%	10	.2%
	CONSTRUCTION EXPERIENCE	10	.3%	0	.0%	10	.2%
	CONSTRUCTION EXPERIENCE/ 10 YEARS	10	.3%	0	.0%	10	.2%
	CONSTRUCTION HOME BUILDING EXPERIENCE	0	.0%	10	.4%	10	.2%
	COOKING - GRILL EXPERIENCE	10	.3%	0	.0%	10	.2%
	COOKING EXPERIENCE	30	.9%	10	.4%	40	.7%
	COOKING KNOWLEDGE	10	.3%	0	.0%	10	.2%
	COOKING PRODUCTION EXPERIENCE	0	.0%	10	.4%	10	.2%
	COOKING RESTAURANT EXPERIENCE	10	.3%	0	.0%	10	.2%
	CRADUATES/ EXPERIENCE/ 1 YEAR	10	.3%	0	.0%	10	.2%
	CUSTOMER SERVICE	180	5.3%	100	3.9%	280	4.7%
	CUSTOMER SERVICE EXPERIENCE	20	.6%	40	1.6%	60	1.0%
	CUSTOMER SERVICE EXPERIENCE/ 1 YEAR	10	.3%	0	.0%	10	.2%
	CUSTOMER SERVICE EXPERIENCE/ 2 YEARS	10	.3%	0	.0%	10	.2%
	CUSTOMER SERVICE EXPERIENCE/ 3-6 YEARS	10	.3%	0	.0%	10	.2%
	CUSTOMER SERVICE SKILLS	130	3.9%	60	2.4%	190	3.2%
	CYBER SECURITY EXPERIENCE	20	.6%	0	.0%	20	.3%
	CYBER SECURITY SALES EXPERIENCE	10	.3%	0	.0%	10	.2%
	DATABASES	10	.3%	0	.0%	10	.2%
	DEGREE - WORKING ON	20	.6%	0	.0%	20	.3%
	DIESEL MECHANIC EXPERIENCE	0	.0%	10	.4%	10	.2%
	DIRECT DIGITAL CONTROL	10	.3%	0	.0%	10	.2%

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TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Skills Needed For Jobs	DISABLED - EXPERIENCE WORKING WITH	0	.0%	10	.4%	10	.2%
	DO NOT KNOW	20	.6%	20	.8%	40	.7%
	DRAFTING	0	.0%	10	.4%	10	.2%
	DRIVER'S LICENSE	30	.9%	20	.8%	50	.8%
	DRIVING EXPERIENCE/ 2 YEARS	10	.3%	20	.8%	30	.5%
	DRIVING TRACTOR-TRAILER EXPERIENCE/ 1 YEAR	0	.0%	10	.4%	10	.2%
	DRUG SCREEN	0	.0%	10	.4%	10	.2%
	EARLY CHILDHOOD DEVELOPEMENT - 30 CREDITS	10	.3%	0	.0%	10	.2%
	EARLY CHILDHOOD DEVELOPMENT - 30 CREDITS	10	.3%	0	.0%	10	.2%
	EARLY CHILDHOOD EDUCATION - 6 CREDITS	0	.0%	10	.4%	10	.2%
	EARLY CHILDHOOD EDUCATION DEGREE - WORKING ON	10	.3%	0	.0%	10	.2%
	EARLY CHILDHOOD EDUCATION EXPERIENCE	10	.3%	0	.0%	10	.2%
	EARLY CHILDHOOD EXPERIENCE	10	.3%	0	.0%	10	.2%
	ELDERLY - EXPERIENCE WITH	10	.3%	0	.0%	10	.2%
	ELDERLY CARE	10	.3%	0	.0%	10	.2%
	ELECTRICAL SKILLS	10	.3%	0	.0%	10	.2%
	ELECTRONIC SYSTEMS	10	.3%	0	.0%	10	.2%
	ELECTRONICS EXPERIENCE/ 1 YEAR	0	.0%	10	.4%	10	.2%
	EMR EXPERIENCE	20	.6%	0	.0%	20	.3%
	ENGINEERING EXPERIENCE	10	.3%	0	.0%	10	.2%
	ENGLISH - READ AND UNDERSTAND	0	.0%	10	.4%	10	.2%
	ENGLISH FLUENCY	0	.0%	10	.4%	10	.2%
	ENGLISH SPEAKING	0	.0%	10	.4%	10	.2%
	EQUIPMENT AND FARM ANIMALS EXPERIENCE	0	.0%	10	.4%	10	.2%
	EQUIPMENT SET UP AND BREAK DOWN	10	.3%	0	.0%	10	.2%
	EXCEL	20	.6%	0	.0%	20	.3%
	EXPERIENCE	10	.3%	10	.4%	20	.3%
	EXPERIENCE IN DERMATOLOGY	0	.0%	10	.4%	10	.2%
	EXPERIENCE/ 1 YEAR	0	.0%	30	1.2%	30	.5%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Skills Needed For Jobs	EXPERIENCE/ 1-2 YEARS	0	.0%	10	.4%	10	.2%
	EXPERIENCE/ 2 YEARS	30	.9%	0	.0%	30	.5%
	EXPERIENCE/ 3-5 YEARS	10	.3%	0	.0%	10	.2%
	EXPERIENCE/ 5 YEARS	10	.3%	10	.4%	20	.3%
	FARM EQUIPMENT/ ANIMALS EXPERIENCE	0	.0%	10	.4%	10	.2%
	FOLLOW PROCEDURES	10	.3%	0	.0%	10	.2%
	FOLLOW RECIPES	10	.3%	0	.0%	10	.2%
	FOLLOW WRITTEN INSTRUCTIONS	10	.3%	0	.0%	10	.2%
	FOLLOWING DIRECTIONS	0	.0%	10	.4%	10	.2%
	FOOD AND BEVERAGE EXPERIENCE	20	.6%	0	.0%	20	.3%
	FOOD GRILL EXPERIENCE	10	.3%	0	.0%	10	.2%
	FOOD PREPARATION AND CLEAN UP	0	.0%	10	.4%	10	.2%
	FOOD PREPARATION EXPERIENCE	10	.3%	0	.0%	10	.2%
	FOOD SANITATION	10	.3%	0	.0%	10	.2%
	FORESTRY	0	.0%	10	.4%	10	.2%
	FORKLIFT	10	.3%	0	.0%	10	.2%
	FREIGHT FORWARDING EXPERIENCE/ 1 YEAR	0	.0%	10	.4%	10	.2%
	FREIGHT FORWARDING KNOWLEDGE	0	.0%	10	.4%	10	.2%
	FROZEN BEVERAGE DISPENSERS	10	.3%	0	.0%	10	.2%
	GENERAL COMPUTER/ PHONE SKILLS	10	.3%	0	.0%	10	.2%
	GRADUATE AND 1 YEAR EXPERIENCE	10	.3%	0	.0%	10	.2%
	GRAPHIC DESIGN EXPERIENCE/ 3-5 YEARS	0	.0%	10	.4%	10	.2%
	GUEST SERVICE	10	.3%	0	.0%	10	.2%
	GUEST SERVICES EXPERIENCE	0	.0%	10	.4%	10	.2%
	HANGING CABINETRY	10	.3%	0	.0%	10	.2%
	HAVE A CAR	0	.0%	10	.4%	10	.2%
	HEALTHCARE EXPERIENCE	0	.0%	10	.4%	10	.2%
	HORTICULTURE KNOWLEDGE	10	.3%	0	.0%	10	.2%
	HOSPITALITY EXPERIENCE	30	.9%	10	.4%	40	.7%
	HOTEL POLICIES	10	.3%	0	.0%	10	.2%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Skills Needed For Jobs	HOTEL/ SALES EXPERIENCE	10	.3%	0	.0%	10	.2%
	HOUSEKEEPING SKILLS	10	.3%	0	.0%	10	.2%
	HTML5	0	.0%	10	.4%	10	.2%
	HUMAN RESOURCES EXPERIENCE/ 5 YEARS	10	.3%	0	.0%	10	.2%
	HVAC AND SALES EXPERIENCE/ 2-5 YEARS	0	.0%	10	.4%	10	.2%
	ICEMAKER/ FOUNTAIN SERVICE	10	.3%	0	.0%	10	.2%
	ICEMAKER/ FOUNTAIN SERVICE/ FROZEN BEVERAGE	10	.3%	0	.0%	10	.2%
	INDUSTRIAL EQUIPMENT MAINTENANCE EXPERIENCE/ 2-5 YEARS	0	.0%	10	.4%	10	.2%
	INDUSTRIAL SEWING MACHINE OPERATION	10	.3%	0	.0%	10	.2%
	INJECTION MOLDING SET UP EXPERIENCE/ 5 YEARS	10	.3%	0	.0%	10	.2%
	INJECTIONS	0	.0%	10	.4%	10	.2%
	INSURANCE FRAUD	0	.0%	10	.4%	10	.2%
	INTERNSHIP/ 2 YEARS	0	.0%	10	.4%	10	.2%
	JANITORIAL OR SANITATION EXPERIENCE	10	.3%	0	.0%	10	.2%
	KITCHEN DESIGN	0	.0%	10	.4%	10	.2%
	KITCHEN EXPERIENCE - RECENT	10	.3%	0	.0%	10	.2%
	KITCHEN/ BATH DESIGN EXPERIENCE/ 2-5 YEARS	10	.3%	0	.0%	10	.2%
	LAB EXPERIENCE	10	.3%	0	.0%	10	.2%
	LANDSCAPING TOOLS	10	.3%	0	.0%	10	.2%
	LAW ENFORCEMENT EXPERIENCE	0	.0%	10	.4%	10	.2%
	LEADERSHIP	20	.6%	0	.0%	20	.3%
	LEADERSHIP EXPERIENCE	0	.0%	20	.8%	20	.3%
	LESSON PLAN	10	.3%	0	.0%	10	.2%
	LIFT 20 POUNDS	0	.0%	10	.4%	10	.2%
	LIFT 25 POUNDS	10	.3%	0	.0%	10	.2%
	LIGHTS EXPERIENCE/ 5 YEARS	0	.0%	10	.4%	10	.2%
	LOCAL AREA KNOWLEDGE	10	.3%	0	.0%	10	.2%
	MACHINE OPERATING EXPERIENCE	10	.3%	0	.0%	10	.2%
	MACHINERY - EXPERIENCE	0	.0%	10	.4%	10	.2%
	MACHINERY OPERATION	0	.0%	10	.4%	10	.2%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Skills Needed For Jobs	MACHINING EXPERIENCE/ 5 YEARS	10	.3%	0	.0%	10	.2%
	MAINTENANCE EXPERIENCE	10	.3%	0	.0%	10	.2%
	MANAGEMENT EXPERIENCE	10	.3%	0	.0%	10	.2%
	MANAGEMENT EXPERIENCE/ 1 YEAR	10	.3%	0	.0%	10	.2%
	MANUFACTURING EXPERIENCE	0	.0%	10	.4%	10	.2%
	MANUFACTURING EXPERIENCE/ 2-3 YEARS	0	.0%	10	.4%	10	.2%
	MARKETING EXPERIENCE	10	.3%	0	.0%	10	.2%
	MATH	30	.9%	10	.4%	40	.7%
	MATH - BASIC	0	.0%	10	.4%	10	.2%
	MATH - INTERMEDIATE	10	.3%	0	.0%	10	.2%
	MATH SKILLS	30	.9%	0	.0%	30	.5%
	MEASURING TOOLS	10	.3%	0	.0%	10	.2%
	MECHANICAL	30	.9%	10	.4%	40	.7%
	MECHANICAL EQUIPMENT EXPERIENCE	0	.0%	10	.4%	10	.2%
	MECHANICAL/ TECHNICAL SKILLS	10	.3%	0	.0%	10	.2%
	MEDICAL EXPERIENCE	10	.3%	0	.0%	10	.2%
	MEMORY AWARENESS	0	.0%	10	.4%	10	.2%
	MEMORY CARE EXPERIENCE	10	.3%	0	.0%	10	.2%
	MENTAL HEALTH EXPERIENCE	0	.0%	10	.4%	10	.2%
	MERCHANDISING	10	.3%	0	.0%	10	.2%
	MICROSOFT	10	.3%	0	.0%	10	.2%
	MICROSOFT OFFICE	10	.3%	0	.0%	10	.2%
	MICROSOFT WORD/ EXCEL	10	.3%	0	.0%	10	.2%
	MINIMUM AGE 18	10	.3%	0	.0%	10	.2%
	MINIMUM AGE 21	20	.6%	0	.0%	20	.3%
	MONEY HANDLING	0	.0%	10	.4%	10	.2%
	MOTOR VEHICLE RECORD - CLEAN	20	.6%	0	.0%	20	.3%
	MOVING EXPERIENCE	10	.3%	0	.0%	10	.2%
	MOVING EXPERIENCE/ 1-2 YEARS	10	.3%	0	.0%	10	.2%
	NO RESPONSE	0	.0%	50	2.0%	50	.8%
NONE	500	14.8%	660	26.0%	1160	19.6%	
NURSE'S AIDE EXPERIENCE	10	.3%	0	.0%	10	.2%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Skills Needed For Jobs	NURSING BASIC SKILLS	10	.3%	0	.0%	10	.2%
	NURSING EXPERIENCE	0	.0%	10	.4%	10	.2%
	NURSING SKILLS	0	.0%	20	.8%	20	.3%
	OFFICE PROCEDURES/ EQUIPMENT	10	.3%	0	.0%	10	.2%
	OFFICE SKILLS	20	.6%	0	.0%	20	.3%
	ON YOUR FEET	10	.3%	0	.0%	10	.2%
	OPERATION OF LAWN MOWERS AND SNOW REMOVAL EQUIPMENT	10	.3%	0	.0%	10	.2%
	ORGANIZATION	10	.3%	0	.0%	10	.2%
	ORGANIZED	0	.0%	10	.4%	10	.2%
	OUTLOOK	20	.6%	0	.0%	20	.3%
	PACKING AND SORTING	0	.0%	10	.4%	10	.2%
	PAIN AND SYMPTOM MANAGEMENT	0	.0%	10	.4%	10	.2%
	PARTS QUOTES AND PROCESSING PURCHASE ORDERS EXPERIENCE	10	.3%	0	.0%	10	.2%
	PASS BACKGROUND CHECK	0	.0%	10	.4%	10	.2%
	PASSION FOR FOOD	10	.3%	0	.0%	10	.2%
	PEDIATRIC EXPERIENCE	10	.3%	0	.0%	10	.2%
	PEOPLE SKILLS	0	.0%	10	.4%	10	.2%
	PHONE EXPERIENCE	0	.0%	10	.4%	10	.2%
	PHONE SKILLS	10	.3%	0	.0%	10	.2%
	PHONE SYSTEM	10	.3%	0	.0%	10	.2%
	PHONE SYSTEM MULTI-LINE	10	.3%	0	.0%	10	.2%
	PICK UP ON INFORMATION QUICKLY	10	.3%	0	.0%	10	.2%
	PLASTICS MANUFACTURING EXPERIENCE/ 2 YEARS	0	.0%	10	.4%	10	.2%
	PLAY THE TRUMPET	0	.0%	10	.4%	10	.2%
	PLC PROGRAMMING	10	.3%	0	.0%	10	.2%
	PLUMBING EXPERIENCE/ 4 YEARS	10	.3%	0	.0%	10	.2%
	POSTIVE OUTLOOK	10	.3%	0	.0%	10	.2%
	POWER EQUIPMENT	0	.0%	10	.4%	10	.2%
	PREVENTATIVE MAINTENANCE	0	.0%	10	.4%	10	.2%
	PROGRAMMING BASICS	10	.3%	0	.0%	10	.2%
PROGRAMMING EXPERIENCE	0	.0%	10	.4%	10	.2%	
PROGRAMMING KNOWLEDGE	10	.3%	10	.4%	20	.3%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Skills Needed For Jobs	PROJECT MANAGEMENT EXPERIENCE	0	.0%	10	.4%	10	.2%
	QUICKBOOKS SOFTWARE	10	.3%	0	.0%	10	.2%
	READING CONSTRUCTION DRAWINGS	10	.3%	0	.0%	10	.2%
	READING MEASURING TOOLS	10	.3%	0	.0%	10	.2%
	REFRIGERATION BACKGROUND	10	.3%	0	.0%	10	.2%
	RELIABIITY	10	.3%	0	.0%	10	.2%
	RESEARCH EXPERIENCE	10	.3%	0	.0%	10	.2%
	RESTAURANT COOKING EXPERIENCE	10	.3%	0	.0%	10	.2%
	RETAIL EXPERIENCE/ 5-6 YEARS	0	.0%	10	.4%	10	.2%
	RETAIL/ COMMUNICATIONS EXPERIENCE	10	.3%	0	.0%	10	.2%
	ROOM TRIM OUT	10	.3%	0	.0%	10	.2%
	SALES - INSIDE EXPERIENCE	0	.0%	10	.4%	10	.2%
	SALES APPTITUDE	0	.0%	10	.4%	10	.2%
	SALES EXPERIENCE	60	1.8%	10	.4%	70	1.2%
	SALES EXPERIENCE/ 1 YEAR	10	.3%	0	.0%	10	.2%
	SALES EXPERIENCE/ 2-3 YEARS	10	.3%	0	.0%	10	.2%
	SALES/ MARKETING	10	.3%	0	.0%	10	.2%
	SECURITY EXPERIENCE	0	.0%	20	.8%	20	.3%
	SELF-STARTER	10	.3%	0	.0%	10	.2%
	SELLING AND GUEST SERVICE EXPERIENCE	0	.0%	10	.4%	10	.2%
	SENIOR CARE EXPERIENCE	0	.0%	10	.4%	10	.2%
	SERVING EXPERIENCE	10	.3%	0	.0%	10	.2%
	SOCIAL MEDIA	10	.3%	0	.0%	10	.2%
	SOFTWARE ENGINEERING EXPERIENCE/ 2-3 YEARS	0	.0%	10	.4%	10	.2%
	SOLAR EXPERIENCE	10	.3%	0	.0%	10	.2%
	SPANISH SPEAKING	10	.3%	10	.4%	20	.3%
	SPIN CLASS	0	.0%	10	.4%	10	.2%
	SPORTS PROGRAMS KNOWLEDGE	10	.3%	0	.0%	10	.2%
	STANDING	10	.3%	0	.0%	10	.2%
	STANDING FOR LONG PERIODS	0	.0%	10	.4%	10	.2%
SUPERVISORY EXPERIENCE	0	.0%	10	.4%	10	.2%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Skills Needed For Jobs	SWIM	0	.0%	10	.4%	10	.2%
	SWIMMING SKILLS	10	.3%	0	.0%	10	.2%
	TAKING DIRECTIONS	10	.3%	0	.0%	10	.2%
	TAPE MEASURE	10	.3%	0	.0%	10	.2%
	TEACHING EXPERIENCE	0	.0%	10	.4%	10	.2%
	TEAM PLAYER	10	.3%	0	.0%	10	.2%
	TEAMWORK	10	.3%	0	.0%	10	.2%
	TELEPHONE MANNERS	10	.3%	0	.0%	10	.2%
	TESTING/ TROUBLESHOOTING/ REPAIRING FIELD EQUIPMENT	0	.0%	10	.4%	10	.2%
	TIME MANAGEMENT	10	.3%	0	.0%	10	.2%
	TRADESMAN SKILLED	10	.3%	0	.0%	10	.2%
	TRANSPORTATION LOGISTICS EXPERIENCE/ 1 YEAR	10	.3%	0	.0%	10	.2%
	TRANSPORTATION LOGISTICS EXPERIENCE/ 2 YEARS	20	.6%	0	.0%	20	.3%
	TYPING	20	.6%	0	.0%	20	.3%
	VETERINARY HOSPITAL EXPERIENCE/ 1 YEAR	10	.3%	0	.0%	10	.2%
	WAREHOUSE EXPERIENCE/ KNOWLEDGE	0	.0%	10	.4%	10	.2%
	WEB DESIGN EXPERIENCE	10	.3%	0	.0%	10	.2%
	WEB DEVELOPEMENT	0	.0%	10	.4%	10	.2%
	WEB DEVELOPMENT EXPERIENCE	0	.0%	10	.4%	10	.2%
	WEBSITE DESIGN/ MAINTENANCE EXPERIENCE/ 3 YEARS	10	.3%	0	.0%	10	.2%
	WELDING	0	.0%	10	.4%	10	.2%
	WELDING EXPERIENCE	10	.3%	10	.4%	20	.3%
	WILL TRAIN	0	.0%	10	.4%	10	.2%
	WILLINGNESS TO TRAVEL	0	.0%	10	.4%	10	.2%
	WORD/ EXCEL SOFTWARE	10	.3%	0	.0%	10	.2%
	WORK EXPERIENCE	10	.3%	0	.0%	10	.2%
	WORK WELL WITH CHILDREN	0	.0%	10	.4%	10	.2%
	WORKING STEEL	10	.3%	0	.0%	10	.2%
	WRITING SKILLS	0	.0%	10	.4%	10	.2%
	Total	3370	100.0%	2540	100.0%	5910	100.0%

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TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ACCOUNT MANAGER - CUSTOMER REPRESENTATIVE	Skills Needed For Jobs	COMPUTER SKILLS - INTERMEDIATE	1	33.3%	0	.0%	1	33.3%
			CUSTOMER SERVICE SKILLS	1	33.3%	0	.0%	1	33.3%
			MECHANICAL	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	ACCOUNTANT - STAFF	Skills Needed For Jobs	ACCOUNTING EXPERIENCE - IN CONSTRUCTION	0	.0%	1	33.3%	1	33.3%
			CONSTRUCTION CONTRACTING EXPERIENCE	0	.0%	1	33.3%	1	33.3%
			MATH	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	ACCOUNTANTS	Skills Needed For Jobs	ACCOUNTING	1	10.0%	0	.0%	1	10.0%
			ACCOUNTING KNOWLEDGE	1	10.0%	0	.0%	1	10.0%
			COMPUTER BASIC SKILLS	1	10.0%	0	.0%	1	10.0%
			COMPUTER SKILLS	1	10.0%	0	.0%	1	10.0%
			CONSTRUCTION	1	10.0%	0	.0%	1	10.0%
			MATH SKILLS	1	10.0%	0	.0%	1	10.0%
			ORGANIZATION	1	10.0%	0	.0%	1	10.0%
			PROGRAMMING KNOWLEDGE	1	10.0%	0	.0%	1	10.0%
			QUICKBOOKS SOFTWARE	1	10.0%	0	.0%	1	10.0%
			WORD/ EXCEL SOFTWARE	1	10.0%	0	.0%	1	10.0%
			Total	10	100.0%	0	.0%	10	100.0%
	ACCOUNTING CLERK	Skills Needed For Jobs	ACCOUNTING - EXPERIENCE	1	16.7%	0	.0%	1	16.7%
			ACCOUNTS PAYABLE	1	16.7%	0	.0%	1	16.7%
			DATABASES	1	16.7%	0	.0%	1	16.7%
			MATH SKILLS	1	16.7%	0	.0%	1	16.7%
			PLC PROGRAMMING	1	16.7%	0	.0%	1	16.7%
			PROGRAMMING BASICS	1	16.7%	0	.0%	1	16.7%
			Total	6	100.0%	0	.0%	6	100.0%
	ACCOUNTS PAYABLE CLERK	Skills Needed For Jobs	ACCOUNTS PAYABLE EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			NONE	0	.0%	1	25.0%	1	25.0%
			SUPERVISORY EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			WELDING EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ACTIVITIES AND RECREATION	Skills Needed For Jobs	ELDERLY - EXPERIENCE WITH	1	25.0%	0	.0%	1	25.0%
			ELDERLY CARE	1	25.0%	0	.0%	1	25.0%
			MEMORY CARE EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			NURSE'S AIDE EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			Total	4	100.0%	0	.0%	4	100.0%
	ACTIVITY AIDES	Skills Needed For Jobs	CERTIFICATION	0	.0%	1	33.3%	1	33.3%
			NONE	0	.0%	2	66.7%	2	66.7%
			Total	0	.0%	3	100.0%	3	100.0%
	ADMINISTRATION	Skills Needed For Jobs	COMPUTER SKILLS	0	.0%	1	33.3%	1	33.3%
			CUSTOMER SERVICE	0	.0%	1	33.3%	1	33.3%
			CUSTOMER SERVICE SKILLS	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	ADMINISTRATIVE ASSISTANT	Skills Needed For Jobs	ACCOUNTING	1	9.1%	0	.0%	1	9.1%
			CUSTOMER SERVICE SKILLS	1	9.1%	0	.0%	1	9.1%
			EXCEL	1	9.1%	0	.0%	1	9.1%
			MARKETING EXPERIENCE	1	9.1%	0	.0%	1	9.1%
			MOVING EXPERIENCE	1	9.1%	0	.0%	1	9.1%
			NONE	2	18.2%	0	.0%	2	18.2%
			OFFICE SKILLS	2	18.2%	0	.0%	2	18.2%
			WEB DESIGN EXPERIENCE	1	9.1%	0	.0%	1	9.1%
			WELDING EXPERIENCE	1	9.1%	0	.0%	1	9.1%
			Total	11	100.0%	0	.0%	11	100.0%
	AFTER SCHOOL PROGRAM STAFF	Skills Needed For Jobs	CASH HANDLING	1	20.0%	0	.0%	1	20.0%
			CHILDREN - EXPERIENCE WORKING WITH	1	20.0%	0	.0%	1	20.0%
			COOKING KNOWLEDGE	1	20.0%	0	.0%	1	20.0%
			CUSTOMER SERVICE SKILLS	1	20.0%	0	.0%	1	20.0%
			SPORTS PROGRAMS KNOWLEDGE	1	20.0%	0	.0%	1	20.0%
			Total	5	100.0%	0	.0%	5	100.0%
	AGENTS	Skills Needed For Jobs	CUSTOMER SERVICE SKILLS	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	AIR IMPORT COORDINATOR	Skills Needed For Jobs	EXPERIENCE/ 1 YEAR	0	.0%	1	25.0%	1	25.0%
			FREIGHT FORWARDING EXPERIENCE/ 1 YEAR	0	.0%	1	25.0%	1	25.0%
			FREIGHT FORWARDING KNOWLEDGE	0	.0%	1	25.0%	1	25.0%
NONE			0	.0%	1	25.0%	1	25.0%	
Total			0	.0%	4	100.0%	4	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	APPRENTICE ROOFER	Skills Needed For Jobs	NONE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ARCHITECT	Skills Needed For Jobs	ACCOUNTING	1	16.7%	0	.0%	1	16.7%
			MARKETING EXPERIENCE	1	16.7%	0	.0%	1	16.7%
			NONE	1	16.7%	0	.0%	1	16.7%
			OFFICE SKILLS	1	16.7%	0	.0%	1	16.7%
			WEB DESIGN EXPERIENCE	1	16.7%	0	.0%	1	16.7%
			WELDING EXPERIENCE	1	16.7%	0	.0%	1	16.7%
			Total	6	100.0%	0	.0%	6	100.0%
	ASSOCIATE MANAGER	Skills Needed For Jobs	CUSTOMER SERVICE	2	50.0%	0	.0%	2	50.0%
			CUSTOMER SERVICE EXPERIENCE/ 3-6 YEARS	1	25.0%	0	.0%	1	25.0%
			KITCHEN EXPERIENCE - RECENT	1	25.0%	0	.0%	1	25.0%
			Total	4	100.0%	0	.0%	4	100.0%
	BAKER	Skills Needed For Jobs	BAKING EXPERIENCE	3	33.3%	0	.0%	3	33.3%
			BASIC COMPUTER SKILLS	1	11.1%	0	.0%	1	11.1%
			CASHIERING	1	11.1%	0	.0%	1	11.1%
			FOOD GRILL EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			FOOD PREPARATION EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			JANITORIAL OR SANITATION EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			MERCHANDISING	1	11.1%	0	.0%	1	11.1%
			Total	9	100.0%	0	.0%	9	100.0%
	BAKER - OVERNIGHT	Skills Needed For Jobs	NONE	0	.0%	6	100.0%	6	100.0%
			Total	0	.0%	6	100.0%	6	100.0%
	BAKERY CLERK	Skills Needed For Jobs	NONE	0	.0%	5	100.0%	5	100.0%
			Total	0	.0%	5	100.0%	5	100.0%
	BANKERS	Skills Needed For Jobs	CASH HANDLING	1	20.0%	0	.0%	1	20.0%
			CUSTOMER SERVICE	2	40.0%	0	.0%	2	40.0%
			MINIMUM AGE 18	1	20.0%	0	.0%	1	20.0%
			SALES EXPERIENCE	1	20.0%	0	.0%	1	20.0%
			Total	5	100.0%	0	.0%	5	100.0%
BANQUET FACILITY	Skills Needed For Jobs	NONE	1	50.0%	0	.0%	1	50.0%	
		SWIMMING SKILLS	1	50.0%	0	.0%	1	50.0%	
		Total	2	100.0%	0	.0%	2	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	BARTENDER	Skills Needed For Jobs	BARTENDING EXPERIENCE/ 1-2 YEARS	1	9.1%	0	.0%	1	9.1%
			COMMUNICATION SKILLS	1	9.1%	0	.0%	1	9.1%
			CUSTOMER SERVICE	3	27.3%	0	.0%	3	27.3%
			EXPERIENCE	1	9.1%	0	.0%	1	9.1%
			MECHANICAL/ TECHNICAL SKILLS	1	9.1%	0	.0%	1	9.1%
			NONE	3	27.3%	0	.0%	3	27.3%
			SALES EXPERIENCE/ 1 YEAR	1	9.1%	0	.0%	1	9.1%
			Total	11	100.0%	0	.0%	11	100.0%
	BEFORE AND AFTER SCHOOL PROGRAM	Skills Needed For Jobs	AGE MINIMUM 16	0	.0%	1	12.5%	1	12.5%
			CHILDREN EXPERIENCE WORKING WITH	0	.0%	1	12.5%	1	12.5%
			GRAPHIC DESIGN EXPERIENCE/ 3-5 YEARS	0	.0%	1	12.5%	1	12.5%
			NONE	0	.0%	3	37.5%	3	37.5%
			WORK WELL WITH CHILDREN	0	.0%	1	12.5%	1	12.5%
			WRITING SKILLS	0	.0%	1	12.5%	1	12.5%
			Total	0	.0%	8	100.0%	8	100.0%
	BEFORE AND AFTER SCHOOL WORKERS	Skills Needed For Jobs	DO NOT KNOW	0	.0%	1	50.0%	1	50.0%
			NONE	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	BEHAVIORAL SUPPORT SPECIALIST	Skills Needed For Jobs	EXPERIENCE/ 1 YEAR	0	.0%	2	66.7%	2	66.7%
			EXPERIENCE/ 1-2 YEARS	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	BREAKFAST ATTENDANT	Skills Needed For Jobs	MICROSOFT WORD/ EXCEL	1	50.0%	0	.0%	1	50.0%
			NONE	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	BUILDING SUPERVISOR	Skills Needed For Jobs	CHILDREN - EXPERIENCE WORKING WITH	0	.0%	1	33.3%	1	33.3%
			NONE	0	.0%	2	66.7%	2	66.7%
			Total	0	.0%	3	100.0%	3	100.0%
	BUSINESS DEVELOPMENT RECEPTIONIST	Skills Needed For Jobs	COMMUNICATION SKILLS	2	28.6%	0	.0%	2	28.6%
			COMPUTER BASIC SKILLS	1	14.3%	0	.0%	1	14.3%
			CUSTOMER SERVICE	1	14.3%	0	.0%	1	14.3%
			CUSTOMER SERVICE EXPERIENCE	1	14.3%	0	.0%	1	14.3%
			NONE	2	28.6%	0	.0%	2	28.6%
			Total	7	100.0%	0	.0%	7	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	BUSINESS SYSTEMS ANALYST AND COMPLIANCE	Skills Needed For Jobs	CYBER SECURITY EXPERIENCE	2	40.0%	0	.0%	2	40.0%
			CYBER SECURITY SALES EXPERIENCE	1	20.0%	0	.0%	1	20.0%
			EXPERIENCE/ 5 YEARS	1	20.0%	0	.0%	1	20.0%
			SALES EXPERIENCE	1	20.0%	0	.0%	1	20.0%
			Total	5	100.0%	0	.0%	5	100.0%
	BUSSERS	Skills Needed For Jobs	COOKING EXPERIENCE	1	20.0%	0	.0%	1	20.0%
			NONE	3	60.0%	0	.0%	3	60.0%
			WORK EXPERIENCE	1	20.0%	0	.0%	1	20.0%
			Total	5	100.0%	0	.0%	5	100.0%
	CAD	Skills Needed For Jobs	NONE	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	CAD TECHNICIAN	Skills Needed For Jobs	ATTENTION TO DETAIL	0	.0%	1	25.0%	1	25.0%
			CAD EXPERIENCE/ 2 YEARS	0	.0%	1	25.0%	1	25.0%
			HAVE A CAR	0	.0%	1	25.0%	1	25.0%
			WILLINGNESS TO TRAVEL	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%
	CALL CENTER	Skills Needed For Jobs	CALL CENTER EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			CUSTOMER SERVICE	0	.0%	1	25.0%	1	25.0%
			EXPERIENCE IN DERMATOLOGY	0	.0%	1	25.0%	1	25.0%
			INJECTIONS	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%
	CAMP COUNSELORS	Skills Needed For Jobs	CHILDREN - EXPERIENCE WORKING WITH	0	.0%	1	33.3%	1	33.3%
			NONE	0	.0%	2	66.7%	2	66.7%
			Total	0	.0%	3	100.0%	3	100.0%
	CARE COORDINATOR	Skills Needed For Jobs	COMPASSIONATE	0	.0%	1	25.0%	1	25.0%
			ORGANIZED	0	.0%	1	25.0%	1	25.0%
			PEOPLE SKILLS	0	.0%	1	25.0%	1	25.0%
			SENIOR CARE EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%
	CAREGIVERS	Skills Needed For Jobs	COMPASSIONATE	0	.0%	1	25.0%	1	25.0%
			ORGANIZED	0	.0%	1	25.0%	1	25.0%
			PEOPLE SKILLS	0	.0%	1	25.0%	1	25.0%
			SENIOR CARE EXPERIENCE	0	.0%	1	25.0%	1	25.0%
Total			0	.0%	4	100.0%	4	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CARPENTER - LEAD	Skills Needed For Jobs	BASIC COMPUTER	1	33.3%	0	.0%	1	33.3%
			CARPENTRY ROUGH IN EXPERIENCE/ 1 YEAR	1	33.3%	0	.0%	1	33.3%
			PHONE SYSTEM MULTI-LINE	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	CARPENTER - TRIM	Skills Needed For Jobs	CABINTRY	1	16.7%	0	.0%	1	16.7%
			CARPENTRY TRIM EXPERIENCE/ 2-5 YEARS	1	16.7%	0	.0%	1	16.7%
			HANGING CABINTRY	1	16.7%	0	.0%	1	16.7%
			KITCHEN/ BATH DESIGN EXPERIENCE/ 2-5 YEARS	1	16.7%	0	.0%	1	16.7%
			ROOM TRIM OUT	1	16.7%	0	.0%	1	16.7%
			SALES EXPERIENCE	1	16.7%	0	.0%	1	16.7%
			Total	6	100.0%	0	.0%	6	100.0%
	CASH ROOM	Skills Needed For Jobs	AGE MINIMUM 18	0	.0%	2	50.0%	2	50.0%
			CASH HANDLING EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			CUSTOMER SERVICE EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%
	CASHIER	Skills Needed For Jobs	AUTO REPAIR EXPERIENCE	0	.0%	1	9.1%	1	9.1%
			AUTOCAD 2020	0	.0%	1	9.1%	1	9.1%
			COMPUTER BASIC SKILLS	0	.0%	1	9.1%	1	9.1%
			COMPUTER SKILLS - BASIC	0	.0%	1	9.1%	1	9.1%
			CUSTOMER SERVICE	0	.0%	2	18.2%	2	18.2%
			CUSTOMER SERVICE EXPERIENCE	0	.0%	1	9.1%	1	9.1%
			KITCHEN DESIGN	0	.0%	1	9.1%	1	9.1%
			MONEY HANDLING	0	.0%	1	9.1%	1	9.1%
			NONE	0	.0%	1	9.1%	1	9.1%
			SALES EXPERIENCE	0	.0%	1	9.1%	1	9.1%
	Total	0	.0%	11	100.0%	11	100.0%		
	CASHIERS - HEAD	Skills Needed For Jobs	NONE	0	.0%	2	100.0%	2	100.0%
			Total	0	.0%	2	100.0%	2	100.0%
	CATERING SALES	Skills Needed For Jobs	ATTENTION TO DETAIL	0	.0%	1	50.0%	1	50.0%
			SALES APPTITUDE	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	CDL CLASS A PLUS DRIVER	Skills Needed For Jobs	NONE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CDL DRIVERS	Skills Needed For Jobs	COMMUNICATION SKILLS	2	33.3%	0	.0%	2	14.3%
			CUSTOMER SERVICE SKILLS	0	.0%	2	25.0%	2	14.3%
			DIESEL MECHANIC EXPERIENCE	0	.0%	1	12.5%	1	7.1%
			DRIVING EXPERIENCE/ 2 YEARS	0	.0%	1	12.5%	1	7.1%
			DRIVING TRACTOR-TRAILER EXPERIENCE/ 1 YEAR	0	.0%	1	12.5%	1	7.1%
			MATH	1	16.7%	0	.0%	1	7.1%
			MOVING EXPERIENCE/ 1-2 YEARS	1	16.7%	0	.0%	1	7.1%
			NONE	1	16.7%	1	12.5%	2	14.3%
			PREVENTATIVE MAINTENANCE	0	.0%	1	12.5%	1	7.1%
			TEAMWORK	1	16.7%	0	.0%	1	7.1%
			WELDING	0	.0%	1	12.5%	1	7.1%
			Total	6	100.0%	8	100.0%	14	100.0%
			CHEF	Skills Needed For Jobs	CUSTOMER SERVICE	2	40.0%	0	.0%
	EXPERIENCE	1			20.0%	0	.0%	1	20.0%
	NONE	2			40.0%	0	.0%	2	40.0%
	Total	5			100.0%	0	.0%	5	100.0%
	CHEF - PASTRY	Skills Needed For Jobs	BAKING EXPERIENCE	3	33.3%	0	.0%	3	33.3%
			BASIC COMPUTER SKILLS	1	11.1%	0	.0%	1	11.1%
			CASHIERING	1	11.1%	0	.0%	1	11.1%
			FOOD GRILL EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			FOOD PREPARATION EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			JANITORIAL OR SANITATION EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			MERCHANDISING	1	11.1%	0	.0%	1	11.1%
			Total	9	100.0%	0	.0%	9	100.0%
	CHILD CARE	Skills Needed For Jobs	NONE	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CITY CARRIER ASSISTANT	Skills Needed For Jobs	ATTENTION TO DETAIL	0	.0%	1	33.3%	1	33.3%
			DRIVING EXPERIENCE/ 2 YEARS	0	.0%	1	33.3%	1	33.3%
			MEMORY AWARENESS	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CLAIM PROCESSOR	Skills Needed For Jobs	ACCOUNTING	1	16.7%	0	.0%	1	16.7%
			COMPUTER BASIC SKILLS	1	16.7%	0	.0%	1	16.7%
			CONSTRUCTION	1	16.7%	0	.0%	1	16.7%
			ORGANIZATION	1	16.7%	0	.0%	1	16.7%
			QUICKBOOKS SOFTWARE	1	16.7%	0	.0%	1	16.7%
			WORD/ EXCEL SOFTWARE	1	16.7%	0	.0%	1	16.7%
			Total	6	100.0%	0	.0%	6	100.0%
	CLEANING	Skills Needed For Jobs	NONE	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	CLUB LOUNGE ATTENDANT	Skills Needed For Jobs	COMMUNICATION SKILLS	0	.0%	2	40.0%	2	40.0%
			CUSTOMER SERVICE EXPERIENCE	0	.0%	1	20.0%	1	20.0%
			GUEST SERVICES EXPERIENCE	0	.0%	1	20.0%	1	20.0%
			SECURITY EXPERIENCE	0	.0%	1	20.0%	1	20.0%
			Total	0	.0%	5	100.0%	5	100.0%
	CMN PROGRAMMER	Skills Needed For Jobs	EXPERIENCE	0	.0%	1	50.0%	1	50.0%
			PROGRAMMING EXPERIENCE	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	CNC PROGRAMMER	Skills Needed For Jobs	EXPERIENCE	0	.0%	1	50.0%	1	50.0%
			PROGRAMMING EXPERIENCE	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	COMPLIANCE MANAGER	Skills Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%	5	50.0%
			NONE	0	.0%	5	50.0%	5	50.0%
			Total	0	.0%	10	100.0%	10	100.0%
	CONCESSION WORKERS	Skills Needed For Jobs	AGE MINIMUM 18	0	.0%	2	50.0%	2	22.2%
			CASH HANDLING	1	20.0%	0	.0%	1	11.1%
			CASH HANDLING EXPERIENCE	0	.0%	1	25.0%	1	11.1%
			CHILDREN - EXPERIENCE WORKING WITH	1	20.0%	0	.0%	1	11.1%
			COOKING KNOWLEDGE	1	20.0%	0	.0%	1	11.1%
			CUSTOMER SERVICE EXPERIENCE	0	.0%	1	25.0%	1	11.1%
			CUSTOMER SERVICE SKILLS	1	20.0%	0	.0%	1	11.1%
SPORTS PROGRAMS KNOWLEDGE			1	20.0%	0	.0%	1	11.1%	
Total			5	100.0%	4	100.0%	9	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	COOK	Skills Needed For Jobs	COOKING RESTAURANT EXPERIENCE	1	12.5%	0	.0%	1	12.5%
			CUSTOMER SERVICE	6	75.0%	0	.0%	6	75.0%
			CUSTOMER SERVICE SKILLS	1	12.5%	0	.0%	1	12.5%
			Total	8	100.0%	0	.0%	8	100.0%
	COOK - CAFE	Skills Needed For Jobs	BAKING EXPERIENCE	3	33.3%	0	.0%	3	33.3%
			BASIC COMPUTER SKILLS	1	11.1%	0	.0%	1	11.1%
			CASHIERING	1	11.1%	0	.0%	1	11.1%
			FOOD GRILL EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			FOOD PREPARATION EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			JANITORIAL OR SANITATION EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			MERCHANDISING	1	11.1%	0	.0%	1	11.1%
			Total	9	100.0%	0	.0%	9	100.0%
	COOK - GRILL	Skills Needed For Jobs	COOKING - GRILL EXPERIENCE	1	33.3%	0	.0%	1	33.3%
			RESTAURANT COOKING EXPERIENCE	1	33.3%	0	.0%	1	33.3%
			SPANISH SPEAKING	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	COOK - LINE	Skills Needed For Jobs	COOKING RESTAURANT EXPERIENCE	1	12.5%	0	.0%	1	12.5%
			CUSTOMER SERVICE	6	75.0%	0	.0%	6	75.0%
			CUSTOMER SERVICE SKILLS	1	12.5%	0	.0%	1	12.5%
			Total	8	100.0%	0	.0%	8	100.0%
	COOK - PASTRY	Skills Needed For Jobs	BAKING EXPERIENCE	3	33.3%	0	.0%	3	33.3%
			BASIC COMPUTER SKILLS	1	11.1%	0	.0%	1	11.1%
			CASHIERING	1	11.1%	0	.0%	1	11.1%
			FOOD GRILL EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			FOOD PREPARATION EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			JANITORIAL OR SANITATION EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			MERCHANDISING	1	11.1%	0	.0%	1	11.1%
			Total	9	100.0%	0	.0%	9	100.0%
	COOK - PREP	Skills Needed For Jobs	COOKING RESTAURANT EXPERIENCE	1	12.5%	0	.0%	1	12.5%
			CUSTOMER SERVICE	6	75.0%	0	.0%	6	75.0%
			CUSTOMER SERVICE SKILLS	1	12.5%	0	.0%	1	12.5%
			Total	8	100.0%	0	.0%	8	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	COOKS	Skills Needed For Jobs	ADMINISTRATIVE EXPERIENCE	0	.0%	1	10.0%	1	4.8%
			AGE MINIMUM 18	0	.0%	1	10.0%	1	4.8%
			BILINGUAL	0	.0%	1	10.0%	1	4.8%
			CHILDREN - EXPERIENCE WORKING WITH	0	.0%	1	10.0%	1	4.8%
			CHILDREN - EXPERIENCE WITH	0	.0%	1	10.0%	1	4.8%
			COOKING EXPERIENCE	3	27.3%	1	10.0%	4	19.0%
			COOKING PRODUCTION EXPERIENCE	0	.0%	1	10.0%	1	4.8%
			CUSTOMER SERVICE	1	9.1%	0	.0%	1	4.8%
			DO NOT KNOW	1	9.1%	0	.0%	1	4.8%
			ENGLISH - READ AND UNDERSTAND	0	.0%	1	10.0%	1	4.8%
			FOOD AND BEVERAGE EXPERIENCE	1	9.1%	0	.0%	1	4.8%
			NONE	4	36.4%	1	10.0%	5	23.8%
			NURSING EXPERIENCE	0	.0%	1	10.0%	1	4.8%
			WORK EXPERIENCE	1	9.1%	0	.0%	1	4.8%
			Total	11	100.0%	10	100.0%	21	100.0%
COUNSELOR- SUMMER DAY CAMP	Skills Needed For Jobs	AGE MINIMUM 16	0	.0%	1	20.0%	1	20.0%	
		CHILDREN EXPERIENCE WORKING WITH	0	.0%	1	20.0%	1	20.0%	
		GRAPHIC DESIGN EXPERIENCE/ 3-5 YEARS	0	.0%	1	20.0%	1	20.0%	
		WORK WELL WITH CHILDREN	0	.0%	1	20.0%	1	20.0%	
		WRITING SKILLS	0	.0%	1	20.0%	1	20.0%	
		Total	0	.0%	5	100.0%	5	100.0%	
COUNSELORS	Skills Needed For Jobs	COOKING EXPERIENCE	1	20.0%	0	.0%	1	20.0%	
		NONE	3	60.0%	0	.0%	3	60.0%	
		WORK EXPERIENCE	1	20.0%	0	.0%	1	20.0%	
		Total	5	100.0%	0	.0%	5	100.0%	
COUNSELORS - CAMP	Skills Needed For Jobs	CHILDREN - EXPERIENCE WORKING WITH	0	.0%	1	20.0%	1	20.0%	
		MACHINERY - EXPERIENCE	0	.0%	1	20.0%	1	20.0%	
		NONE	0	.0%	2	40.0%	2	40.0%	
		TEACHING EXPERIENCE	0	.0%	1	20.0%	1	20.0%	
		Total	0	.0%	5	100.0%	5	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees						
				Less Than 100 Employees		100 Or More Employees		Total		
				Count	Column N %	Count	Column N %	Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)	COUNSELORS - COMMUNITY TEAM SUPPORT	Skills Needed For Jobs	EXPERIENCE/ 1 YEAR	0	.0%	2	66.7%	2	66.7%	
			EXPERIENCE/ 1-2 YEARS	0	.0%	1	33.3%	1	33.3%	
			Total	0	.0%	3	100.0%	3	100.0%	
	COUNSELORS - SUMMER CAMP	Skills Needed For Jobs		CHILDREN - EXPERIENCE WORKING WITH	0	.0%	1	33.3%	1	33.3%
				NONE	0	.0%	1	33.3%	1	33.3%
				SPIN CLASS	0	.0%	1	33.3%	1	33.3%
				Total	0	.0%	3	100.0%	3	100.0%
	COURTESY CLERK	Skills Needed For Jobs		NONE	0	.0%	5	100.0%	5	100.0%
				Total	0	.0%	5	100.0%	5	100.0%
	CREATIVE DIRECTOR	Skills Needed For Jobs		30 COLLEGE CREDITS	0	.0%	1	16.7%	1	16.7%
				ABILITY TO LEAD VOLUNTEERS	0	.0%	1	16.7%	1	16.7%
				BUSINESS/ FINANCE/ BUDGET EXPERIENCE	0	.0%	1	16.7%	1	16.7%
				CHILDREN - EXPERIENCE WORKING WITH	0	.0%	1	16.7%	1	16.7%
				EARLY CHILDHOOD EDUCATION - 6 CREDITS	0	.0%	1	16.7%	1	16.7%
				LIGHTS EXPERIENCE/ 5 YEARS	0	.0%	1	16.7%	1	16.7%
				Total	0	.0%	6	100.0%	6	100.0%
	CREDIT ANALYST	Skills Needed For Jobs		NONE	1	100.0%	0	.0%	1	100.0%
				Total	1	100.0%	0	.0%	1	100.0%
	CUSTODIANS	Skills Needed For Jobs		NONE	0	.0%	3	100.0%	3	100.0%
				Total	0	.0%	3	100.0%	3	100.0%
	CUSTOMER CARE	Skills Needed For Jobs		COMPUTER SKILLS	1	16.7%	0	.0%	1	16.7%
				EXCEL	1	16.7%	0	.0%	1	16.7%
				MICROSOFT	1	16.7%	0	.0%	1	16.7%
				OUTLOOK	2	33.3%	0	.0%	2	33.3%
				SALES EXPERIENCE	1	16.7%	0	.0%	1	16.7%
				Total	6	100.0%	0	.0%	6	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CUSTOMER SERVICE REPRESENTATIVE	Skills Needed For Jobs	BAKING EXPERIENCE	3	14.3%	0	.0%	3	14.3%
			BASIC COMPUTER SKILLS	1	4.8%	0	.0%	1	4.8%
			CASHIERING	1	4.8%	0	.0%	1	4.8%
			COMMUNICATION	1	4.8%	0	.0%	1	4.8%
			COMMUNICATION SKILLS	1	4.8%	0	.0%	1	4.8%
			COMPUTER SKILLS	2	9.5%	0	.0%	2	9.5%
			COMPUTER SKILLS - BASIC	1	4.8%	0	.0%	1	4.8%
			CUSTOMER SERVICE EXPERIENCE/ 1 YEAR	1	4.8%	0	.0%	1	4.8%
			FOOD GRILL EXPERIENCE	1	4.8%	0	.0%	1	4.8%
			FOOD PREPARATION EXPERIENCE	1	4.8%	0	.0%	1	4.8%
			HUMAN RESOURCES EXPERIENCE/ 5 YEARS	1	4.8%	0	.0%	1	4.8%
			JANITORIAL OR SANITATION EXPERIENCE	1	4.8%	0	.0%	1	4.8%
			MATH	1	4.8%	0	.0%	1	4.8%
			MERCHANDISING	1	4.8%	0	.0%	1	4.8%
			NONE	1	4.8%	0	.0%	1	4.8%
			PARTS QUOTES AND PROCESSING PURCHASE ORDERS EXPERIENCE	1	4.8%	0	.0%	1	4.8%
			PICK UP ON INFORMATION QUICKLY	1	4.8%	0	.0%	1	4.8%
			VETERINARY HOSPITAL EXPERIENCE/ 1 YEAR	1	4.8%	0	.0%	1	4.8%
			Total	21	100.0%	0	.0%	21	100.0%
	DATA ENTRY	Skills Needed For Jobs	BASIC COMPUTER SKILLS	1	50.0%	0	.0%	1	50.0%
			GENERAL COMPUTER/ PHONE SKILLS	1	50.0%	0	.0%	1	50.0%
Total			2	100.0%	0	.0%	2	100.0%	
DATABASE DEVELOPER	Skills Needed For Jobs	DO NOT KNOW	0	.0%	1	33.3%	1	33.3%	
		EXPERIENCE/ 5 YEARS	0	.0%	1	33.3%	1	33.3%	
		SOFTWARE ENGINEERING EXPERIENCE/ 2-3 YEARS	0	.0%	1	33.3%	1	33.3%	
		Total	0	.0%	3	100.0%	3	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	DAYCARE TEACHER ASSISTANT - LEAD	Skills Needed For Jobs	30 COLLEGE CREDITS	0	.0%	1	16.7%	1	16.7%
			ABILITY TO LEAD VOLUNTEERS	0	.0%	1	16.7%	1	16.7%
			BUSINESS/ FINANCE/ BUDGET EXPERIENCE	0	.0%	1	16.7%	1	16.7%
			CHIDLREN - EXPERIENCE WORKING WITH	0	.0%	1	16.7%	1	16.7%
			EARLY CHILDHOOD EDUCATION - 6 CREDITS	0	.0%	1	16.7%	1	16.7%
			LIGHTS EXPERIENCE/ 5 YEARS	0	.0%	1	16.7%	1	16.7%
			Total	0	.0%	6	100.0%	6	100.0%
	DEBT COLLECTOR	Skills Needed For Jobs	COMPUTER SKILLS	1	50.0%	0	.0%	1	50.0%
			PHONE SKILLS	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	DELI CLERK	Skills Needed For Jobs	ATTENTION TO DETAIL	0	.0%	1	4.5%	1	4.5%
			COMMUNICATION	0	.0%	2	9.1%	2	9.1%
			COMMUNICATION SKILLS	0	.0%	2	9.1%	2	9.1%
			COMPUTER - BASIC SKILLS	0	.0%	1	4.5%	1	4.5%
			COMPUTER BASIC SKILLS	0	.0%	1	4.5%	1	4.5%
			CUSTOMER SERVICE	0	.0%	4	18.2%	4	18.2%
			CUSTOMER SERVICE SKILLS	0	.0%	2	9.1%	2	9.1%
			MATH - BASIC	0	.0%	1	4.5%	1	4.5%
			MECHANICAL EQUIPMENT EXPERIENCE	0	.0%	1	4.5%	1	4.5%
			NONE	0	.0%	6	27.3%	6	27.3%
			POWER EQUIPMENT	0	.0%	1	4.5%	1	4.5%
			Total	0	.0%	22	100.0%	22	100.0%
	DELI WORKER	Skills Needed For Jobs	NONE	0	.0%	6	100.0%	6	100.0%
			Total	0	.0%	6	100.0%	6	100.0%
	DESK CLERK	Skills Needed For Jobs	CUSTOMER SERVICE SKILLS	1	25.0%	0	.0%	1	25.0%
			MAINTENANCE EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			NONE	2	50.0%	0	.0%	2	50.0%
			Total	4	100.0%	0	.0%	4	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	DIESEL MECHANIC	Skills Needed For Jobs	DIESEL MECHANIC EXPERIENCE	0	.0%	1	20.0%	1	20.0%
			DRIVING EXPERIENCE/ 2 YEARS	0	.0%	1	20.0%	1	20.0%
			DRIVING TRACTOR-TRAILER EXPERIENCE/ 1 YEAR	0	.0%	1	20.0%	1	20.0%
			PREVENTATIVE MAINTENANCE	0	.0%	1	20.0%	1	20.0%
			WELDING	0	.0%	1	20.0%	1	20.0%
			Total	0	.0%	5	100.0%	5	100.0%
	DIESEL TECH	Skills Needed For Jobs	AUTO REPAIR EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			CUSTOMER SERVICE	0	.0%	1	25.0%	1	25.0%
			MONEY HANDLING	0	.0%	1	25.0%	1	25.0%
			NONE	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%
	DIETARY AIDE	Skills Needed For Jobs	AGE MINIMUM 18	0	.0%	1	11.1%	1	11.1%
			COOKING PRODUCTION EXPERIENCE	0	.0%	1	11.1%	1	11.1%
			ENGLISH - READ AND UNDERSTAND	0	.0%	1	11.1%	1	11.1%
			NONE	0	.0%	5	55.6%	5	55.6%
			NURSING EXPERIENCE	0	.0%	1	11.1%	1	11.1%
			Total	0	.0%	9	100.0%	9	100.0%
	DIRECT CARE GIVERS	Skills Needed For Jobs	NONE	0	.0%	3	100.0%	3	100.0%
			Total	0	.0%	3	100.0%	3	100.0%
	DIRECT SUPPORT PROFESSIONAL	Skills Needed For Jobs	DRIVER'S LICENSE	0	.0%	1	33.3%	1	33.3%
			DRUG SCREEN	0	.0%	1	33.3%	1	33.3%
			PASS BACKGROUND CHECK	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	DIRECTOR	Skills Needed For Jobs	ADMINISTRATIVE EXPERIENCE	0	.0%	1	20.0%	1	20.0%
			BILINGUAL	0	.0%	1	20.0%	1	20.0%
			CHIDLREN - EXPERIENCE WORKING WITH	0	.0%	1	20.0%	1	20.0%
			CHILDREN - EXPERIENCE WITH	0	.0%	1	20.0%	1	20.0%
COOKING EXPERIENCE			0	.0%	1	20.0%	1	20.0%	
Total			0	.0%	5	100.0%	5	100.0%	
DIRECTOR IN SALES AND MARKETING			Skills Needed For Jobs	SALES/ MARKETING	1	100.0%	0	.0%	1
	Total	1		100.0%	0	.0%	1	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	DISHWASHER	Skills Needed For Jobs	COOKING - GRILL EXPERIENCE	1	14.3%	0	.0%	1	14.3%
			COOKING EXPERIENCE	1	14.3%	0	.0%	1	14.3%
			CUSTOMER SERVICE	1	14.3%	0	.0%	1	14.3%
			DO NOT KNOW	1	14.3%	0	.0%	1	14.3%
			NONE	1	14.3%	0	.0%	1	14.3%
			RESTAURANT COOKING EXPERIENCE	1	14.3%	0	.0%	1	14.3%
			SPANISH SPEAKING	1	14.3%	0	.0%	1	14.3%
			Total	7	100.0%	0	.0%	7	100.0%
	DRIVER	Skills Needed For Jobs	COMPUTER SKILLS	0	.0%	1	33.3%	1	33.3%
			CUSTOMER SERVICE	0	.0%	1	33.3%	1	33.3%
			CUSTOMER SERVICE SKILLS	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	DRIVER - DELIVERY	Skills Needed For Jobs	COOKING RESTAURANT EXPERIENCE	1	12.5%	0	.0%	1	12.5%
			CUSTOMER SERVICE	6	75.0%	0	.0%	6	75.0%
			CUSTOMER SERVICE SKILLS	1	12.5%	0	.0%	1	12.5%
			Total	8	100.0%	0	.0%	8	100.0%
	DRIVER - STRAIGHT/ BOX TRUCK	Skills Needed For Jobs	TRANSPORTATION LOGISTICS EXPERIENCE/ 1 YEAR	1	33.3%	0	.0%	1	33.3%
			TRANSPORTATION LOGISTICS EXPERIENCE/ 2 YEARS	2	66.7%	0	.0%	2	66.7%
			Total	3	100.0%	0	.0%	3	100.0%
	E-COMMERCE MERCHANDISER	Skills Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%	5	50.0%
			NONE	0	.0%	5	50.0%	5	50.0%
			Total	0	.0%	10	100.0%	10	100.0%
	EARLY CHILDHOOD PRESCHOOL SUPERVISOR	Skills Needed For Jobs	DO NOT KNOW	0	.0%	1	50.0%	1	50.0%
			NONE	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	ECOMMERCE - VP	Skills Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%	5	50.0%
			NONE	0	.0%	5	50.0%	5	50.0%
			Total	0	.0%	10	100.0%	10	100.0%
	ELECTRICAL SERVICE TECHNICIAN	Skills Needed For Jobs	ELECTRONIC SYSTEMS	1	50.0%	0	.0%	1	50.0%
			NONE	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	ELECTRICIAN	Skills Needed For Jobs	DRIVER'S LICENSE	1	33.3%	0	.0%	1	33.3%
			ELECTRICAL SKILLS	1	33.3%	0	.0%	1	33.3%
			TAPE MEASURE	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ELECTRONICS FIELD SERVICE TECHNICIAN	Skills Needed For Jobs	ADJUSTING/ CALIBRATING CIRCUITS AND COMPONENTS USING PRINCIPLES AND THEORIES OF ELECTRONICS	0	.0%	1	33.3%	1	33.3%
			ELECTRONICS EXPERIENCE/ 1 YEAR	0	.0%	1	33.3%	1	33.3%
			TESTING/ TROUBLESHOOTING/ REPAIRING FIELD EQUIPMENT	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	EMAIL ANALYST	Skills Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%	5	50.0%
			NONE	0	.0%	5	50.0%	5	50.0%
			Total	0	.0%	10	100.0%	10	100.0%
	EMAIL COORDINATOR	Skills Needed For Jobs	COMPUTER SKILLS	1	16.7%	0	.0%	1	16.7%
			EXCEL	1	16.7%	0	.0%	1	16.7%
			MICROSOFT	1	16.7%	0	.0%	1	16.7%
			OUTLOOK	2	33.3%	0	.0%	2	33.3%
			SALES EXPERIENCE	1	16.7%	0	.0%	1	16.7%
			Total	6	100.0%	0	.0%	6	100.0%
	ENGINEER - CIVIL ONE	Skills Needed For Jobs	NONE	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	ENGINEER - CIVIL TWO	Skills Needed For Jobs	NONE	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	ENGINEER - ELECTRICAL	Skills Needed For Jobs	SOLAR EXPERIENCE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEER - PROJECT ENGINEER	Skills Needed For Jobs	ENGINEERING EXPERIENCE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	ENGINEER 2	Skills Needed For Jobs	COOKING EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			CUSTOMER SERVICE	1	25.0%	0	.0%	1	25.0%
			DO NOT KNOW	1	25.0%	0	.0%	1	25.0%
			NONE	1	25.0%	0	.0%	1	25.0%
			Total	4	100.0%	0	.0%	4	100.0%
	ENGINEERING INSPECTOR	Skills Needed For Jobs	ARC MAP SOFTWARE	0	.0%	1	16.7%	1	16.7%
			CAD	0	.0%	1	16.7%	1	16.7%
			COLLEGE - SOME	0	.0%	1	16.7%	1	16.7%
			CONSTRUCTION HOME BUILDING EXPERIENCE	0	.0%	1	16.7%	1	16.7%
DRAFTING			0	.0%	1	16.7%	1	16.7%	
FORESTRY			0	.0%	1	16.7%	1	16.7%	
Total			0	.0%	6	100.0%	6	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ENGINEERS	Skills Needed For Jobs	NONE	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	ENGINEERS - FPGA	Skills Needed For Jobs	EXPERIENCE/ 2 YEARS	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	ENVIRONMENTAL SERVICES	Skills Needed For Jobs	NONE	2	100.0%	0	.0%	2	100.0%
			Total	2	100.0%	0	.0%	2	100.0%
	ESTIMATOR	Skills Needed For Jobs	ACCOUNTING EXPERIENCE - IN CONSTRUCTION	0	.0%	1	33.3%	1	14.3%
			BUILDING MATERIALS EXPERIENCE	1	25.0%	0	.0%	1	14.3%
			CONSTRUCTION CONTRACTING EXPERIENCE	0	.0%	1	33.3%	1	14.3%
			CONSTRUCTION EXPERIENCE	1	25.0%	0	.0%	1	14.3%
			DO NOT KNOW	1	25.0%	0	.0%	1	14.3%
			MATH	0	.0%	1	33.3%	1	14.3%
			NONE	1	25.0%	0	.0%	1	14.3%
			Total	4	100.0%	3	100.0%	7	100.0%
	FACILITIES PROJECT TECHNICIAN	Skills Needed For Jobs	ARC MAP SOFTWARE	0	.0%	1	16.7%	1	16.7%
			CAD	0	.0%	1	16.7%	1	16.7%
			COLLEGE - SOME	0	.0%	1	16.7%	1	16.7%
			CONSTRUCTION HOME BUILDING EXPERIENCE	0	.0%	1	16.7%	1	16.7%
			DRAFTING	0	.0%	1	16.7%	1	16.7%
			FORESTRY	0	.0%	1	16.7%	1	16.7%
			Total	0	.0%	6	100.0%	6	100.0%
	FARM OPERATIONS - MANAGER	Skills Needed For Jobs	NONE	0	.0%	2	100.0%	2	100.0%
			Total	0	.0%	2	100.0%	2	100.0%
	FARM WORKER/ SUPERVISOR	Skills Needed For Jobs	AGE MINIMUM 16	0	.0%	1	16.7%	1	16.7%
			DRIVER'S LICENSE	0	.0%	1	16.7%	1	16.7%
			ENGLISH SPEAKING	0	.0%	1	16.7%	1	16.7%
			EQUIPMENT AND FARM ANIMALS EXPERIENCE	0	.0%	1	16.7%	1	16.7%
			FARM EQUIPMENT/ ANIMALS EXPERIENCE	0	.0%	1	16.7%	1	16.7%
			SWIM	0	.0%	1	16.7%	1	16.7%
			Total	0	.0%	6	100.0%	6	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	FARM WORKERS/ ASSISTANT	Skills Needed For Jobs	AGE MINIMUM 16	0	.0%	1	16.7%	1	16.7%
			DRIVER'S LICENSE	0	.0%	1	16.7%	1	16.7%
			ENGLISH SPEAKING	0	.0%	1	16.7%	1	16.7%
			EQUIPMENT AND FARM ANIMALS EXPERIENCE	0	.0%	1	16.7%	1	16.7%
			FARM EQUIPMENT/ ANIMALS EXPERIENCE	0	.0%	1	16.7%	1	16.7%
			SWIM	0	.0%	1	16.7%	1	16.7%
			Total	0	.0%	6	100.0%	6	100.0%
	FIELD SERVICE TECHNICIAN	Skills Needed For Jobs	MECHANICAL	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	FIELD SERVICE TECHNICIAN - BEVERAGE REFRIGERATION	Skills Needed For Jobs	BEVERAGE REFRIGERATION EXPERIENCE/ 3 YEARS	1	16.7%	0	.0%	1	16.7%
			FROZEN BEVERAGE DISPENSERS	1	16.7%	0	.0%	1	16.7%
			ICEMAKER/ FOUNTAIN SERVICE	1	16.7%	0	.0%	1	16.7%
			ICEMAKER/ FOUNTAIN SERVICE/ FROZEN BEVERAGE	1	16.7%	0	.0%	1	16.7%
			LEADERSHIP	1	16.7%	0	.0%	1	16.7%
			REFRIGERATION BACKGROUND	1	16.7%	0	.0%	1	16.7%
			Total	6	100.0%	0	.0%	6	100.0%
	FILM CREW	Skills Needed For Jobs	COMMUNICATION SKILLS	1	50.0%	0	.0%	1	50.0%
			CUSTOMER SERVICE	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	FOOD AND BEVERAGE LEADER	Skills Needed For Jobs	FOOD AND BEVERAGE EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			HOSPITALITY EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			HOTEL/ SALES EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			NONE	1	25.0%	0	.0%	1	25.0%
			Total	4	100.0%	0	.0%	4	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	FOOD AND BEVERAGE MANAGER	Skills Needed For Jobs	AGE MINIMUM 21	2	20.0%	0	.0%	2	20.0%
			BILINGUAL	1	10.0%	0	.0%	1	10.0%
			COMPUTER SKILLS	1	10.0%	0	.0%	1	10.0%
			CUSTOMER SERVICE EXPERIENCE	1	10.0%	0	.0%	1	10.0%
			DRIVER'S LICENSE	1	10.0%	0	.0%	1	10.0%
			HOUSEKEEPING SKILLS	1	10.0%	0	.0%	1	10.0%
			LOCAL AREA KNOWLEDGE	1	10.0%	0	.0%	1	10.0%
			MANAGEMENT EXPERIENCE	1	10.0%	0	.0%	1	10.0%
			MANAGEMENT EXPERIENCE/ 1 YEAR	1	10.0%	0	.0%	1	10.0%
			Total	10	100.0%	0	.0%	10	100.0%
	FOOD RUNNER	Skills Needed For Jobs	COMMUNICATION SKILLS	2	11.8%	0	.0%	2	11.8%
			COMMUNICATION/ PHONE	1	5.9%	0	.0%	1	5.9%
			COOKING RESTAURANT EXPERIENCE	1	5.9%	0	.0%	1	5.9%
			CUSTOMER SERVICE	6	35.3%	0	.0%	6	35.3%
			CUSTOMER SERVICE SKILLS	1	5.9%	0	.0%	1	5.9%
			ON YOUR FEET	1	5.9%	0	.0%	1	5.9%
			PASSION FOR FOOD	1	5.9%	0	.0%	1	5.9%
			RELIABILITY	1	5.9%	0	.0%	1	5.9%
			SELF-STARTER	1	5.9%	0	.0%	1	5.9%
			STANDING	1	5.9%	0	.0%	1	5.9%
			TEAM PLAYER	1	5.9%	0	.0%	1	5.9%
			Total	17	100.0%	0	.0%	17	100.0%
			FOOD SERVER	Skills Needed For Jobs	BARTENDING EXPERIENCE/ 1-2 YEARS	1	7.1%	0	.0%
	COMMUNICATION SKILLS	1			7.1%	0	.0%	1	7.1%
	COOKING RESTAURANT EXPERIENCE	1			7.1%	0	.0%	1	7.1%
	CUSTOMER SERVICE	7			50.0%	0	.0%	7	50.0%
	CUSTOMER SERVICE SKILLS	1			7.1%	0	.0%	1	7.1%
	NONE	2			14.3%	0	.0%	2	14.3%
	SERVING EXPERIENCE	1			7.1%	0	.0%	1	7.1%
	Total	14			100.0%	0	.0%	14	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	FORESTRY - INTERNS	Skills Needed For Jobs	ARC MAP SOFTWARE	0	.0%	1	16.7%	1	16.7%
			CAD	0	.0%	1	16.7%	1	16.7%
			COLLEGE - SOME	0	.0%	1	16.7%	1	16.7%
			CONSTRUCTION HOME BUILDING EXPERIENCE	0	.0%	1	16.7%	1	16.7%
			DRAFTING	0	.0%	1	16.7%	1	16.7%
			FORESTRY	0	.0%	1	16.7%	1	16.7%
			Total	0	.0%	6	100.0%	6	100.0%
	FORKLIFT OPERATOR - WAREHOUSE	Skills Needed For Jobs	TRANSPORTATION LOGISTICS EXPERIENCE/ 1 YEAR	1	33.3%	0	.0%	1	33.3%
			TRANSPORTATION LOGISTICS EXPERIENCE/ 2 YEARS	2	66.7%	0	.0%	2	66.7%
			Total	3	100.0%	0	.0%	3	100.0%
	FRAME TECHNICIANS	Skills Needed For Jobs	EXPERIENCE/ 2 YEARS	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	FREIGHT WORKER-OVERNIGHT	Skills Needed For Jobs	BASIC COMPUTER SKILLS	0	.0%	1	50.0%	1	50.0%
			PACKING AND SORTING	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	FRONT DESK	Skills Needed For Jobs	CALL CENTER EXPERIENCE	0	.0%	1	25.0%	1	12.5%
			COOKING EXPERIENCE	1	25.0%	0	.0%	1	12.5%
			CUSTOMER SERVICE	1	25.0%	1	25.0%	2	25.0%
			DO NOT KNOW	1	25.0%	0	.0%	1	12.5%
			EXPERIENCE IN DERMATOLOGY	0	.0%	1	25.0%	1	12.5%
			INJECTIONS	0	.0%	1	25.0%	1	12.5%
			NONE	1	25.0%	0	.0%	1	12.5%
			Total	4	100.0%	4	100.0%	8	100.0%
	FRONT DESK AGENT	Skills Needed For Jobs	CUSTOMER SERVICE	2	40.0%	0	.0%	2	40.0%
			EXPERIENCE	1	20.0%	0	.0%	1	20.0%
			NONE	2	40.0%	0	.0%	2	40.0%
			Total	5	100.0%	0	.0%	5	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	FRONT DESK CLERK	Skills Needed For Jobs	ABLE TO STAND	1	4.5%	0	.0%	1	3.7%
			AGE MINIMUM 21	2	9.1%	0	.0%	2	7.4%
			BILINGUAL	1	4.5%	0	.0%	1	3.7%
			CHILDREN - EXPERIENCE WORKING WITH	0	.0%	1	20.0%	1	3.7%
			COMPUTER SKILLS	1	4.5%	0	.0%	1	3.7%
			CUSTOMER SERVICE	1	4.5%	0	.0%	1	3.7%
			CUSTOMER SERVICE EXPERIENCE	1	4.5%	0	.0%	1	3.7%
			CUSTOMER SERVICE SKILLS	1	4.5%	0	.0%	1	3.7%
			DRIVER'S LICENSE	1	4.5%	0	.0%	1	3.7%
			DRIVING EXPERIENCE/ 2 YEARS	1	4.5%	0	.0%	1	3.7%
			HOSPITALITY EXPERIENCE	2	9.1%	0	.0%	2	7.4%
			HOUSEKEEPING SKILLS	1	4.5%	0	.0%	1	3.7%
			LOCAL AREA KNOWLEDGE	1	4.5%	0	.0%	1	3.7%
			MACHINERY - EXPERIENCE	0	.0%	1	20.0%	1	3.7%
			MANAGEMENT EXPERIENCE	1	4.5%	0	.0%	1	3.7%
			MANAGEMENT EXPERIENCE/ 1 YEAR	1	4.5%	0	.0%	1	3.7%
			MICROSOFT WORD/ EXCEL	1	4.5%	0	.0%	1	3.7%
			MOTOR VEHICLE RECORD - CLEAN	1	4.5%	0	.0%	1	3.7%
			NONE	3	13.6%	2	40.0%	5	18.5%
			SALES EXPERIENCE	1	4.5%	0	.0%	1	3.7%
			TEACHING EXPERIENCE	0	.0%	1	20.0%	1	3.7%
			Total	22	100.0%	5	100.0%	27	100.0%
	GRAPHIC COMMUNICATIONS SPECIALIST	Skills Needed For Jobs	AGE MINIMUM 16	0	.0%	1	20.0%	1	20.0%
			CHILDREN EXPERIENCE WORKING WITH	0	.0%	1	20.0%	1	20.0%
			GRAPHIC DESIGN EXPERIENCE/ 3-5 YEARS	0	.0%	1	20.0%	1	20.0%
			WORK WELL WITH CHILDREN	0	.0%	1	20.0%	1	20.0%
			WRITING SKILLS	0	.0%	1	20.0%	1	20.0%
			Total	0	.0%	5	100.0%	5	100.0%
	GRAPHIC WEB DESIGNER AND WEBSITE MAINTAINER	Skills Needed For Jobs	WEBSITE DESIGN/ MAINTENANCE EXPERIENCE/ 3 YEARS	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	GROCERY BAGGER	Skills Needed For Jobs	COMMUNICATION	0	.0%	1	7.7%	1	7.7%
			COMMUNICATION SKILLS	0	.0%	2	15.4%	2	15.4%
			CUSTOMER SERVICE	0	.0%	3	23.1%	3	23.1%
			CUSTOMER SERVICE SKILLS	0	.0%	1	7.7%	1	7.7%
			NONE	0	.0%	6	46.2%	6	46.2%
			Total	0	.0%	13	100.0%	13	100.0%
	GROCERY CLERK	Skills Needed For Jobs	NONE	0	.0%	6	100.0%	6	100.0%
			Total	0	.0%	6	100.0%	6	100.0%
	GROUNDSKEEPER	Skills Needed For Jobs	CHILDREN - EXPERIENCE WORKING WITH	0	.0%	1	20.0%	1	20.0%
			MACHINERY - EXPERIENCE	0	.0%	1	20.0%	1	20.0%
			NONE	0	.0%	2	40.0%	2	40.0%
			TEACHING EXPERIENCE	0	.0%	1	20.0%	1	20.0%
			Total	0	.0%	5	100.0%	5	100.0%
	GUEST SERVICE AGENT	Skills Needed For Jobs	COMMUNICATION SKILLS	0	.0%	2	40.0%	2	16.7%
			COMPUTER SKILLS	1	14.3%	0	.0%	1	8.3%
			CUSTOMER SERVICE	1	14.3%	0	.0%	1	8.3%
			CUSTOMER SERVICE EXPERIENCE	0	.0%	1	20.0%	1	8.3%
			CUSTOMER SERVICE SKILLS	1	14.3%	0	.0%	1	8.3%
			GUEST SERVICE	1	14.3%	0	.0%	1	8.3%
			GUEST SERVICES EXPERIENCE	0	.0%	1	20.0%	1	8.3%
			HOTEL POLICIES	1	14.3%	0	.0%	1	8.3%
			MINIMUM AGE 21	1	14.3%	0	.0%	1	8.3%
			SECURITY EXPERIENCE	0	.0%	1	20.0%	1	8.3%
			TELEPHONE MANNERS	1	14.3%	0	.0%	1	8.3%
			Total	7	100.0%	5	100.0%	12	100.0%
			GUEST SERVICE TEAM - LEAD	Skills Needed For Jobs	BOOKKEEPING	0	.0%	1	20.0%
	LEADERSHIP EXPERIENCE	0			.0%	2	40.0%	2	40.0%
	RETAIL EXPERIENCE/ 5-6 YEARS	0			.0%	1	20.0%	1	20.0%
	SELLING AND GUEST SERVICE EXPERIENCE	0			.0%	1	20.0%	1	20.0%
	Total	0			.0%	5	100.0%	5	100.0%
	GUEST SERVICES ASSISTANT	Skills Needed For Jobs	COMPUTER SKILLS	0	.0%	1	50.0%	1	50.0%
			ENGLISH FLUENCY	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	HOSPITALITY AIDES	Skills Needed For Jobs	NONE	0	.0%	2	100.0%	2	100.0%
			Total	0	.0%	2	100.0%	2	100.0%
	HOST	Skills Needed For Jobs	COMMUNICATION SKILLS	2	8.3%	0	.0%	2	8.3%
			COMMUNICATION/ PHONE	1	4.2%	0	.0%	1	4.2%
			COOKING RESTAURANT EXPERIENCE	1	4.2%	0	.0%	1	4.2%
			CUSTOMER SERVICE	8	33.3%	0	.0%	8	33.3%
			CUSTOMER SERVICE EXPERIENCE/ 3-6 YEARS	1	4.2%	0	.0%	1	4.2%
			CUSTOMER SERVICE SKILLS	1	4.2%	0	.0%	1	4.2%
			KITCHEN EXPERIENCE - RECENT	1	4.2%	0	.0%	1	4.2%
			NONE	2	8.3%	0	.0%	2	8.3%
			ON YOUR FEET	1	4.2%	0	.0%	1	4.2%
			PASSION FOR FOOD	1	4.2%	0	.0%	1	4.2%
			RELIABILITY	1	4.2%	0	.0%	1	4.2%
			SELF-STARTER	1	4.2%	0	.0%	1	4.2%
			SERVING EXPERIENCE	1	4.2%	0	.0%	1	4.2%
			STANDING	1	4.2%	0	.0%	1	4.2%
			TEAM PLAYER	1	4.2%	0	.0%	1	4.2%
			Total	24	100.0%	0	.0%	24	100.0%
	HOUSEKEEPER	Skills Needed For Jobs	AGE MINIMUM 18	0	.0%	1	20.0%	1	20.0%
			COOKING PRODUCTION EXPERIENCE	0	.0%	1	20.0%	1	20.0%
			ENGLISH - READ AND UNDERSTAND	0	.0%	1	20.0%	1	20.0%
			NONE	0	.0%	1	20.0%	1	20.0%
			NURSING EXPERIENCE	0	.0%	1	20.0%	1	20.0%
			Total	0	.0%	5	100.0%	5	100.0%

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TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	HOUSEKEEPER - EXECUTIVE	Skills Needed For Jobs	AGE MINIMUM 21	2	20.0%	0	.0%	2	20.0%
			BILINGUAL	1	10.0%	0	.0%	1	10.0%
			COMPUTER SKILLS	1	10.0%	0	.0%	1	10.0%
			CUSTOMER SERVICE EXPERIENCE	1	10.0%	0	.0%	1	10.0%
			DRIVER'S LICENSE	1	10.0%	0	.0%	1	10.0%
			HOUSEKEEPING SKILLS	1	10.0%	0	.0%	1	10.0%
			LOCAL AREA KNOWLEDGE	1	10.0%	0	.0%	1	10.0%
			MANAGEMENT EXPERIENCE	1	10.0%	0	.0%	1	10.0%
			MANAGEMENT EXPERIENCE/ 1 YEAR	1	10.0%	0	.0%	1	10.0%
			Total	10	100.0%	0	.0%	10	100.0%
	HOUSEKEEPING	Skills Needed For Jobs	CUSTOMER SERVICE SKILLS	1	12.5%	0	.0%	1	12.5%
			FOOD AND BEVERAGE EXPERIENCE	1	12.5%	0	.0%	1	12.5%
			HOSPITALITY EXPERIENCE	1	12.5%	0	.0%	1	12.5%
			HOTEL/ SALES EXPERIENCE	1	12.5%	0	.0%	1	12.5%
			MAINTENANCE EXPERIENCE	1	12.5%	0	.0%	1	12.5%
			NONE	3	37.5%	0	.0%	3	37.5%
			Total	8	100.0%	0	.0%	8	100.0%
	HUMAN RESOURCES MANAGER	Skills Needed For Jobs	COMPUTER SKILLS - BASIC	1	25.0%	0	.0%	1	25.0%
			HUMAN RESOURCES EXPERIENCE/ 5 YEARS	1	25.0%	0	.0%	1	25.0%
			MATH	1	25.0%	0	.0%	1	25.0%
			PARTS QUOTES AND PROCESSING PURCHASE ORDERS EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			Total	4	100.0%	0	.0%	4	100.0%
	HVAC - SERVICE TECHNICIAN	Skills Needed For Jobs	COMPUTER SKILLS - INTERMEDIATE	1	33.3%	0	.0%	1	33.3%
			CUSTOMER SERVICE SKILLS	1	33.3%	0	.0%	1	33.3%
			MECHANICAL	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	HVAC SERVICE SALESPERSON	Skills Needed For Jobs	HVAC AND SALES EXPERIENCE/ 2-5 YEARS	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	ICE CREAM SCOOPER	Skills Needed For Jobs	NONE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	INJECTION MOLDING - SHIFT LEAD	Skills Needed For Jobs	FORKLIFT	1	33.3%	0	.0%	1	33.3%
			INJECTION MOLDING SET UP EXPERIENCE/ 5 YEARS	1	33.3%	0	.0%	1	33.3%
			LEADERSHIP	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	INSURANCE PRECERTIFICATION ASSOCIATE	Skills Needed For Jobs	BASIC COMPUTER	1	20.0%	0	.0%	1	20.0%
			FOLLOW PROCEDURES	1	20.0%	0	.0%	1	20.0%
			FOLLOW WRITTEN INSTRUCTIONS	1	20.0%	0	.0%	1	20.0%
			OFFICE PROCEDURES/ EQUIPMENT	1	20.0%	0	.0%	1	20.0%
			PHONE SYSTEM	1	20.0%	0	.0%	1	20.0%
			Total	5	100.0%	0	.0%	5	100.0%
	INTERIOR DESIGNER	Skills Needed For Jobs	CABINETRY	1	16.7%	0	.0%	1	16.7%
			CARPENTRY TRIM EXPERIENCE/ 2-5 YEARS	1	16.7%	0	.0%	1	16.7%
			HANGING CABINETRY	1	16.7%	0	.0%	1	16.7%
			KITCHEN/ BATH DESIGN EXPERIENCE/ 2-5 YEARS	1	16.7%	0	.0%	1	16.7%
			ROOM TRIM OUT	1	16.7%	0	.0%	1	16.7%
			SALES EXPERIENCE	1	16.7%	0	.0%	1	16.7%
	Total	6	100.0%	0	.0%	6	100.0%		
	IT FRONT END DEVELOPERS	Skills Needed For Jobs	ADOBE PHOTOSHOP	0	.0%	1	12.5%	1	12.5%
			COMPUTER SKILLS	0	.0%	1	12.5%	1	12.5%
			CUSTOMER SERVICE EXPERIENCE	0	.0%	1	12.5%	1	12.5%
			HTML5	0	.0%	1	12.5%	1	12.5%
			PROGRAMMING KNOWLEDGE	0	.0%	1	12.5%	1	12.5%
			PROJECT MANAGEMENT EXPERIENCE	0	.0%	1	12.5%	1	12.5%
			WEB DEVELOPEMENT	0	.0%	1	12.5%	1	12.5%
			WEB DEVELOPMENT EXPERIENCE	0	.0%	1	12.5%	1	12.5%
	Total	0	.0%	8	100.0%	8	100.0%		

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	IT PROJECT MANAGERS	Skills Needed For Jobs	ADOBE PHOTOSHOP	0	.0%	1	12.5%	1	12.5%
			COMPUTER SKILLS	0	.0%	1	12.5%	1	12.5%
			CUSTOMER SERVICE EXPERIENCE	0	.0%	1	12.5%	1	12.5%
			HTML5	0	.0%	1	12.5%	1	12.5%
			PROGRAMMING KNOWLEDGE	0	.0%	1	12.5%	1	12.5%
			PROJECT MANAGEMENT EXPERIENCE	0	.0%	1	12.5%	1	12.5%
			WEB DEVELOPEMENT	0	.0%	1	12.5%	1	12.5%
			WEB DEVELOPEMENT EXPERIENCE	0	.0%	1	12.5%	1	12.5%
	Total	0	.0%	8	100.0%	8	100.0%		
	IT TECHNICIAN	Skills Needed For Jobs	COMPUTER SKILLS	0	.0%	1	33.3%	1	33.3%
			CUSTOMER SERVICE SKILLS	0	.0%	1	33.3%	1	33.3%
			HOSPITALITY EXPERIENCE	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	JANITORIAL/ ENGINEERING/ HOUSEKEEPING	Skills Needed For Jobs	MECHANICAL/ TECHNICAL SKILLS	1	33.3%	0	.0%	1	33.3%
			NONE	1	33.3%	0	.0%	1	33.3%
			SALES EXPERIENCE/ 1 YEAR	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	KITCHEN CABINET SPECIALIST	Skills Needed For Jobs	AUTOCAD 2020	0	.0%	1	14.3%	1	14.3%
			COMPUTER BASIC SKILLS	0	.0%	1	14.3%	1	14.3%
			COMPUTER SKILLS - BASIC	0	.0%	1	14.3%	1	14.3%
			CUSTOMER SERVICE	0	.0%	1	14.3%	1	14.3%
			CUSTOMER SERVICE EXPERIENCE	0	.0%	1	14.3%	1	14.3%
			KITCHEN DESIGN	0	.0%	1	14.3%	1	14.3%
			SALES EXPERIENCE	0	.0%	1	14.3%	1	14.3%
			Total	0	.0%	7	100.0%	7	100.0%
	KITCHEN HELPER	Skills Needed For Jobs	ABLE TO WORK WEEKENDS AND HOLIDAYS	0	.0%	1	33.3%	1	33.3%
			FOOD PREPARATION AND CLEAN UP	0	.0%	1	33.3%	1	33.3%
			PLAY THE TRUMPET	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	KITCHEN HELPER - FOOD PREPARATION	Skills Needed For Jobs	CUSTOMER SERVICE SKILLS	1	50.0%	0	.0%	1	50.0%
			NONE	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	KITCHEN STAFF	Skills Needed For Jobs	COMMUNICATION SKILLS	2	22.2%	0	.0%	2	22.2%
			COMMUNICATION/ PHONE	1	11.1%	0	.0%	1	11.1%
			ON YOUR FEET	1	11.1%	0	.0%	1	11.1%
			PASSION FOR FOOD	1	11.1%	0	.0%	1	11.1%
			RELIABIITY	1	11.1%	0	.0%	1	11.1%
			SELF-STARTER	1	11.1%	0	.0%	1	11.1%
			STANDING	1	11.1%	0	.0%	1	11.1%
			TEAM PLAYER	1	11.1%	0	.0%	1	11.1%
			Total	9	100.0%	0	.0%	9	100.0%
	LANDSCAPE LABORER	Skills Needed For Jobs	HORTICULTURE KNOWLEDGE	1	33.3%	0	.0%	1	33.3%
			LANDSCAPING TOOLS	1	33.3%	0	.0%	1	33.3%
			OPERATION OF LAWN MOWERS AND SNOW REMOVAL EQUIPMENT	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	LEASING CONSULTANT	Skills Needed For Jobs	CUSTOMER SERVICE EXPERIENCE/ 2 YEARS	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	LICENSED PLUMBER	Skills Needed For Jobs	CONSTRUCTION	1	33.3%	0	.0%	1	33.3%
			MECHANICAL	1	33.3%	0	.0%	1	33.3%
			PLUMBING EXPERIENCE/ 4 YEARS	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	LIFEGUARD	Skills Needed For Jobs	CHILDREN - EXPERIENCE WORKING WITH	0	.0%	1	14.3%	1	14.3%
			NONE	0	.0%	5	71.4%	5	71.4%
			SPIN CLASS	0	.0%	1	14.3%	1	14.3%
			Total	0	.0%	7	100.0%	7	100.0%
	LIFEGUARD - SWIM INSTRUCTOR	Skills Needed For Jobs	CHILDREN - EXPERIENCE WORKING WITH	0	.0%	1	20.0%	1	20.0%
			MACHINERY - EXPERIENCE	0	.0%	1	20.0%	1	20.0%
			NONE	0	.0%	2	40.0%	2	40.0%
			TEACHING EXPERIENCE	0	.0%	1	20.0%	1	20.0%
			Total	0	.0%	5	100.0%	5	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	LIFEGUARDS	Skills Needed For Jobs	AGE MINIMUM 16	0	.0%	1	8.3%	1	5.3%
			CHILDREN - EXPERIENCE WORKING WITH	0	.0%	1	8.3%	1	5.3%
			COOKING EXPERIENCE	1	14.3%	0	.0%	1	5.3%
			DRIVER'S LICENSE	0	.0%	1	8.3%	1	5.3%
			ENGLISH SPEAKING	0	.0%	1	8.3%	1	5.3%
			EQUIPMENT AND FARM ANIMALS EXPERIENCE	0	.0%	1	8.3%	1	5.3%
			FARM EQUIPMENT/ ANIMALS EXPERIENCE	0	.0%	1	8.3%	1	5.3%
			NONE	4	57.1%	5	41.7%	9	47.4%
			SWIM	0	.0%	1	8.3%	1	5.3%
			SWIMMING SKILLS	1	14.3%	0	.0%	1	5.3%
			WORK EXPERIENCE	1	14.3%	0	.0%	1	5.3%
			Total	7	100.0%	12	100.0%	19	100.0%
	LIGHTING DIRECTOR	Skills Needed For Jobs	30 COLLEGE CREDITS	0	.0%	1	16.7%	1	16.7%
			ABILITY TO LEAD VOLUNTEERS	0	.0%	1	16.7%	1	16.7%
			BUSINESS/ FINANCE/ BUDGET EXPERIENCE	0	.0%	1	16.7%	1	16.7%
			CHILDREN - EXPERIENCE WORKING WITH	0	.0%	1	16.7%	1	16.7%
			EARLY CHILDHOOD EDUCATION - 6 CREDITS	0	.0%	1	16.7%	1	16.7%
			LIGHTS EXPERIENCE/ 5 YEARS	0	.0%	1	16.7%	1	16.7%
			Total	0	.0%	6	100.0%	6	100.0%
	LINE COOK	Skills Needed For Jobs	ADHERE TO STANDARDS	1	8.3%	0	.0%	1	8.3%
			COMMUNICATION SKILLS	1	8.3%	0	.0%	1	8.3%
			CUSTOMER SERVICE	2	16.7%	0	.0%	2	16.7%
			CUSTOMER SERVICE EXPERIENCE/ 3-6 YEARS	1	8.3%	0	.0%	1	8.3%
			FOLLOW RECIPES	1	8.3%	0	.0%	1	8.3%
			FOOD SANITATION	1	8.3%	0	.0%	1	8.3%
			KITCHEN EXPERIENCE - RECENT	1	8.3%	0	.0%	1	8.3%
			LIFT 25 POUNDS	1	8.3%	0	.0%	1	8.3%
			NONE	2	16.7%	0	.0%	2	16.7%
			SERVING EXPERIENCE	1	8.3%	0	.0%	1	8.3%
	Total	12	100.0%	0	.0%	12	100.0%		

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	LIVING COACH	Skills Needed For Jobs	DISABLED - EXPERIENCE WORKING WITH	0	.0%	1	50.0%	1	50.0%
			NONE	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	MACHINE LATHE OPERATOR	Skills Needed For Jobs	EQUIPMENT SET UP AND BREAK DOWN	1	20.0%	0	.0%	1	20.0%
			MATH	1	20.0%	0	.0%	1	20.0%
			MEASURING TOOLS	1	20.0%	0	.0%	1	20.0%
			READING MEASURING TOOLS	1	20.0%	0	.0%	1	20.0%
			WORKING STEEL	1	20.0%	0	.0%	1	20.0%
			Total	5	100.0%	0	.0%	5	100.0%
			MACHINE OPERATOR	Skills Needed For Jobs	BASIC MATH	1	50.0%	0	.0%
	INDUSTRIAL EQUIPMENT MAINTENANCE EXPERIENCE/ 2-5 YEARS	0			.0%	1	25.0%	1	16.7%
	MACHINE OPERATING EXPERIENCE	1			50.0%	0	.0%	1	16.7%
	MANUFACTURING EXPERIENCE	0			.0%	1	25.0%	1	16.7%
	MANUFACTURING EXPERIENCE/ 2-3 YEARS	0			.0%	1	25.0%	1	16.7%
	PLASTICS MANUFACTURING EXPERIENCE/ 2 YEARS	0			.0%	1	25.0%	1	16.7%
	Total	2			100.0%	4	100.0%	6	100.0%
	MACHINIST - MANUAL	Skills Needed For Jobs	EQUIPMENT SET UP AND BREAK DOWN	1	20.0%	0	.0%	1	20.0%
			MATH	1	20.0%	0	.0%	1	20.0%
			MEASURING TOOLS	1	20.0%	0	.0%	1	20.0%
			READING MEASURING TOOLS	1	20.0%	0	.0%	1	20.0%
			WORKING STEEL	1	20.0%	0	.0%	1	20.0%
			Total	5	100.0%	0	.0%	5	100.0%
	MACHINIST - SET UP LEVEL 2	Skills Needed For Jobs	MACHINING EXPERIENCE/ 5 YEARS	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	MACHINIST - SET UP TECHNICIAN	Skills Needed For Jobs	INDUSTRIAL EQUIPMENT MAINTENANCE EXPERIENCE/ 2-5 YEARS	0	.0%	1	25.0%	1	25.0%
			MANUFACTURING EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			MANUFACTURING EXPERIENCE/ 2-3 YEARS	0	.0%	1	25.0%	1	25.0%
			PLASTICS MANUFACTURING EXPERIENCE/ 2 YEARS	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%
	MAILROOM	Skills Needed For Jobs	WILL TRAIN	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	MAINTENANCE	Skills Needed For Jobs	CUSTOMER SERVICE SKILLS	1	33.3%	0	.0%	1	33.3%
			MAINTENANCE EXPERIENCE	1	33.3%	0	.0%	1	33.3%
			NONE	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	MAINTENANCE TECHNICIANS	Skills Needed For Jobs	INDUSTRIAL EQUIPMENT MAINTENANCE EXPERIENCE/ 2-5 YEARS	0	.0%	1	25.0%	1	20.0%
			MANUFACTURING EXPERIENCE	0	.0%	1	25.0%	1	20.0%
			MANUFACTURING EXPERIENCE/ 2-3 YEARS	0	.0%	1	25.0%	1	20.0%
			PLASTICS MANUFACTURING EXPERIENCE/ 2 YEARS	0	.0%	1	25.0%	1	20.0%
			TRADESMAN SKILLED	1	100.0%	0	.0%	1	20.0%
			Total	1	100.0%	4	100.0%	5	100.0%
	MANUFACTURING - SUPERVISOR 2ND SHIFT	Skills Needed For Jobs	ACCOUNTS PAYABLE EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			NONE	0	.0%	1	25.0%	1	25.0%
			SUPERVISORY EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			WELDING EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%
	MARKETING	Skills Needed For Jobs	ACCOUNTING	1	11.1%	0	.0%	1	11.1%
			MARKETING EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			NONE	3	33.3%	0	.0%	3	33.3%
			OFFICE SKILLS	1	11.1%	0	.0%	1	11.1%
			SALES EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			WEB DESIGN EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			WELDING EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			Total	9	100.0%	0	.0%	9	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	MARKETING - SALES	Skills Needed For Jobs	DRIVER'S LICENSE	1	50.0%	0	.0%	1	50.0%
			RETAIL/ COMMUNICATIONS EXPERIENCE	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	MEAT WRAPPER	Skills Needed For Jobs	NONE	0	.0%	11	100.0%	11	100.0%
			Total	0	.0%	11	100.0%	11	100.0%
	MECHANIC	Skills Needed For Jobs	EXPERIENCE/ 3-5 YEARS	1	50.0%	0	.0%	1	50.0%
			SALES EXPERIENCE	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	MECHANICAL ASSEMBLER	Skills Needed For Jobs	MECHANICAL	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	MEDICAL ASSISTANT	Skills Needed For Jobs	CALL CENTER EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			CUSTOMER SERVICE	0	.0%	1	25.0%	1	25.0%
			EXPERIENCE IN DERMATOLOGY	0	.0%	1	25.0%	1	25.0%
			INJECTIONS	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%
	MEDICAL BILLER	Skills Needed For Jobs	BILLING EXPERIENCE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	MENTAL HEALTH TECHNICIAN	Skills Needed For Jobs	MENTAL HEALTH EXPERIENCE	0	.0%	1	50.0%	1	50.0%
			NONE	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	MOVERS	Skills Needed For Jobs	COMMUNICATION SKILLS	2	25.0%	0	.0%	2	25.0%
			MATH	1	12.5%	0	.0%	1	12.5%
			MOVING EXPERIENCE	1	12.5%	0	.0%	1	12.5%
			MOVING EXPERIENCE/ 1-2 YEARS	1	12.5%	0	.0%	1	12.5%
			NONE	1	12.5%	0	.0%	1	12.5%
			OFFICE SKILLS	1	12.5%	0	.0%	1	12.5%
			TEAMWORK	1	12.5%	0	.0%	1	12.5%
			Total	8	100.0%	0	.0%	8	100.0%
	NET DEVELOPERS	Skills Needed For Jobs	ACCOUNTING - EXPERIENCE	1	16.7%	0	.0%	1	16.7%
			ACCOUNTS PAYABLE	1	16.7%	0	.0%	1	16.7%
DATABASES			1	16.7%	0	.0%	1	16.7%	
MATH SKILLS			1	16.7%	0	.0%	1	16.7%	
PLC PROGRAMMING			1	16.7%	0	.0%	1	16.7%	
PROGRAMMING BASICS			1	16.7%	0	.0%	1	16.7%	
Total			6	100.0%	0	.0%	6	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	NEWSPAPER PROCESSOR	Skills Needed For Jobs	FOLLOWING DIRECTIONS	0	.0%	1	33.3%	1	33.3%
			MACHINERY OPERATION	0	.0%	1	33.3%	1	33.3%
			STANDING FOR LONG PERIODS	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	NIGHT AUDITOR	Skills Needed For Jobs	COMPUTER SKILLS	1	14.3%	0	.0%	1	14.3%
			CUSTOMER SERVICE	1	14.3%	0	.0%	1	14.3%
			CUSTOMER SERVICE SKILLS	1	14.3%	0	.0%	1	14.3%
			GUEST SERVICE	1	14.3%	0	.0%	1	14.3%
			HOTEL POLICIES	1	14.3%	0	.0%	1	14.3%
			MINIMUM AGE 21	1	14.3%	0	.0%	1	14.3%
			TELEPHONE MANNERS	1	14.3%	0	.0%	1	14.3%
			Total	7	100.0%	0	.0%	7	100.0%
	NURSE AIDES	Skills Needed For Jobs	AGE MINIMUM 18	0	.0%	1	20.0%	1	11.1%
			COOKING PRODUCTION EXPERIENCE	0	.0%	1	20.0%	1	11.1%
			ELDERLY - EXPERIENCE WITH	1	25.0%	0	.0%	1	11.1%
			ELDERLY CARE	1	25.0%	0	.0%	1	11.1%
			ENGLISH - READ AND UNDERSTAND	0	.0%	1	20.0%	1	11.1%
			MEMORY CARE EXPERIENCE	1	25.0%	0	.0%	1	11.1%
			NONE	0	.0%	1	20.0%	1	11.1%
			NURSE'S AIDE EXPERIENCE	1	25.0%	0	.0%	1	11.1%
			NURSING EXPERIENCE	0	.0%	1	20.0%	1	11.1%
	Total	4	100.0%	5	100.0%	9	100.0%		
	NURSES	Skills Needed For Jobs	BLOOD DRAWING	1	12.5%	0	.0%	1	7.7%
			CERTIFICATION IN PROCESS	0	.0%	1	20.0%	1	7.7%
			GRADUATES/ EXPERIENCE/ 1 YEAR	1	12.5%	0	.0%	1	7.7%
			GRADUATE AND 1 YEAR EXPERIENCE	1	12.5%	0	.0%	1	7.7%
			HEALTHCARE EXPERIENCE	0	.0%	1	20.0%	1	7.7%
			MENTAL HEALTH EXPERIENCE	0	.0%	1	20.0%	1	7.7%
			NONE	4	50.0%	2	40.0%	6	46.2%
			NURSING BASIC SKILLS	1	12.5%	0	.0%	1	7.7%
	Total	8	100.0%	5	100.0%	13	100.0%		

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	NURSES - CNA	Skills Needed For Jobs	CAREGIVING EXPERIENCE/ MEMORY CARE	1	12.5%	0	.0%	1	3.0%
			CERTIFICATION	0	.0%	1	4.0%	1	3.0%
			CERTIFICATION IN PROCESS	0	.0%	1	4.0%	1	3.0%
			COMPASSIONATE	0	.0%	1	4.0%	1	3.0%
			COMPUTER SKILLS	0	.0%	2	8.0%	2	6.1%
			CRADUATES/ EXPERIENCE/ 1 YEAR	1	12.5%	0	.0%	1	3.0%
			EMR EXPERIENCE	2	25.0%	0	.0%	2	6.1%
			GRADUATE AND 1 YEAR EXPERIENCE	1	12.5%	0	.0%	1	3.0%
			HEALTHCARE EXPERIENCE	0	.0%	1	4.0%	1	3.0%
			MEDICAL EXPERIENCE	1	12.5%	0	.0%	1	3.0%
			NONE	2	25.0%	15	60.0%	17	51.5%
			ORGANIZED	0	.0%	1	4.0%	1	3.0%
			PAIN AND SYMPTOM MANAGEMENT	0	.0%	1	4.0%	1	3.0%
			PEOPLE SKILLS	0	.0%	1	4.0%	1	3.0%
			SENIOR CARE EXPERIENCE	0	.0%	1	4.0%	1	3.0%
	Total	8	100.0%	25	100.0%	33	100.0%		
	NURSES - FIELD	Skills Needed For Jobs	COMPUTER SKILLS	0	.0%	2	66.7%	2	66.7%
			PAIN AND SYMPTOM MANAGEMENT	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	NURSES - LPN	Skills Needed For Jobs	COMPUTER SKILLS	0	.0%	2	18.2%	2	18.2%
			NONE	0	.0%	6	54.5%	6	54.5%
			NURSING SKILLS	0	.0%	2	18.2%	2	18.2%
			PAIN AND SYMPTOM MANAGEMENT	0	.0%	1	9.1%	1	9.1%
			Total	0	.0%	11	100.0%	11	100.0%
	NURSES - RN	Skills Needed For Jobs	AGE MINIMUM 18	0	.0%	1	6.3%	1	6.3%
			COOKING PRODUCTION EXPERIENCE	0	.0%	1	6.3%	1	6.3%
			ENGLISH - READ AND UNDERSTAND	0	.0%	1	6.3%	1	6.3%
			NONE	0	.0%	10	62.5%	10	62.5%
			NURSING EXPERIENCE	0	.0%	1	6.3%	1	6.3%
			NURSING SKILLS	0	.0%	2	12.5%	2	12.5%
	Total	0	.0%	16	100.0%	16	100.0%		

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	OCCUPATIONAL THERAPIST	Skills Needed For Jobs	CHILDREN - EXPERIENCE WORKING WITH	1	50.0%	0	.0%	1	50.0%
			PEDIATRIC EXPERIENCE	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	OCEAN EXPORT COORDINATOR	Skills Needed For Jobs	EXPERIENCE/ 1 YEAR	0	.0%	1	25.0%	1	25.0%
			FREIGHT FORWARDING EXPERIENCE/ 1 YEAR	0	.0%	1	25.0%	1	25.0%
			FREIGHT FORWARDING KNOWLEDGE	0	.0%	1	25.0%	1	25.0%
			NONE	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%
			OFFICE ASSISTANT	Skills Needed For Jobs	BASIC COMPUTER	1	33.3%	0	.0%
	CARPENTRY ROUGH IN EXPERIENCE/ 1 YEAR	1	33.3%		0	.0%	1	33.3%	
	PHONE SYSTEM MULTI-LINE	1	33.3%		0	.0%	1	33.3%	
	Total	3	100.0%		0	.0%	3	100.0%	
	OFFICE DATA ENTRY	Skills Needed For Jobs	BUILDING MATERIALS EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			CONSTRUCTION EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			DO NOT KNOW	1	25.0%	0	.0%	1	25.0%
			NONE	1	25.0%	0	.0%	1	25.0%
			Total	4	100.0%	0	.0%	4	100.0%
	OFFICE MANAGER	Skills Needed For Jobs	ACCOUNTING	1	16.7%	0	.0%	1	16.7%
			COMPUTER BASIC SKILLS	1	16.7%	0	.0%	1	16.7%
			CONSTRUCTION	1	16.7%	0	.0%	1	16.7%
			ORGANIZATION	1	16.7%	0	.0%	1	16.7%
			QUICKBOOKS SOFTWARE	1	16.7%	0	.0%	1	16.7%
			WORD/ EXCEL SOFTWARE	1	16.7%	0	.0%	1	16.7%
			Total	6	100.0%	0	.0%	6	100.0%
	OPERATIONS MANAGER	Skills Needed For Jobs	30 COLLEGE CREDITS	0	.0%	1	16.7%	1	16.7%
			ABILITY TO LEAD VOLUNTEERS	0	.0%	1	16.7%	1	16.7%
			BUSINESS/ FINANCE/ BUDGET EXPERIENCE	0	.0%	1	16.7%	1	16.7%
CHILDREN - EXPERIENCE WORKING WITH			0	.0%	1	16.7%	1	16.7%	
EARLY CHILDHOOD EDUCATION - 6 CREDITS			0	.0%	1	16.7%	1	16.7%	
LIGHTS EXPERIENCE/ 5 YEARS			0	.0%	1	16.7%	1	16.7%	
Total			0	.0%	6	100.0%	6	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	OPHTHALMIC TECHNICIAN	Skills Needed For Jobs	NONE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PACKAGE HANDLER	Skills Needed For Jobs	NONE	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	PACKER - UTILITY CLERK	Skills Needed For Jobs	INDUSTRIAL EQUIPMENT MAINTENANCE EXPERIENCE/ 2-5 YEARS	0	.0%	1	25.0%	1	25.0%
			MANUFACTURING EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			MANUFACTURING EXPERIENCE/ 2-3 YEARS	0	.0%	1	25.0%	1	25.0%
			PLASTICS MANUFACTURING EXPERIENCE/ 2 YEARS	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%
	PACKER WORKER/ LABORER	Skills Needed For Jobs	AGE MINIMUM 16	0	.0%	1	16.7%	1	16.7%
			DRIVER'S LICENSE	0	.0%	1	16.7%	1	16.7%
			ENGLISH SPEAKING	0	.0%	1	16.7%	1	16.7%
			EQUIPMENT AND FARM ANIMALS EXPERIENCE	0	.0%	1	16.7%	1	16.7%
			FARM EQUIPMENT/ ANIMALS EXPERIENCE	0	.0%	1	16.7%	1	16.7%
			SWIM	0	.0%	1	16.7%	1	16.7%
			Total	0	.0%	6	100.0%	6	100.0%
	PACKING WORKER - OVERNIGHT	Skills Needed For Jobs	NONE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PAINT LINE	Skills Needed For Jobs	ACCOUNTS PAYABLE EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			NONE	0	.0%	1	25.0%	1	25.0%
			SUPERVISORY EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			WELDING EXPERIENCE	0	.0%	1	25.0%	1	25.0%
			Total	0	.0%	4	100.0%	4	100.0%
	PARAPROFESSIONAL	Skills Needed For Jobs	NONE	0	.0%	2	100.0%	2	100.0%
			Total	0	.0%	2	100.0%	2	100.0%
	PARKS WORKERS	Skills Needed For Jobs	NONE	0	.0%	2	100.0%	2	100.0%
			Total	0	.0%	2	100.0%	2	100.0%
	PATIENT SERVICE REPRESENTATIVE	Skills Needed For Jobs	CUSTOMER SERVICE SKILLS	1	100.0%	0	.0%	1	100.0%
Total			1	100.0%	0	.0%	1	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	PHARMACY TECHNICIAN	Skills Needed For Jobs	ATTENTION TO DETAIL	0	.0%	1	10.0%	1	7.1%
			COMPUTER - BASIC SKILLS	0	.0%	1	10.0%	1	7.1%
			COMPUTER BASIC SKILLS	0	.0%	1	10.0%	1	7.1%
			CUSTOMER SERVICE	0	.0%	1	10.0%	1	7.1%
			CUSTOMER SERVICE SKILLS	1	25.0%	0	.0%	1	7.1%
			MATH - BASIC	0	.0%	1	10.0%	1	7.1%
			MECHANICAL EQUIPMENT EXPERIENCE	0	.0%	1	10.0%	1	7.1%
			NONE	1	25.0%	4	40.0%	5	35.7%
			TIME MANAGEMENT	1	25.0%	0	.0%	1	7.1%
			TYPING	1	25.0%	0	.0%	1	7.1%
			Total	4	100.0%	10	100.0%	14	100.0%
	PHYSICIAN	Skills Needed For Jobs	NONE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PLC PROGRAMMERS	Skills Needed For Jobs	ACCOUNTING - EXPERIENCE	1	16.7%	0	.0%	1	16.7%
			ACCOUNTS PAYABLE	1	16.7%	0	.0%	1	16.7%
			DATABASES	1	16.7%	0	.0%	1	16.7%
			MATH SKILLS	1	16.7%	0	.0%	1	16.7%
			PLC PROGRAMMING	1	16.7%	0	.0%	1	16.7%
			PROGRAMMING BASICS	1	16.7%	0	.0%	1	16.7%
			Total	6	100.0%	0	.0%	6	100.0%
	PLUMBER - APPRENTICE	Skills Needed For Jobs	CONSTRUCTION	1	33.3%	0	.0%	1	33.3%
			MECHANICAL	1	33.3%	0	.0%	1	33.3%
			PLUMBING EXPERIENCE/ 4 YEARS	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	PORTERS	Skills Needed For Jobs	AGE MINIMUM 18	0	.0%	2	25.0%	2	13.3%
			AUTO REPAIR EXPERIENCE	0	.0%	1	12.5%	1	6.7%
			CASH HANDLING EXPERIENCE	0	.0%	1	12.5%	1	6.7%
			COMMUNICATION SKILLS	2	28.6%	0	.0%	2	13.3%
			COMPUTER BASIC SKILLS	1	14.3%	0	.0%	1	6.7%
			CUSTOMER SERVICE	1	14.3%	1	12.5%	2	13.3%
			CUSTOMER SERVICE EXPERIENCE	1	14.3%	1	12.5%	2	13.3%
			MONEY HANDLING	0	.0%	1	12.5%	1	6.7%
			NONE	2	28.6%	1	12.5%	3	20.0%
			Total	7	100.0%	8	100.0%	15	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	PRODUCE CLERK	Skills Needed For Jobs	NONE	0	.0%	5	100.0%	5	100.0%
			Total	0	.0%	5	100.0%	5	100.0%
	PRODUCE WORKER	Skills Needed For Jobs	ATTENTION TO DETAIL	0	.0%	1	14.3%	1	14.3%
			COMPUTER - BASIC SKILLS	0	.0%	1	14.3%	1	14.3%
			COMPUTER BASIC SKILLS	0	.0%	1	14.3%	1	14.3%
			CUSTOMER SERVICE	0	.0%	1	14.3%	1	14.3%
			MATH - BASIC	0	.0%	1	14.3%	1	14.3%
			MECHANICAL EQUIPMENT EXPERIENCE	0	.0%	1	14.3%	1	14.3%
			NONE	0	.0%	1	14.3%	1	14.3%
			Total	0	.0%	7	100.0%	7	100.0%
	PRODUCT MANAGER	Skills Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%	5	50.0%
			NONE	0	.0%	5	50.0%	5	50.0%
			Total	0	.0%	10	100.0%	10	100.0%
	PRODUCTION TECHNICIAN	Skills Needed For Jobs	ACCOUNTING	1	16.7%	0	.0%	1	16.7%
			COMPUTER BASIC SKILLS	1	16.7%	0	.0%	1	16.7%
			CONSTRUCTION	1	16.7%	0	.0%	1	16.7%
			ORGANIZATION	1	16.7%	0	.0%	1	16.7%
			QUICKBOOKS SOFTWARE	1	16.7%	0	.0%	1	16.7%
			WORD/ EXCEL SOFTWARE	1	16.7%	0	.0%	1	16.7%
			Total	6	100.0%	0	.0%	6	100.0%
	PROGRAM ADVISOR	Skills Needed For Jobs	SALES EXPERIENCE/ 2-3 YEARS	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	PROGRAMMERS	Skills Needed For Jobs	ACCOUNTING KNOWLEDGE	1	25.0%	0	.0%	1	25.0%
			COMPUTER SKILLS	1	25.0%	0	.0%	1	25.0%
			MATH SKILLS	1	25.0%	0	.0%	1	25.0%
			PROGRAMMING KNOWLEDGE	1	25.0%	0	.0%	1	25.0%
			Total	4	100.0%	0	.0%	4	100.0%
	PROJECT ASSOCIATES	Skills Needed For Jobs	INTERNSHIP/ 2 YEARS	0	.0%	1	100.0%	1	100.0%
			Total	0	.0%	1	100.0%	1	100.0%
	PROJECT MANAGEMENT	Skills Needed For Jobs	APPLIED STRUCTURAL DRYING	1	33.3%	0	.0%	1	33.3%
COMPUTER SKILLS - INTERMEDIATE			1	33.3%	0	.0%	1	33.3%	
CONSTRUCTION EXPERIENCE/ 10 YEARS			1	33.3%	0	.0%	1	33.3%	
Total			3	100.0%	0	.0%	3	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	PUBLIC HEALTH AND MOSQUITO CONTROL FIELD TECHNICIAN	Skills Needed For Jobs	NONE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	QUALITY CONTROL DEVICE INSPECTOR	Skills Needed For Jobs	ATTENTION TO DETAIL	2	28.6%	0	.0%	2	28.6%
			COMMUNICATION SKILLS	2	28.6%	0	.0%	2	28.6%
			MATH - INTERMEDIATE	1	14.3%	0	.0%	1	14.3%
			MATH SKILLS	1	14.3%	0	.0%	1	14.3%
			NONE	1	14.3%	0	.0%	1	14.3%
			Total	7	100.0%	0	.0%	7	100.0%
	QUALITY CONTROL MATERIAL INSPECTOR	Skills Needed For Jobs	ATTENTION TO DETAIL	2	28.6%	0	.0%	2	28.6%
			COMMUNICATION SKILLS	2	28.6%	0	.0%	2	28.6%
			MATH - INTERMEDIATE	1	14.3%	0	.0%	1	14.3%
			MATH SKILLS	1	14.3%	0	.0%	1	14.3%
			NONE	1	14.3%	0	.0%	1	14.3%
			Total	7	100.0%	0	.0%	7	100.0%
	QUALITY CONTROL TECHNICIAN	Skills Needed For Jobs	ATTENTION TO DETAIL	2	28.6%	0	.0%	2	28.6%
			COMMUNICATION SKILLS	2	28.6%	0	.0%	2	28.6%
			MATH - INTERMEDIATE	1	14.3%	0	.0%	1	14.3%
			MATH SKILLS	1	14.3%	0	.0%	1	14.3%
			NONE	1	14.3%	0	.0%	1	14.3%
			Total	7	100.0%	0	.0%	7	100.0%
	REAL ESTATE AGENTS	Skills Needed For Jobs	NONE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	RECEPTIONIST	Skills Needed For Jobs	CASH HANDLING	0	.0%	1	16.7%	1	5.3%
			CERTIFICATION	0	.0%	1	16.7%	1	5.3%
			COMMUNICATION SKILLS	2	15.4%	0	.0%	2	10.5%
			COMPUTER BASIC SKILLS	1	7.7%	0	.0%	1	5.3%
			COMPUTER SKILLS	0	.0%	2	33.3%	2	10.5%
			COMPUTER SKILLS - INTERMEDIATE	1	7.7%	0	.0%	1	5.3%
			CUSTOMER SERVICE	1	7.7%	0	.0%	1	5.3%
			CUSTOMER SERVICE EXPERIENCE	1	7.7%	0	.0%	1	5.3%
CUSTOMER SERVICE SKILLS			1	7.7%	0	.0%	1	5.3%	
EMR EXPERIENCE			2	15.4%	0	.0%	2	10.5%	
MEDICAL EXPERIENCE			1	7.7%	0	.0%	1	5.3%	
NONE			2	15.4%	2	33.3%	4	21.1%	
SOCIAL MEDIA			1	7.7%	0	.0%	1	5.3%	
Total			13	100.0%	6	100.0%	19	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	RESPIRATORY THERAPIST	Skills Needed For Jobs	NONE	0	.0%	3	100.0%	3	100.0%
			Total	0	.0%	3	100.0%	3	100.0%
	ROOM ATTENDANTS	Skills Needed For Jobs	BASIC CLEANING KNOWLEDGE	1	25.0%	0	.0%	1	25.0%
			MINIMUM AGE 21	1	25.0%	0	.0%	1	25.0%
			MOTOR VEHICLE RECORD - CLEAN	1	25.0%	0	.0%	1	25.0%
			NONE	1	25.0%	0	.0%	1	25.0%
			Total	4	100.0%	0	.0%	4	100.0%
	SALES	Skills Needed For Jobs	ABLE TO MARKET AND IDENTIFY PROSPECTS	1	7.7%	0	.0%	1	7.7%
			COMMUNICATION SKILLS	1	7.7%	0	.0%	1	7.7%
			COMPUTER SKILLS	1	7.7%	0	.0%	1	7.7%
			EXCEL	1	7.7%	0	.0%	1	7.7%
			EXPERIENCE/ 3-5 YEARS	1	7.7%	0	.0%	1	7.7%
			MICROSOFT	1	7.7%	0	.0%	1	7.7%
			NONE	2	15.4%	0	.0%	2	15.4%
			OUTLOOK	2	15.4%	0	.0%	2	15.4%
			SALES EXPERIENCE	3	23.1%	0	.0%	3	23.1%
			Total	13	100.0%	0	.0%	13	100.0%
	SALES - COORDINATOR	Skills Needed For Jobs	MECHANICAL/ TECHNICAL SKILLS	1	33.3%	0	.0%	1	33.3%
			NONE	1	33.3%	0	.0%	1	33.3%
			SALES EXPERIENCE/ 1 YEAR	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	SALES - FLOOR TEAM LEAD	Skills Needed For Jobs	BOOKKEEPING	0	.0%	1	20.0%	1	20.0%
			LEADERSHIP EXPERIENCE	0	.0%	2	40.0%	2	40.0%
			RETAIL EXPERIENCE/ 5-6 YEARS	0	.0%	1	20.0%	1	20.0%
			SELLING AND GUEST SERVICE EXPERIENCE	0	.0%	1	20.0%	1	20.0%
			Total	0	.0%	5	100.0%	5	100.0%
	SALES - INSIDE CUSTOMER SERVICE	Skills Needed For Jobs	BASIC COMPUTER SKILLS	1	50.0%	0	.0%	1	50.0%
			GENERAL COMPUTER/ PHONE SKILLS	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%

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TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SALES - INSIDE REPRESENTATIVE	Skills Needed For Jobs	BUILDING MATERIALS EXPERIENCE	1	11.1%	0	.0%	1	9.1%
			CONSTRUCTION EXPERIENCE	1	11.1%	0	.0%	1	9.1%
			CYBER SECURITY EXPERIENCE	2	22.2%	0	.0%	2	18.2%
			CYBER SECURITY SALES EXPERIENCE	1	11.1%	0	.0%	1	9.1%
			DO NOT KNOW	1	11.1%	0	.0%	1	9.1%
			EXPERIENCE/ 5 YEARS	1	11.1%	0	.0%	1	9.1%
			NONE	1	11.1%	0	.0%	1	9.1%
			PHONE EXPERIENCE	0	.0%	1	50.0%	1	9.1%
			SALES - INSIDE EXPERIENCE	0	.0%	1	50.0%	1	9.1%
			SALES EXPERIENCE	1	11.1%	0	.0%	1	9.1%
			Total	9	100.0%	2	100.0%	11	100.0%
	SALES - NATIONAL ACCOUNTS MANAGER	Skills Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%	5	50.0%
			NONE	0	.0%	5	50.0%	5	50.0%
			Total	0	.0%	10	100.0%	10	100.0%
	SALES - OUTSIDE REPRESENTATIVE	Skills Needed For Jobs	CYBER SECURITY EXPERIENCE	2	40.0%	0	.0%	2	40.0%
			CYBER SECURITY SALES EXPERIENCE	1	20.0%	0	.0%	1	20.0%
			EXPERIENCE/ 5 YEARS	1	20.0%	0	.0%	1	20.0%
			SALES EXPERIENCE	1	20.0%	0	.0%	1	20.0%
			Total	5	100.0%	0	.0%	5	100.0%
	SALES ASSOCIATE	Skills Needed For Jobs	MOVING EXPERIENCE	1	33.3%	0	.0%	1	33.3%
			NONE	1	33.3%	0	.0%	1	33.3%
			OFFICE SKILLS	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	SALES ENGINEER	Skills Needed For Jobs	DIRECT DIGITAL CONTROL	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SALES MANAGER	Skills Needed For Jobs	FOOD AND BEVERAGE EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			HOSPITALITY EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			HOTEL/ SALES EXPERIENCE	1	25.0%	0	.0%	1	25.0%
NONE			1	25.0%	0	.0%	1	25.0%	
Total			4	100.0%	0	.0%	4	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SALES TEAM ASSISTANT	Skills Needed For Jobs	CUSTOMER SERVICE SKILLS	1	16.7%	0	.0%	1	16.7%
			INDUSTRIAL SEWING MACHINE OPERATION	1	16.7%	0	.0%	1	16.7%
			MICROSOFT OFFICE	1	16.7%	0	.0%	1	16.7%
			READING CONSTRUCTION DRAWINGS	1	16.7%	0	.0%	1	16.7%
			TAKING DIRECTIONS	1	16.7%	0	.0%	1	16.7%
			TYPING	1	16.7%	0	.0%	1	16.7%
			Total	6	100.0%	0	.0%	6	100.0%
	SALESPERSON	Skills Needed For Jobs	AUTOCAD 2020	0	.0%	1	14.3%	1	14.3%
			COMPUTER BASIC SKILLS	0	.0%	1	14.3%	1	14.3%
			COMPUTER SKILLS - BASIC	0	.0%	1	14.3%	1	14.3%
			CUSTOMER SERVICE	0	.0%	1	14.3%	1	14.3%
			CUSTOMER SERVICE EXPERIENCE	0	.0%	1	14.3%	1	14.3%
			KITCHEN DESIGN	0	.0%	1	14.3%	1	14.3%
			SALES EXPERIENCE	0	.0%	1	14.3%	1	14.3%
			Total	0	.0%	7	100.0%	7	100.0%
	SANITATION	Skills Needed For Jobs	BAKING EXPERIENCE	3	33.3%	0	.0%	3	33.3%
			BASIC COMPUTER SKILLS	1	11.1%	0	.0%	1	11.1%
			CASHIERING	1	11.1%	0	.0%	1	11.1%
			FOOD GRILL EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			FOOD PREPARATION EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			JANITORIAL OR SANITATION EXPERIENCE	1	11.1%	0	.0%	1	11.1%
			MERCHANDISING	1	11.1%	0	.0%	1	11.1%
			Total	9	100.0%	0	.0%	9	100.0%
	SCHEDULING	Skills Needed For Jobs	EMR EXPERIENCE	2	66.7%	0	.0%	2	66.7%
			MEDICAL EXPERIENCE	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	SCIENCE - PH.D.	Skills Needed For Jobs	LAB EXPERIENCE	1	50.0%	0	.0%	1	50.0%
			RESEARCH EXPERIENCE	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	SEAFOOD CLERK	Skills Needed For Jobs	COMMUNICATION	0	.0%	1	14.3%	1	14.3%
COMMUNICATION SKILLS			0	.0%	2	28.6%	2	28.6%	
CUSTOMER SERVICE			0	.0%	3	42.9%	3	42.9%	
CUSTOMER SERVICE SKILLS			0	.0%	1	14.3%	1	14.3%	
Total			0	.0%	7	100.0%	7	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SECURITY AGENT	Skills Needed For Jobs	COMMUNICATION SKILLS	0	.0%	2	28.6%	2	28.6%
			CUSTOMER SERVICE EXPERIENCE	0	.0%	1	14.3%	1	14.3%
			GUEST SERVICES EXPERIENCE	0	.0%	1	14.3%	1	14.3%
			NONE	0	.0%	1	14.3%	1	14.3%
			SECURITY EXPERIENCE	0	.0%	2	28.6%	2	28.6%
			Total	0	.0%	7	100.0%	7	100.0%
	SECURITY OFFICERS	Skills Needed For Jobs	AGE MINIMUM 18	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	SERVER/ BARTENDER	Skills Needed For Jobs	AGE MINIMUM 21	2	18.2%	0	.0%	2	18.2%
			BILINGUAL	1	9.1%	0	.0%	1	9.1%
			COMPUTER SKILLS	1	9.1%	0	.0%	1	9.1%
			CUSTOMER SERVICE EXPERIENCE	1	9.1%	0	.0%	1	9.1%
			DRIVER'S LICENSE	1	9.1%	0	.0%	1	9.1%
			HOUSEKEEPING SKILLS	1	9.1%	0	.0%	1	9.1%
			LOCAL AREA KNOWLEDGE	1	9.1%	0	.0%	1	9.1%
			MANAGEMENT EXPERIENCE	1	9.1%	0	.0%	1	9.1%
			MANAGEMENT EXPERIENCE/ 1 YEAR	1	9.1%	0	.0%	1	9.1%
			POSTIVE OUTLOOK	1	9.1%	0	.0%	1	9.1%
			Total	11	100.0%	0	.0%	11	100.0%

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TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SERVERS	Skills Needed For Jobs	COMMUNICATION SKILLS	2	9.1%	0	.0%	2	9.1%
			COMMUNICATION/ PHONE	1	4.5%	0	.0%	1	4.5%
			COOKING EXPERIENCE	2	9.1%	0	.0%	2	9.1%
			CUSTOMER SERVICE	2	9.1%	0	.0%	2	9.1%
			CUSTOMER SERVICE EXPERIENCE/ 3-6 YEARS	1	4.5%	0	.0%	1	4.5%
			CUSTOMER SERVICE SKILLS	1	4.5%	0	.0%	1	4.5%
			FOOD AND BEVERAGE EXPERIENCE	1	4.5%	0	.0%	1	4.5%
			KITCHEN EXPERIENCE - RECENT	1	4.5%	0	.0%	1	4.5%
			NONE	4	18.2%	0	.0%	4	18.2%
			ON YOUR FEET	1	4.5%	0	.0%	1	4.5%
			PASSION FOR FOOD	1	4.5%	0	.0%	1	4.5%
			RELIABILITY	1	4.5%	0	.0%	1	4.5%
			SELF-STARTER	1	4.5%	0	.0%	1	4.5%
			STANDING	1	4.5%	0	.0%	1	4.5%
			TEAM PLAYER	1	4.5%	0	.0%	1	4.5%
	WORK EXPERIENCE	1	4.5%	0	.0%	1	4.5%		
	Total	22	100.0%	0	.0%	22	100.0%		
	SERVICE TECHNICIAN - LEAD	Skills Needed For Jobs	BEVERAGE REFRIGERATION EXPERIENCE/ 3 YEARS	1	16.7%	0	.0%	1	16.7%
			FROZEN BEVERAGE DISPENSERS	1	16.7%	0	.0%	1	16.7%
			ICEMAKER/ FOUNTAIN SERVICE	1	16.7%	0	.0%	1	16.7%
			ICEMAKER/ FOUNTAIN SERVICE/ FROZEN BEVERAGE	1	16.7%	0	.0%	1	16.7%
			LEADERSHIP	1	16.7%	0	.0%	1	16.7%
REFRIGERATION BACKGROUND			1	16.7%	0	.0%	1	16.7%	
Total			6	100.0%	0	.0%	6	100.0%	
SERVICE TECHNICIANS	Skills Needed For Jobs	NONE	1	100.0%	0	.0%	1	100.0%	
		Total	1	100.0%	0	.0%	1	100.0%	
SERVICE WRITER	Skills Needed For Jobs	COMMUNICATION SKILLS	2	28.6%	0	.0%	2	28.6%	
		COMPUTER BASIC SKILLS	1	14.3%	0	.0%	1	14.3%	
		CUSTOMER SERVICE	1	14.3%	0	.0%	1	14.3%	
		CUSTOMER SERVICE EXPERIENCE	1	14.3%	0	.0%	1	14.3%	
		NONE	2	28.6%	0	.0%	2	28.6%	
		Total	7	100.0%	0	.0%	7	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SEWING MACHINE OPERATOR - INDUSTRIAL	Skills Needed For Jobs	CUSTOMER SERVICE SKILLS	1	16.7%	0	.0%	1	16.7%
			INDUSTRIAL SEWING MACHINE OPERATION	1	16.7%	0	.0%	1	16.7%
			MICROSOFT OFFICE	1	16.7%	0	.0%	1	16.7%
			READING CONSTRUCTION DRAWINGS	1	16.7%	0	.0%	1	16.7%
			TAKING DIRECTIONS	1	16.7%	0	.0%	1	16.7%
			TYPING	1	16.7%	0	.0%	1	16.7%
			Total	6	100.0%	0	.0%	6	100.0%
	SHIFT LEAD	Skills Needed For Jobs	CUSTOMER SERVICE SKILLS	1	25.0%	0	.0%	1	25.0%
			NONE	1	25.0%	0	.0%	1	25.0%
			TIME MANAGEMENT	1	25.0%	0	.0%	1	25.0%
			TYPING	1	25.0%	0	.0%	1	25.0%
			Total	4	100.0%	0	.0%	4	100.0%
	SHIPPING AND RECEIVING CLERK	Skills Needed For Jobs	ELECTRONIC SYSTEMS	1	50.0%	0	.0%	1	50.0%
			NONE	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	SHUTTLE DRIVER	Skills Needed For Jobs	AGE MINIMUM 21	2	9.5%	0	.0%	2	8.7%
			BASIC CLEANING KNOWLEDGE	1	4.8%	0	.0%	1	4.3%
			BILINGUAL	1	4.8%	0	.0%	1	4.3%
			COMPUTER SKILLS	1	4.8%	0	.0%	1	4.3%
			CUSTOMER SERVICE	2	9.5%	0	.0%	2	8.7%
			CUSTOMER SERVICE EXPERIENCE	1	4.8%	0	.0%	1	4.3%
			CUSTOMER SERVICE SKILLS	1	4.8%	0	.0%	1	4.3%
			DRIVER'S LICENSE	1	4.8%	0	.0%	1	4.3%
			DRIVING EXPERIENCE/ 2 YEARS	1	4.8%	0	.0%	1	4.3%
			EXPERIENCE	1	4.8%	0	.0%	1	4.3%
			HOUSEKEEPING SKILLS	1	4.8%	0	.0%	1	4.3%
			LOCAL AREA KNOWLEDGE	1	4.8%	0	.0%	1	4.3%
			MANAGEMENT EXPERIENCE	1	4.8%	0	.0%	1	4.3%
			MANAGEMENT EXPERIENCE/ 1 YEAR	1	4.8%	0	.0%	1	4.3%
			MINIMUM AGE 21	1	4.8%	0	.0%	1	4.3%
			MOTOR VEHICLE RECORD - CLEAN	2	9.5%	0	.0%	2	8.7%
			NONE	2	9.5%	1	50.0%	3	13.0%
			SECURITY EXPERIENCE	0	.0%	1	50.0%	1	4.3%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SHUTTLE DRIVER	Skills Needed For Jobs	Total	21	100.0%	2	100.0%	23	100.0%
	SKILLED LABORER	Skills Needed For Jobs	DRIVER'S LICENSE	1	33.3%	0	.0%	1	33.3%
			ELECTRICAL SKILLS	1	33.3%	0	.0%	1	33.3%
			TAPE MEASURE	1	33.3%	0	.0%	1	33.3%
			Total	3	100.0%	0	.0%	3	100.0%
	SLEEP APNEA TESTING PRODUCTION ASSOCIATE	Skills Needed For Jobs	BASIC COMPUTER	1	20.0%	0	.0%	1	20.0%
			FOLLOW PROCEDURES	1	20.0%	0	.0%	1	20.0%
			FOLLOW WRITTEN INSTRUCTIONS	1	20.0%	0	.0%	1	20.0%
			OFFICE PROCEDURES/ EQUIPMENT	1	20.0%	0	.0%	1	20.0%
			PHONE SYSTEM	1	20.0%	0	.0%	1	20.0%
			Total	5	100.0%	0	.0%	5	100.0%
			SOFTWARE ENGINEERING	Skills Needed For Jobs	EXPERIENCE/ 2 YEARS	2	100.0%	0	.0%
	Total	2	100.0%	0	.0%	2	100.0%		
	SPECIAL AGENTS	Skills Needed For Jobs	INSURANCE FRAUD	0	.0%	1	50.0%	1	50.0%
			LAW ENFORCEMENT EXPERIENCE	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	SPEECH PATHOLOGISTS	Skills Needed For Jobs	CHILDREN - EXPERIENCE WORKING WITH	1	50.0%	0	.0%	1	50.0%
			PEDIATRIC EXPERIENCE	1	50.0%	0	.0%	1	50.0%
			Total	2	100.0%	0	.0%	2	100.0%
	SPIN INSTRUCTOR	Skills Needed For Jobs	CHILDREN - EXPERIENCE WORKING WITH	0	.0%	2	25.0%	2	25.0%
			MACHINERY - EXPERIENCE	0	.0%	1	12.5%	1	12.5%
			NONE	0	.0%	3	37.5%	3	37.5%
			SPIN CLASS	0	.0%	1	12.5%	1	12.5%
			TEACHING EXPERIENCE	0	.0%	1	12.5%	1	12.5%
			Total	0	.0%	8	100.0%	8	100.0%
	STOCKER - OVERNIGHT	Skills Needed For Jobs	NONE	0	.0%	6	100.0%	6	100.0%
			Total	0	.0%	6	100.0%	6	100.0%
STOCKER/ MERCHANDISE UNLOADER - EARLY SHIFT	Skills Needed For Jobs	CUSTOMER SERVICE	0	.0%	1	50.0%	1	50.0%	
		LIFT 20 POUNDS	0	.0%	1	50.0%	1	50.0%	
		Total	0	.0%	2	100.0%	2	100.0%	
STOCKROOM	Skills Needed For Jobs	COMPUTER EXPERIENCE/ DATA ENTRY	0	.0%	1	50.0%	1	50.0%	
		WAREHOUSE EXPERIENCE/ KNOWLEDGE	0	.0%	1	50.0%	1	50.0%	
		Total	0	.0%	2	100.0%	2	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SUPERVISOR - ACCREDITATION	Skills Needed For Jobs	DO NOT KNOW	0	.0%	1	33.3%	1	33.3%
			EXPERIENCE/ 5 YEARS	0	.0%	1	33.3%	1	33.3%
			SOFTWARE ENGINEERING EXPERIENCE/ 2-3 YEARS	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	SURGICAL TECHNICIAN	Skills Needed For Jobs	NONE	0	.0%	3	100.0%	3	100.0%
			Total	0	.0%	3	100.0%	3	100.0%
	SYSTEM ADMINISTRATOR	Skills Needed For Jobs	CYBER SECURITY EXPERIENCE	2	40.0%	0	.0%	2	40.0%
			CYBER SECURITY SALES EXPERIENCE	1	20.0%	0	.0%	1	20.0%
			EXPERIENCE/ 5 YEARS	1	20.0%	0	.0%	1	20.0%
			SALES EXPERIENCE	1	20.0%	0	.0%	1	20.0%
			Total	5	100.0%	0	.0%	5	100.0%
	TEACHER	Skills Needed For Jobs	30 COLLEGE CREDITS	1	12.5%	0	.0%	1	12.5%
			30 HOUR CREDITS	1	12.5%	0	.0%	1	12.5%
			DEGREE - WORKING ON	2	25.0%	0	.0%	2	25.0%
			EARLY CHILDHOOD DEVELOPEMENT - 30 CREDITS	1	12.5%	0	.0%	1	12.5%
			EARLY CHILDHOOD DEVELOPMENT - 30 CREDITS	1	12.5%	0	.0%	1	12.5%
			EARLY CHILDHOOD EDUCATION DEGREE - WORKING ON	1	12.5%	0	.0%	1	12.5%
			EARLY CHILDHOOD EXPERIENCE	1	12.5%	0	.0%	1	12.5%
			Total	8	100.0%	0	.0%	8	100.0%
	TEACHER - INFANT	Skills Needed For Jobs	30 COLLEGE CREDITS	1	12.5%	0	.0%	1	12.5%
			30 HOUR CREDITS	1	12.5%	0	.0%	1	12.5%
			DEGREE - WORKING ON	2	25.0%	0	.0%	2	25.0%
			EARLY CHILDHOOD DEVELOPEMENT - 30 CREDITS	1	12.5%	0	.0%	1	12.5%
			EARLY CHILDHOOD DEVELOPMENT - 30 CREDITS	1	12.5%	0	.0%	1	12.5%
			EARLY CHILDHOOD EDUCATION DEGREE - WORKING ON	1	12.5%	0	.0%	1	12.5%
			EARLY CHILDHOOD EXPERIENCE	1	12.5%	0	.0%	1	12.5%
			Total	8	100.0%	0	.0%	8	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	TEACHER - LEAD	Skills Needed For Jobs	CHILDREN - EXPERIENCE WITH	1	25.0%	0	.0%	1	25.0%
			COMMUNICATION SKILLS	1	25.0%	0	.0%	1	25.0%
			EARLY CHILDHOOD EDUCATION EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			LESSON PLAN	1	25.0%	0	.0%	1	25.0%
			Total	4	100.0%	0	.0%	4	100.0%
	TEACHER - PRESCHOOL	Skills Needed For Jobs	30 COLLEGE CREDITS	1	12.5%	0	.0%	1	12.5%
			30 HOUR CREDITS	1	12.5%	0	.0%	1	12.5%
			DEGREE - WORKING ON	2	25.0%	0	.0%	2	25.0%
			EARLY CHILDHOOD DEVELOPEMENT - 30 CREDITS	1	12.5%	0	.0%	1	12.5%
			EARLY CHILDHOOD DEVELOPMENT - 30 CREDITS	1	12.5%	0	.0%	1	12.5%
			EARLY CHILDHOOD EDUCATION DEGREE - WORKING ON	1	12.5%	0	.0%	1	12.5%
			EARLY CHILDHOOD EXPERIENCE	1	12.5%	0	.0%	1	12.5%
			Total	8	100.0%	0	.0%	8	100.0%
	TEACHER - TODDLER	Skills Needed For Jobs	30 COLLEGE CREDITS	1	12.5%	0	.0%	1	12.5%
			30 HOUR CREDITS	1	12.5%	0	.0%	1	12.5%
			DEGREE - WORKING ON	2	25.0%	0	.0%	2	25.0%
			EARLY CHILDHOOD DEVELOPEMENT - 30 CREDITS	1	12.5%	0	.0%	1	12.5%
			EARLY CHILDHOOD DEVELOPMENT - 30 CREDITS	1	12.5%	0	.0%	1	12.5%
			EARLY CHILDHOOD EDUCATION DEGREE - WORKING ON	1	12.5%	0	.0%	1	12.5%
			EARLY CHILDHOOD EXPERIENCE	1	12.5%	0	.0%	1	12.5%
			Total	8	100.0%	0	.0%	8	100.0%
	TEACHERS - ASSISTANTS	Skills Needed For Jobs	CHILDREN - EXPERIENCE WITH	1	25.0%	0	.0%	1	25.0%
			COMMUNICATION SKILLS	1	25.0%	0	.0%	1	25.0%
			EARLY CHILDHOOD EDUCATION EXPERIENCE	1	25.0%	0	.0%	1	25.0%
			LESSON PLAN	1	25.0%	0	.0%	1	25.0%
			Total	4	100.0%	0	.0%	4	100.0%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	TEAM LEADER	Skills Needed For Jobs	DISABLED - EXPERIENCE WORKING WITH	0	.0%	1	50.0%	1	50.0%
			NONE	0	.0%	1	50.0%	1	50.0%
			Total	0	.0%	2	100.0%	2	100.0%
	TECHNICIANS	Skills Needed For Jobs	NONE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	TELEMARKETER	Skills Needed For Jobs	NONE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	TELLERS	Skills Needed For Jobs	CASH EXPERIENCE	0	.0%	1	20.0%	1	10.0%
			CASH HANDLING	1	20.0%	1	20.0%	2	20.0%
			COMPUTER SKILLS	0	.0%	2	40.0%	2	20.0%
			CUSTOMER SERVICE	2	40.0%	1	20.0%	3	30.0%
			MINIMUM AGE 18	1	20.0%	0	.0%	1	10.0%
			SALES EXPERIENCE	1	20.0%	0	.0%	1	10.0%
			Total	5	100.0%	5	100.0%	10	100.0%
	THERAPIST	Skills Needed For Jobs	ADMINISTRATIVE EXPERIENCE	0	.0%	1	12.5%	1	12.5%
			BILINGUAL	0	.0%	1	12.5%	1	12.5%
			CHIDLREN - EXPERIENCE WORKING WITH	0	.0%	1	12.5%	1	12.5%
			CHILDREN - EXPERIENCE WITH	0	.0%	1	12.5%	1	12.5%
			COOKING EXPERIENCE	0	.0%	1	12.5%	1	12.5%
			EXPERIENCE/ 1 YEAR	0	.0%	2	25.0%	2	25.0%
			EXPERIENCE/ 1-2 YEARS	0	.0%	1	12.5%	1	12.5%
			Total	0	.0%	8	100.0%	8	100.0%
	TICKETING MANAGER	Skills Needed For Jobs	COMPUTER SKILLS	0	.0%	1	33.3%	1	33.3%
			CUSTOMER SERVICE SKILLS	0	.0%	1	33.3%	1	33.3%
			HOSPITALITY EXPERIENCE	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	TRACTOR-TRAILER DRIVER	Skills Needed For Jobs	TRANSPORTATION LOGISTICS EXPERIENCE/ 1 YEAR	1	33.3%	0	.0%	1	33.3%
			TRANSPORTATION LOGISTICS EXPERIENCE/ 2 YEARS	2	66.7%	0	.0%	2	66.7%
			Total	3	100.0%	0	.0%	3	100.0%
	TRAFFIC TECHNICIAN	Skills Needed For Jobs	ATTENTION TO DETAIL	0	.0%	1	25.0%	1	25.0%
			CAD EXPERIENCE/ 2 YEARS	0	.0%	1	25.0%	1	25.0%
			HAVE A CAR	0	.0%	1	25.0%	1	25.0%
			WILLINGNESS TO TRAVEL	0	.0%	1	25.0%	1	25.0%
Total			0	.0%	4	100.0%	4	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	TRUMPETER	Skills Needed For Jobs	ABLE TO WORK WEEKENDS AND HOLIDAYS	0	.0%	1	33.3%	1	33.3%
			FOOD PREPARATION AND CLEAN UP	0	.0%	1	33.3%	1	33.3%
			PLAY THE TRUMPET	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	UI DEVELOPER	Skills Needed For Jobs	DO NOT KNOW	0	.0%	1	33.3%	1	33.3%
			EXPERIENCE/ 5 YEARS	0	.0%	1	33.3%	1	33.3%
			SOFTWARE ENGINEERING EXPERIENCE/ 2-3 YEARS	0	.0%	1	33.3%	1	33.3%
			Total	0	.0%	3	100.0%	3	100.0%
	VETERINARY ASSISTANT	Skills Needed For Jobs	ANIMAL HOSPITAL EXPERIENCE/ 1 YEAR	1	25.0%	0	.0%	1	25.0%
			ANIMAL RESTRAINT	1	25.0%	0	.0%	1	25.0%
			CUSTOMER SERVICE EXPERIENCE/ 1 YEAR	1	25.0%	0	.0%	1	25.0%
			VETERINARY HOSPITAL EXPERIENCE/ 1 YEAR	1	25.0%	0	.0%	1	25.0%
			Total	4	100.0%	0	.0%	4	100.0%
	VP-FINANCE	Skills Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%	5	50.0%
			NONE	0	.0%	5	50.0%	5	50.0%
			Total	0	.0%	10	100.0%	10	100.0%
	WAIT STAFF	Skills Needed For Jobs	COOKING RESTAURANT EXPERIENCE	1	12.5%	0	.0%	1	8.3%
			CUSTOMER SERVICE	6	75.0%	0	.0%	6	50.0%
			CUSTOMER SERVICE SKILLS	1	12.5%	0	.0%	1	8.3%
			NONE	0	.0%	4	100.0%	4	33.3%
			Total	8	100.0%	4	100.0%	12	100.0%
	WAREHOUSE	Skills Needed For Jobs	EXPERIENCE/ 1 YEAR	0	.0%	1	20.0%	1	20.0%
			FREIGHT FORWARDING EXPERIENCE/ 1 YEAR	0	.0%	1	20.0%	1	20.0%
			FREIGHT FORWARDING KNOWLEDGE	0	.0%	1	20.0%	1	20.0%
			NONE	0	.0%	2	40.0%	2	40.0%
			Total	0	.0%	5	100.0%	5	100.0%
	WAREHOUSE JOB	Skills Needed For Jobs	COMMUNICATION SKILLS	1	25.0%	0	.0%	1	25.0%
			COMPUTER SKILLS	1	25.0%	0	.0%	1	25.0%
NONE			1	25.0%	0	.0%	1	25.0%	
PICK UP ON INFORMATION QUICKLY			1	25.0%	0	.0%	1	25.0%	
Total			4	100.0%	0	.0%	4	100.0%	

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	WAREHOUSE MANAGER	Skills Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%	5	50.0%
			NONE	0	.0%	5	50.0%	5	50.0%
			Total	0	.0%	10	100.0%	10	100.0%
	WAREHOUSE SUPERVISOR	Skills Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%	5	50.0%
			NONE	0	.0%	5	50.0%	5	50.0%
			Total	0	.0%	10	100.0%	10	100.0%
	WEB DESIGNER	Skills Needed For Jobs	ACCOUNTING	1	16.7%	0	.0%	1	16.7%
			MARKETING EXPERIENCE	1	16.7%	0	.0%	1	16.7%
			NONE	1	16.7%	0	.0%	1	16.7%
			OFFICE SKILLS	1	16.7%	0	.0%	1	16.7%
			WEB DESIGN EXPERIENCE	1	16.7%	0	.0%	1	16.7%
			WELDING EXPERIENCE	1	16.7%	0	.0%	1	16.7%
			Total	6	100.0%	0	.0%	6	100.0%
			WEB DEVELOPER	Skills Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%
	NONE	0			.0%	5	50.0%	5	50.0%
	Total	0			.0%	10	100.0%	10	100.0%
	WEB DEVELOPERS	Skills Needed For Jobs	ADOBE PHOTOSHOP	0	.0%	1	12.5%	1	12.5%
			COMPUTER SKILLS	0	.0%	1	12.5%	1	12.5%
			CUSTOMER SERVICE EXPERIENCE	0	.0%	1	12.5%	1	12.5%
			HTML5	0	.0%	1	12.5%	1	12.5%
			PROGRAMMING KNOWLEDGE	0	.0%	1	12.5%	1	12.5%
			PROJECT MANAGEMENT EXPERIENCE	0	.0%	1	12.5%	1	12.5%
			WEB DEVELOPEMENT	0	.0%	1	12.5%	1	12.5%
			WEB DEVELOPMENT EXPERIENCE	0	.0%	1	12.5%	1	12.5%
			Total	0	.0%	8	100.0%	8	100.0%
	WELDERS	Skills Needed For Jobs	ACCOUNTING	1	16.7%	0	.0%	1	10.0%
			ACCOUNTS PAYABLE EXPERIENCE	0	.0%	1	25.0%	1	10.0%
			MARKETING EXPERIENCE	1	16.7%	0	.0%	1	10.0%
			NONE	1	16.7%	1	25.0%	2	20.0%
			OFFICE SKILLS	1	16.7%	0	.0%	1	10.0%
SUPERVISORY EXPERIENCE			0	.0%	1	25.0%	1	10.0%	
WEB DESIGN EXPERIENCE			1	16.7%	0	.0%	1	10.0%	
WELDING EXPERIENCE			1	16.7%	1	25.0%	2	20.0%	
Total	6	100.0%	4	100.0%	10	100.0%			

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	WIRELESS CELL TOWER TECHNICIAN	Skills Needed For Jobs	NONE	1	100.0%	0	.0%	1	100.0%
			Total	1	100.0%	0	.0%	1	100.0%
	YARD OPERATIONS WORKER	Skills Needed For Jobs	SPANISH SPEAKING	0	.0%	1	100.0%	1	100.0%
		Total	0	.0%	1	100.0%	1	100.0%	
Total	Total	Skills Needed For Jobs	30 COLLEGE CREDITS	4	.4%	4	.5%	8	.5%
			30 HOUR CREDITS	4	.4%	0	.0%	4	.2%
			ABILITY TO LEAD VOLUNTEERS	0	.0%	4	.5%	4	.2%
			ABLE TO MARKET AND IDENTIFY PROSPECTS	1	.1%	0	.0%	1	.1%
			ABLE TO STAND	1	.1%	0	.0%	1	.1%
			ABLE TO WORK WEEKENDS AND HOLIDAYS	0	.0%	2	.3%	2	.1%
			ACCOUNTING	9	1.0%	0	.0%	9	.5%
			ACCOUNTING - EXPERIENCE	3	.3%	0	.0%	3	.2%
			ACCOUNTING EXPERIENCE - IN CONSTRUCTION	0	.0%	2	.3%	2	.1%
			ACCOUNTING KNOWLEDGE	2	.2%	0	.0%	2	.1%
			ACCOUNTS PAYABLE	3	.3%	0	.0%	3	.2%
			ACCOUNTS PAYABLE EXPERIENCE	0	.0%	4	.5%	4	.2%
			ADHERE TO STANDARDS	1	.1%	0	.0%	1	.1%
			ADJUSTING/ CALIBRATING CIRCUITS AND COMPONENTS USING PRINCIPLES AND THEORIES OF ELECTRONICS	0	.0%	1	.1%	1	.1%
			ADMINISTRATIVE EXPERIENCE	0	.0%	3	.4%	3	.2%
			ADOBE PHOTOSHOP	0	.0%	3	.4%	3	.2%
			AGE MINIMUM 16	0	.0%	7	.9%	7	.4%
			AGE MINIMUM 18	1	.1%	11	1.5%	12	.7%
			AGE MINIMUM 21	10	1.1%	0	.0%	10	.6%
			ANIMAL HOSPITAL EXPERIENCE/ 1 YEAR	1	.1%	0	.0%	1	.1%
			ANIMAL RESTRAINT	1	.1%	0	.0%	1	.1%
			APPLIED STRUCTURAL DRYING	1	.1%	0	.0%	1	.1%
			ARC MAP SOFTWARE	0	.0%	3	.4%	3	.2%
			ATTENTION TO DETAIL	6	.7%	7	.9%	13	.8%
			AUTO REPAIR EXPERIENCE	0	.0%	3	.4%	3	.2%
			AUTOCAD 2020	0	.0%	3	.4%	3	.2%
			BAKING EXPERIENCE	18	2.0%	0	.0%	18	1.1%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	Total	Skills Needed For Jobs	Number Of Employees						
			Less Than 100 Employees		100 Or More Employees		Total		
			Count	Column N %	Count	Column N %	Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)		Skills Needed For Jobs	BARTENDING EXPERIENCE/ 1-2 YEARS	2	.2%	0	.0%	2	.1%
			BASIC CLEANING KNOWLEDGE	2	.2%	0	.0%	2	.1%
			BASIC COMPUTER	4	.4%	0	.0%	4	.2%
			BASIC COMPUTER SKILLS	8	.9%	1	.1%	9	.5%
			BASIC MATH	1	.1%	0	.0%	1	.1%
			BEVERAGE REFRIGERATION EXPERIENCE/ 3 YEARS	2	.2%	0	.0%	2	.1%
			BILINGUAL	5	.6%	3	.4%	8	.5%
			BILLING EXPERIENCE	1	.1%	0	.0%	1	.1%
			BLOOD DRAWING	1	.1%	0	.0%	1	.1%
			BOOKKEEPING	0	.0%	2	.3%	2	.1%
			BUILDING MATERIALS EXPERIENCE	3	.3%	0	.0%	3	.2%
			BUSINESS/ FINANCE/ BUDGET EXPERIENCE	0	.0%	4	.5%	4	.2%
			CABINTRY	2	.2%	0	.0%	2	.1%
			CAD	0	.0%	3	.4%	3	.2%
			CAD EXPERIENCE/ 2 YEARS	0	.0%	2	.3%	2	.1%
			CALL CENTER EXPERIENCE	0	.0%	3	.4%	3	.2%
			CAREGIVING EXPERIENCE/ MEMORY CARE	1	.1%	0	.0%	1	.1%
			CARPENTRY ROUGH IN EXPERIENCE/ 1 YEAR	2	.2%	0	.0%	2	.1%
			CARPENTRY TRIM EXPERIENCE/ 2-5 YEARS	2	.2%	0	.0%	2	.1%
			CASH EXPERIENCE	0	.0%	1	.1%	1	.1%
			CASH HANDLING	4	.4%	2	.3%	6	.4%
			CASH HANDLING EXPERIENCE	0	.0%	3	.4%	3	.2%
			CASHIERING	6	.7%	0	.0%	6	.4%
			CERTIFICATION	0	.0%	3	.4%	3	.2%
			CERTIFICATION IN PROCESS	0	.0%	2	.3%	2	.1%
			CHILDREN - EXPERIENCE WORKING WITH	0	.0%	7	.9%	7	.4%
			CHILDREN - EXPERIENCE WITH	2	.2%	3	.4%	5	.3%
			CHILDREN - EXPERIENCE WORKING WITH	4	.4%	11	1.5%	15	.9%
			CHILDREN EXPERIENCE WORKING WITH	0	.0%	3	.4%	3	.2%
			COLLEGE - SOME	0	.0%	3	.4%	3	.2%
			COMMUNICATION	1	.1%	4	.5%	5	.3%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	Total	Skills Needed For Jobs	COMMUNICATION SKILLS	35	3.9%	12	1.6%	47	2.9%
			COMMUNICATION/ PHONE	4	.4%	0	.0%	4	.2%
			COMPASSIONATE	0	.0%	3	.4%	3	.2%
			COMPUTER - BASIC SKILLS	0	.0%	3	.4%	3	.2%
			COMPUTER BASIC SKILLS	8	.9%	6	.8%	14	.9%
			COMPUTER EXPERIENCE/ DATA ENTRY	0	.0%	1	.1%	1	.1%
			COMPUTER SKILLS	16	1.8%	18	2.4%	34	2.1%
			COMPUTER SKILLS - BASIC	2	.2%	3	.4%	5	.3%
			COMPUTER SKILLS - INTERMEDIATE	4	.4%	0	.0%	4	.2%
			CONSTRUCTION	6	.7%	0	.0%	6	.4%
			CONSTRUCTION CONTRACTING EXPERIENCE	0	.0%	2	.3%	2	.1%
			CONSTRUCTION EXPERIENCE	3	.3%	0	.0%	3	.2%
			CONSTRUCTION EXPERIENCE/ 10 YEARS	1	.1%	0	.0%	1	.1%
			CONSTRUCTION HOME BUILDING EXPERIENCE	0	.0%	3	.4%	3	.2%
			COOKING - GRILL EXPERIENCE	2	.2%	0	.0%	2	.1%
			COOKING EXPERIENCE	11	1.2%	3	.4%	14	.9%
			COOKING KNOWLEDGE	2	.2%	0	.0%	2	.1%
			COOKING PRODUCTION EXPERIENCE	0	.0%	5	.7%	5	.3%
			COOKING RESTAURANT EXPERIENCE	8	.9%	0	.0%	8	.5%
			CRADUATES/ EXPERIENCE/ 1 YEAR	2	.2%	0	.0%	2	.1%
			CUSTOMER SERVICE	82	9.2%	25	3.3%	107	6.5%
			CUSTOMER SERVICE EXPERIENCE	9	1.0%	12	1.6%	21	1.3%
			CUSTOMER SERVICE EXPERIENCE/ 1 YEAR	2	.2%	0	.0%	2	.1%
			CUSTOMER SERVICE EXPERIENCE/ 2 YEARS	1	.1%	0	.0%	1	.1%
			CUSTOMER SERVICE EXPERIENCE/ 3-6 YEARS	4	.4%	0	.0%	4	.2%
			CUSTOMER SERVICE SKILLS	29	3.3%	10	1.3%	39	2.4%
			CYBER SECURITY EXPERIENCE	8	.9%	0	.0%	8	.5%
			CYBER SECURITY SALES EXPERIENCE	4	.4%	0	.0%	4	.2%
			DATABASES	3	.3%	0	.0%	3	.2%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	Total	Skills Needed For Jobs		Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)			DEGREE - WORKING ON	8	.9%	0	.0%	8	.5%
			DIESEL MECHANIC EXPERIENCE	0	.0%	2	.3%	2	.1%
			DIRECT DIGITAL CONTROL	1	.1%	0	.0%	1	.1%
			DISABLED - EXPERIENCE WORKING WITH	0	.0%	2	.3%	2	.1%
			DO NOT KNOW	7	.8%	5	.7%	12	.7%
			DRAFTING	0	.0%	3	.4%	3	.2%
			DRIVER'S LICENSE	8	.9%	5	.7%	13	.8%
			DRIVING EXPERIENCE/ 2 YEARS	2	.2%	3	.4%	5	.3%
			DRIVING TRACTOR-TRAILER EXPERIENCE/ 1 YEAR	0	.0%	2	.3%	2	.1%
			DRUG SCREEN	0	.0%	1	.1%	1	.1%
			EARLY CHILDHOOD DEVELOPEMENT - 30 CREDITS	4	.4%	0	.0%	4	.2%
			EARLY CHILDHOOD DEVELOPMENT - 30 CREDITS	4	.4%	0	.0%	4	.2%
			EARLY CHILDHOOD EDUCATION - 6 CREDITS	0	.0%	4	.5%	4	.2%
			EARLY CHILDHOOD EDUCATION DEGREE - WORKING ON	4	.4%	0	.0%	4	.2%
			EARLY CHILDHOOD EDUCATION EXPERIENCE	2	.2%	0	.0%	2	.1%
			EARLY CHILDHOOD EXPERIENCE	4	.4%	0	.0%	4	.2%
			ELDERLY - EXPERIENCE WITH	2	.2%	0	.0%	2	.1%
			ELDERLY CARE	2	.2%	0	.0%	2	.1%
			ELECTRICAL SKILLS	2	.2%	0	.0%	2	.1%
			ELECTRONIC SYSTEMS	2	.2%	0	.0%	2	.1%
			ELECTRONICS EXPERIENCE/ 1 YEAR	0	.0%	1	.1%	1	.1%
			EMR EXPERIENCE	6	.7%	0	.0%	6	.4%
			ENGINEERING EXPERIENCE	1	.1%	0	.0%	1	.1%
			ENGLISH - READ AND UNDERSTAND	0	.0%	5	.7%	5	.3%
			ENGLISH FLUENCY	0	.0%	1	.1%	1	.1%
			ENGLISH SPEAKING	0	.0%	4	.5%	4	.2%
			EQUIPMENT AND FARM ANIMALS EXPERIENCE	0	.0%	4	.5%	4	.2%
			EQUIPMENT SET UP AND BREAK DOWN	2	.2%	0	.0%	2	.1%
			EXCEL	4	.4%	0	.0%	4	.2%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	Total	Skills Needed For Jobs	Number Of Employees					
			Less Than 100 Employees		100 Or More Employees		Total	
			Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)		EXPERIENCE	4	.4%	2	.3%	6	.4%
			0	.0%	3	.4%	3	.2%
			0	.0%	9	1.2%	9	.5%
			0	.0%	3	.4%	3	.2%
			5	.6%	0	.0%	5	.3%
			2	.2%	0	.0%	2	.1%
			4	.4%	3	.4%	7	.4%
			0	.0%	4	.5%	4	.2%
			2	.2%	0	.0%	2	.1%
			1	.1%	0	.0%	1	.1%
			2	.2%	0	.0%	2	.1%
			0	.0%	1	.1%	1	.1%
			5	.6%	0	.0%	5	.3%
			6	.7%	0	.0%	6	.4%
			0	.0%	2	.3%	2	.1%
			6	.7%	0	.0%	6	.4%
			1	.1%	0	.0%	1	.1%
			0	.0%	3	.4%	3	.2%
			1	.1%	0	.0%	1	.1%
			0	.0%	3	.4%	3	.2%
			0	.0%	3	.4%	3	.2%
			2	.2%	0	.0%	2	.1%
			2	.2%	0	.0%	2	.1%
			2	.2%	0	.0%	2	.1%
			0	.0%	3	.4%	3	.2%
			2	.2%	0	.0%	2	.1%
			0	.0%	3	.4%	3	.2%
			2	.2%	0	.0%	2	.1%
			0	.0%	2	.3%	2	.1%
			0	.0%	2	.3%	2	.1%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees							
		Less Than 100 Employees		100 Or More Employees		Total			
		Count	Column N %	Count	Column N %	Count	Column N %		
Jobs Difficult To Fill (Multiple Responses)	Total	Skills Needed For Jobs	HORTICULTURE KNOWLEDGE	1	.1%	0	.0%	1	.1%
			HOSPITALITY EXPERIENCE	5	.6%	2	.3%	7	.4%
			HOTEL POLICIES	2	.2%	0	.0%	2	.1%
			HOTEL/ SALES EXPERIENCE	3	.3%	0	.0%	3	.2%
			HOUSEKEEPING SKILLS	5	.6%	0	.0%	5	.3%
			HTML5	0	.0%	3	.4%	3	.2%
			HUMAN RESOURCES EXPERIENCE/ 5 YEARS	2	.2%	0	.0%	2	.1%
			HVAC AND SALES EXPERIENCE/ 2-5 YEARS	0	.0%	1	.1%	1	.1%
			ICEMAKER/ FOUNTAIN SERVICE	2	.2%	0	.0%	2	.1%
			ICEMAKER/ FOUNTAIN SERVICE/ FROZEN BEVERAGE	2	.2%	0	.0%	2	.1%
			INDUSTRIAL EQUIPMENT MAINTENANCE EXPERIENCE/ 2-5 YEARS	0	.0%	4	.5%	4	.2%
			INDUSTRIAL SEWING MACHINE OPERATION	2	.2%	0	.0%	2	.1%
			INJECTION MOLDING SET UP EXPERIENCE/ 5 YEARS	1	.1%	0	.0%	1	.1%
			INJECTIONS	0	.0%	3	.4%	3	.2%
			INSURANCE FRAUD	0	.0%	1	.1%	1	.1%
			INTERNSHIP/ 2 YEARS	0	.0%	1	.1%	1	.1%
			JANITORIAL OR SANITATION EXPERIENCE	6	.7%	0	.0%	6	.4%
			KITCHEN DESIGN	0	.0%	3	.4%	3	.2%
			KITCHEN EXPERIENCE - RECENT	4	.4%	0	.0%	4	.2%
			KITCHEN/ BATH DESIGN EXPERIENCE/ 2-5 YEARS	2	.2%	0	.0%	2	.1%
			LAB EXPERIENCE	1	.1%	0	.0%	1	.1%
			LANDSCAPING TOOLS	1	.1%	0	.0%	1	.1%
			LAW ENFORCEMENT EXPERIENCE	0	.0%	1	.1%	1	.1%
			LEADERSHIP	3	.3%	0	.0%	3	.2%
			LEADERSHIP EXPERIENCE	0	.0%	4	.5%	4	.2%
			LESSON PLAN	2	.2%	0	.0%	2	.1%
			LIFT 20 POUNDS	0	.0%	1	.1%	1	.1%
			LIFT 25 POUNDS	1	.1%	0	.0%	1	.1%
			LIGHTS EXPERIENCE/ 5 YEARS	0	.0%	4	.5%	4	.2%
			LOCAL AREA KNOWLEDGE	5	.6%	0	.0%	5	.3%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	Total	Skills Needed For Jobs	Number Of Employees					
			Less Than 100 Employees		100 Or More Employees		Total	
			Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)		MACHINE OPERATING EXPERIENCE	1	.1%	0	.0%	1	.1%
		MACHINERY - EXPERIENCE	0	.0%	5	.7%	5	.3%
		MACHINERY OPERATION	0	.0%	1	.1%	1	.1%
		MACHINING EXPERIENCE/ 5 YEARS	1	.1%	0	.0%	1	.1%
		MAINTENANCE EXPERIENCE	3	.3%	0	.0%	3	.2%
		MANAGEMENT EXPERIENCE	5	.6%	0	.0%	5	.3%
		MANAGEMENT EXPERIENCE/ 1 YEAR	5	.6%	0	.0%	5	.3%
		MANUFACTURING EXPERIENCE	0	.0%	4	.5%	4	.2%
		MANUFACTURING EXPERIENCE/ 2-3 YEARS	0	.0%	4	.5%	4	.2%
		MARKETING EXPERIENCE	5	.6%	0	.0%	5	.3%
		MATH	6	.7%	2	.3%	8	.5%
		MATH - BASIC	0	.0%	3	.4%	3	.2%
		MATH - INTERMEDIATE	3	.3%	0	.0%	3	.2%
		MATH SKILLS	8	.9%	0	.0%	8	.5%
		MEASURING TOOLS	2	.2%	0	.0%	2	.1%
		MECHANICAL	5	.6%	1	.1%	6	.4%
		MECHANICAL EQUIPMENT EXPERIENCE	0	.0%	3	.4%	3	.2%
		MECHANICAL/ TECHNICAL SKILLS	3	.3%	0	.0%	3	.2%
		MEDICAL EXPERIENCE	3	.3%	0	.0%	3	.2%
		MEMORY AWARENESS	0	.0%	1	.1%	1	.1%
		MEMORY CARE EXPERIENCE	2	.2%	0	.0%	2	.1%
		MENTAL HEALTH EXPERIENCE	0	.0%	2	.3%	2	.1%
		MERCHANDISING	6	.7%	0	.0%	6	.4%
		MICROSOFT	3	.3%	0	.0%	3	.2%
		MICROSOFT OFFICE	2	.2%	0	.0%	2	.1%
		MICROSOFT WORD/ EXCEL	2	.2%	0	.0%	2	.1%
		MINIMUM AGE 18	2	.2%	0	.0%	2	.1%
		MINIMUM AGE 21	4	.4%	0	.0%	4	.2%
		MONEY HANDLING	0	.0%	3	.4%	3	.2%
		MOTOR VEHICLE RECORD - CLEAN	4	.4%	0	.0%	4	.2%
		MOVING EXPERIENCE	3	.3%	0	.0%	3	.2%
		MOVING EXPERIENCE/ 1-2 YEARS	2	.2%	0	.0%	2	.1%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	Total	Skills Needed For Jobs	Number Of Employees																																				
			Less Than 100 Employees		100 Or More Employees		Total																																
			Count	Column N %	Count	Column N %	Count	Column N %																															
Jobs Difficult To Fill (Multiple Responses)		NO RESPONSE	0	.0%	50	6.6%	50	3.0%																															
			NONE	115	12.9%	239	31.6%	354	21.5%																														
				NURSE'S AIDE EXPERIENCE	2	.2%	0	.0%	2	.1%																													
					NURSING BASIC SKILLS	1	.1%	0	.0%	1	.1%																												
						NURSING EXPERIENCE	0	.0%	5	.7%	5	.3%																											
							NURSING SKILLS	0	.0%	4	.5%	4	.2%																										
								OFFICE PROCEDURES/ EQUIPMENT	2	.2%	0	.0%	2	.1%																									
									OFFICE SKILLS	8	.9%	0	.0%	8	.5%																								
										ON YOUR FEET	4	.4%	0	.0%	4	.2%																							
											OPERATION OF LAWN MOWERS AND SNOW REMOVAL EQUIPMENT	1	.1%	0	.0%	1	.1%																						
												ORGANIZATION	4	.4%	0	.0%	4	.2%																					
													ORGANIZED	0	.0%	3	.4%	3	.2%																				
														OUTLOOK	6	.7%	0	.0%	6	.4%																			
															PACKING AND SORTING	0	.0%	1	.1%	1	.1%																		
																PAIN AND SYMPTOM MANAGEMENT	0	.0%	3	.4%	3	.2%																	
																	PARTS QUOTES AND PROCESSING PURCHASE ORDERS EXPERIENCE	2	.2%	0	.0%	2	.1%																
																		PASS BACKGROUND CHECK	0	.0%	1	.1%	1	.1%															
																			PASSION FOR FOOD	4	.4%	0	.0%	4	.2%														
																				PEDIATRIC EXPERIENCE	2	.2%	0	.0%	2	.1%													
																					PEOPLE SKILLS	0	.0%	3	.4%	3	.2%												
																						PHONE EXPERIENCE	0	.0%	1	.1%	1	.1%											
																							PHONE SKILLS	1	.1%	0	.0%	1	.1%										
																								PHONE SYSTEM	2	.2%	0	.0%	2	.1%									
																									PHONE SYSTEM MULTI-LINE	2	.2%	0	.0%	2	.1%								
																										PICK UP ON INFORMATION QUICKLY	2	.2%	0	.0%	2	.1%							
																											PLASTICS MANUFACTURING EXPERIENCE/ 2 YEARS	0	.0%	4	.5%	4	.2%						
																												PLAY THE TRUMPET	0	.0%	2	.3%	2	.1%					
																													PLC PROGRAMMING	3	.3%	0	.0%	3	.2%				
																														PLUMBING EXPERIENCE/ 4 YEARS	2	.2%	0	.0%	2	.1%			
																															POSTIVE OUTLOOK	1	.1%	0	.0%	1	.1%		
																																POWER EQUIPMENT	0	.0%	1	.1%	1	.1%	
																																	PREVENTATIVE MAINTENANCE	0	.0%	2	.3%	2	.1%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill (Multiple Responses)	Total	Skills Needed For Jobs	Number Of Employees					
			Less Than 100 Employees		100 Or More Employees		Total	
			Count	Column N %	Count	Column N %	Count	Column N %
		PROGRAMMING BASICS	3	.3%	0	.0%	3	.2%
		PROGRAMMING EXPERIENCE	0	.0%	2	.3%	2	.1%
		PROGRAMMING KNOWLEDGE	2	.2%	3	.4%	5	.3%
		PROJECT MANAGEMENT EXPERIENCE	0	.0%	3	.4%	3	.2%
		QUICKBOOKS SOFTWARE	4	.4%	0	.0%	4	.2%
		READING CONSTRUCTION DRAWINGS	2	.2%	0	.0%	2	.1%
		READING MEASURING TOOLS	2	.2%	0	.0%	2	.1%
		REFRIGERATION BACKGROUND	2	.2%	0	.0%	2	.1%
		RELIABILITY	4	.4%	0	.0%	4	.2%
		RESEARCH EXPERIENCE	1	.1%	0	.0%	1	.1%
		RESTAURANT COOKING EXPERIENCE	2	.2%	0	.0%	2	.1%
		RETAIL EXPERIENCE/ 5-6 YEARS	0	.0%	2	.3%	2	.1%
		RETAIL/ COMMUNICATIONS EXPERIENCE	1	.1%	0	.0%	1	.1%
		ROOM TRIM OUT	2	.2%	0	.0%	2	.1%
		SALES - INSIDE EXPERIENCE	0	.0%	1	.1%	1	.1%
		SALES APPTITUDE	0	.0%	1	.1%	1	.1%
		SALES EXPERIENCE	16	1.8%	3	.4%	19	1.2%
		SALES EXPERIENCE/ 1 YEAR	3	.3%	0	.0%	3	.2%
		SALES EXPERIENCE/ 2-3 YEARS	1	.1%	0	.0%	1	.1%
		SALES/ MARKETING	1	.1%	0	.0%	1	.1%
		SECURITY EXPERIENCE	0	.0%	5	.7%	5	.3%
		SELF-STARTER	4	.4%	0	.0%	4	.2%
		SELLING AND GUEST SERVICE EXPERIENCE	0	.0%	2	.3%	2	.1%
		SENIOR CARE EXPERIENCE	0	.0%	3	.4%	3	.2%
		SERVING EXPERIENCE	3	.3%	0	.0%	3	.2%
		SOCIAL MEDIA	1	.1%	0	.0%	1	.1%
		SOFTWARE ENGINEERING EXPERIENCE/ 2-3 YEARS	0	.0%	3	.4%	3	.2%
		SOLAR EXPERIENCE	1	.1%	0	.0%	1	.1%
		SPANISH SPEAKING	2	.2%	1	.1%	3	.2%
		SPIN CLASS	0	.0%	3	.4%	3	.2%
		SPORTS PROGRAMS KNOWLEDGE	2	.2%	0	.0%	2	.1%

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

	Total	Skills Needed For Jobs	Number Of Employees					
			Less Than 100 Employees		100 Or More Employees		Total	
			Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)		STANDING	4	.4%	0	.0%	4	.2%
			0	.0%	1	.1%	1	.1%
			0	.0%	4	.5%	4	.2%
			0	.0%	4	.5%	4	.2%
			2	.2%	0	.0%	2	.1%
			2	.2%	0	.0%	2	.1%
			0	.0%	5	.7%	5	.3%
			4	.4%	0	.0%	4	.2%
			2	.2%	0	.0%	2	.1%
			2	.2%	0	.0%	2	.1%
			0	.0%	1	.1%	1	.1%
			2	.2%	0	.0%	2	.1%
			1	.1%	0	.0%	1	.1%
			3	.3%	0	.0%	3	.2%
			6	.7%	0	.0%	6	.4%
			4	.4%	0	.0%	4	.2%
			2	.2%	0	.0%	2	.1%
			0	.0%	1	.1%	1	.1%
			5	.6%	0	.0%	5	.3%
			0	.0%	3	.4%	3	.2%
			0	.0%	3	.4%	3	.2%
			1	.1%	0	.0%	1	.1%
			0	.0%	2	.3%	2	.1%
			5	.6%	4	.5%	9	.5%
			0	.0%	1	.1%	1	.1%
			0	.0%	2	.3%	2	.1%
			4	.4%	0	.0%	4	.2%
			5	.6%	0	.0%	5	.3%
			0	.0%	3	.4%	3	.2%
			2	.2%	0	.0%	2	.1%

Utah State Office of Public Safety - 5/11/2010

TABLE 4-G. Skills Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees					
				Less Than 100 Employees		100 Or More Employees		Total	
				Count	Column N %	Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	Total	Skills Needed For Jobs	WRITING SKILLS	0	.0%	3	.4%	3	.2%
			Total	890	100.0%	756	100.0%	1646	100.0%

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TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Credentials Needed For Jobs	8 HOURS STATE CERTIFICATION	0	.0%	10	.5%	10	.2%
	AC ACCREDITATION	10	.4%	0	.0%	10	.2%
	ACSM	0	.0%	10	.5%	10	.2%
	AFAA/ ACE	0	.0%	10	.5%	10	.2%
	BACKGROUND CHECK	0	.0%	20	1.0%	20	.5%
	BAR LICENSE - IL	10	.4%	0	.0%	10	.2%
	BASIC NURSING TRAINING	0	.0%	10	.5%	10	.2%
	BASSET	100	4.1%	0	.0%	100	2.3%
	BASSETT CERTIFICATION	10	.4%	0	.0%	10	.2%
	BRAKE PRESS	0	.0%	10	.5%	10	.2%
	CAD CERTIFICATION	10	.4%	0	.0%	10	.2%
	CDL-B	10	.4%	0	.0%	10	.2%
	CERTIFIED IN ILLINOIS PUBLIC HEALTH	0	.0%	10	.5%	10	.2%
	CNA CERTIFICATION	40	1.7%	100	5.1%	140	3.2%
	CODER CERTIFICATION	10	.4%	0	.0%	10	.2%
	CONSTRUCTION MANAGEMENT/ BUILDING	0	.0%	10	.5%	10	.2%
	CPO/ POOL	10	.4%	0	.0%	10	.2%
	CPR	20	.8%	10	.5%	30	.7%
	DEGREE	0	.0%	20	1.0%	20	.5%
	DIESEL MECHANIC	10	.4%	0	.0%	10	.2%
	DO NOT KNOW	70	2.9%	10	.5%	80	1.8%
	DRIVER'S LICENSE	10	.4%	0	.0%	10	.2%
	DRIVER'S LICENSE - CDL	60	2.5%	50	2.5%	110	2.5%
	ELECTRONICS	0	.0%	10	.5%	10	.2%
	ENGINEERING INTERN	10	.4%	0	.0%	10	.2%
	EPA UNIVERSAL	10	.4%	0	.0%	10	.2%
EPA/ HVAC	10	.4%	0	.0%	10	.2%	

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TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Credentials Needed For Jobs	FIRST AID	0	.0%	10	.5%	10	.2%
	FOOD HANDLER CERTIFICATION - IL	220	9.1%	30	1.5%	250	5.7%
	FOOD SAFTY	10	.4%	0	.0%	10	.2%
	FOOD SERVICE CERTIFICATION	20	.8%	10	.5%	30	.7%
	FORLKLIFT OPERATOR	0	.0%	10	.5%	10	.2%
	FORMING/ LASER	0	.0%	10	.5%	10	.2%
	GED	10	.4%	0	.0%	10	.2%
	HAZMAT ENDORSEMENT	0	.0%	10	.5%	10	.2%
	HEALTH CARE CERTIFICATION	0	.0%	10	.5%	10	.2%
	HVAC	10	.4%	0	.0%	10	.2%
	HVAC-R	20	.8%	0	.0%	20	.5%
	ICAR	10	.4%	0	.0%	10	.2%
	IICRC	10	.4%	0	.0%	10	.2%
	INSURANCE LICENSE	10	.4%	0	.0%	10	.2%
	INTERNAL MEDICINE DEGREE	10	.4%	0	.0%	10	.2%
	JOURNEYMAN CERTIFICATE	10	.4%	0	.0%	10	.2%
	JOURNEYMAN CERTIFICATION	0	.0%	10	.5%	10	.2%
	LICENSE	10	.4%	10	.5%	20	.5%
	LIFEGUARD CERTIFICATION	10	.4%	50	2.5%	60	1.4%
	LIFEGUARD/ WSI	10	.4%	0	.0%	10	.2%
	LPN	10	.4%	30	1.5%	40	.9%
	LPN LICENSE	0	.0%	10	.5%	10	.2%
	LPN/ RN	10	.4%	0	.0%	10	.2%
	MEDICAL ASSISTANT CERTIFICATE	0	.0%	10	.5%	10	.2%
	MICROSOFT OFFICE	0	.0%	10	.5%	10	.2%
	NO RESPONSE	0	.0%	50	2.5%	50	1.1%
	NONE	1440	59.5%	1250	63.1%	2690	61.1%
	NURSING	0	.0%	10	.5%	10	.2%
	NURSING LICENSE	10	.4%	20	1.0%	30	.7%
	OPHTHALMIC TECHNICIAN	20	.8%	0	.0%	20	.5%
	PARAPROFESSIONAL LICENSE	0	.0%	10	.5%	10	.2%
	PERC CARD	10	.4%	0	.0%	10	.2%
PHARMACY TECHNICIAN	0	.0%	30	1.5%	30	.7%	
PLUMBER'S LICENSE - IL	10	.4%	0	.0%	10	.2%	
PROFESSIONAL ENGINEER	10	.4%	0	.0%	10	.2%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Credentials Needed For Jobs	REAL ESTATE LICENSE	20	.8%	0	.0%	20	.5%
	RESPIRATORY TECHNICIAN	0	.0%	10	.5%	10	.2%
	REVIT SOFTWARE	0	.0%	10	.5%	10	.2%
	RN CERTIFICATE	10	.4%	20	1.0%	30	.7%
	SAFESERVE AND FOOD HANDLING	10	.4%	0	.0%	10	.2%
	SERVSAFE	20	.8%	0	.0%	20	.5%
	SOCIAL WORKER LICENSE	0	.0%	10	.5%	10	.2%
	SOCIETY FOR HUMAN RESOURCES MANAGEMENT	10	.4%	0	.0%	10	.2%
	STATE LICENSE	20	.8%	0	.0%	20	.5%
	SURGICAL TECHNICIAN	0	.0%	10	.5%	10	.2%
	TANKER ENDORSEMENT	0	.0%	10	.5%	10	.2%
	TEACHER CERTIFICATE	10	.4%	0	.0%	10	.2%
	WATER RESTORATION TECHNICIAN	10	.4%	0	.0%	10	.2%
	WEB DEVELOPMENT	0	.0%	10	.5%	10	.2%
	WELDING	10	.4%	20	1.0%	30	.7%
Total	2420	100.0%	1980	100.0%	4400	100.0%	

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TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ACCOUNT MANAGER - CUSTOMER REPRESENTATIVE	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	ACCOUNTANT - STAFF	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
			Total	0	.0%	2	100.0%
	ACCOUNTANTS	Credentials Needed For Jobs	NONE	5	83.3%	0	.0%
			WATER RESTORATION TECHNICIAN	1	16.7%	0	.0%
			Total	6	100.0%	0	.0%
	ACCOUNTING CLERK	Credentials Needed For Jobs	NONE	3	100.0%	0	.0%
			Total	3	100.0%	0	.0%
	ACCOUNTS PAYABLE CLERK	Credentials Needed For Jobs	BRAKE PRESS	0	.0%	1	16.7%
			FORMING/ LASER	0	.0%	1	16.7%
			NONE	0	.0%	2	33.3%
			WELDING	0	.0%	2	33.3%
			Total	0	.0%	6	100.0%
	ACTIVITIES AND RECREATION	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	ACTIVITY AIDES	Credentials Needed For Jobs	CNA CERTIFICATION	0	.0%	1	33.3%
			NONE	0	.0%	2	66.7%
			Total	0	.0%	3	100.0%
	ADMINISTRATION	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	0	.0%	1	50.0%
			NONE	0	.0%	1	50.0%
			Total	0	.0%	2	100.0%
	ADMINISTRATIVE ASSISTANT	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	1	11.1%	0	.0%
			NONE	7	77.8%	0	.0%
			WELDING	1	11.1%	0	.0%
			Total	9	100.0%	0	.0%
	AFTER SCHOOL PROGRAM STAFF	Credentials Needed For Jobs	FOOD HANDLER CERTIFICATION - IL	1	50.0%	0	.0%
			NONE	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	AGENTS	Credentials Needed For Jobs	REAL ESTATE LICENSE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	AIR IMPORT COORDINATOR	Credentials Needed For Jobs	FORKLIFT OPERATOR	0	.0%	1	33.3%
			NONE	0	.0%	2	66.7%
Total			0	.0%	3	100.0%	
APPRENTICE ROOFER	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ACCOUNT MANAGER - CUSTOMER REPRESENTATIVE	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	ACCOUNTANT - STAFF	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	ACCOUNTANTS	Credentials Needed For Jobs	NONE	5	83.3%
			WATER RESTORATION TECHNICIAN	1	16.7%
			Total	6	100.0%
	ACCOUNTING CLERK	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	ACCOUNTS PAYABLE CLERK	Credentials Needed For Jobs	BRAKE PRESS	1	16.7%
			FORMING/ LASER	1	16.7%
			NONE	2	33.3%
			WELDING	2	33.3%
			Total	6	100.0%
	ACTIVITIES AND RECREATION	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	ACTIVITY AIDES	Credentials Needed For Jobs	CNA CERTIFICATION	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	ADMINISTRATION	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
	ADMINISTRATIVE ASSISTANT	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	1	11.1%
			NONE	7	77.8%
			WELDING	1	11.1%
			Total	9	100.0%
	AFTER SCHOOL PROGRAM STAFF	Credentials Needed For Jobs	FOOD HANDLER CERTIFICATION - IL	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
	AGENTS	Credentials Needed For Jobs	REAL ESTATE LICENSE	1	100.0%
Total			1	100.0%	
AIR IMPORT COORDINATOR	Credentials Needed For Jobs	FORLKLIFT OPERATOR	1	33.3%	
		NONE	2	66.7%	
		Total	3	100.0%	
APPRENTICE ROOFER	Credentials Needed For Jobs	NONE	1	100.0%	
		Total	1	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ARCHITECT	Credentials Needed For Jobs	NONE	4	80.0%	0	.0%
			WELDING	1	20.0%	0	.0%
			Total	5	100.0%	0	.0%
	ASSOCIATE MANAGER	Credentials Needed For Jobs	BASSET	2	33.3%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	4	66.7%	0	.0%
			Total	6	100.0%	0	.0%
	BAKER	Credentials Needed For Jobs	NONE	6	100.0%	0	.0%
			Total	6	100.0%	0	.0%
	BAKER - OVERNIGHT	Credentials Needed For Jobs	NONE	0	.0%	6	100.0%
			Total	0	.0%	6	100.0%
	BAKERY CLERK	Credentials Needed For Jobs	NONE	0	.0%	5	100.0%
			Total	0	.0%	5	100.0%
	BANKERS	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	BANQUET FACILITY	Credentials Needed For Jobs	BASSETT CERTIFICATION	1	25.0%	0	.0%
			CPR	1	25.0%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	1	25.0%	0	.0%
			LIFEGUARD CERTIFICATION	1	25.0%	0	.0%
			Total	4	100.0%	0	.0%
	BARTENDER	Credentials Needed For Jobs	BAR LICENSE - IL	1	10.0%	0	.0%
			BASSET	2	20.0%	0	.0%
			DRIVER'S LICENSE	1	10.0%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	2	20.0%	0	.0%
			NONE	3	30.0%	0	.0%
			SERVSAFE	1	10.0%	0	.0%
			Total	10	100.0%	0	.0%
	BEFORE AND AFTER SCHOOL PROGRAM	Credentials Needed For Jobs	LIFEGUARD CERTIFICATION	0	.0%	1	16.7%
			NONE	0	.0%	5	83.3%
			Total	0	.0%	6	100.0%
	BEFORE AND AFTER SCHOOL WORKERS	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
Total			0	.0%	2	100.0%	
BEHAVIORAL SUPPORT SPECIALIST	Credentials Needed For Jobs	NONE	0	.0%	2	66.7%	
		SOCIAL WORKER LICENSE	0	.0%	1	33.3%	
		Total	0	.0%	3	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ARCHITECT	Credentials Needed For Jobs	NONE	4	80.0%
			WELDING	1	20.0%
			Total	5	100.0%
	ASSOCIATE MANAGER	Credentials Needed For Jobs	BASSET	2	33.3%
			FOOD HANDLER CERTIFICATION - IL	4	66.7%
			Total	6	100.0%
	BAKER	Credentials Needed For Jobs	NONE	6	100.0%
			Total	6	100.0%
	BAKER - OVERNIGHT	Credentials Needed For Jobs	NONE	6	100.0%
			Total	6	100.0%
	BAKERY CLERK	Credentials Needed For Jobs	NONE	5	100.0%
			Total	5	100.0%
	BANKERS	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	BANQUET FACILITY	Credentials Needed For Jobs	BASSETT CERTIFICATION	1	25.0%
			CPR	1	25.0%
			FOOD HANDLER CERTIFICATION - IL	1	25.0%
			LIFEGUARD CERTIFICATION	1	25.0%
			Total	4	100.0%
	BARTENDER	Credentials Needed For Jobs	BAR LICENSE - IL	1	10.0%
			BASSET	2	20.0%
			DRIVER'S LICENSE	1	10.0%
			FOOD HANDLER CERTIFICATION - IL	2	20.0%
			NONE	3	30.0%
			SERVSAFE	1	10.0%
			Total	10	100.0%
	BEFORE AND AFTER SCHOOL PROGRAM	Credentials Needed For Jobs	LIFEGUARD CERTIFICATION	1	16.7%
			NONE	5	83.3%
Total			6	100.0%	
BEFORE AND AFTER SCHOOL WORKERS	Credentials Needed For Jobs	NONE	2	100.0%	
		Total	2	100.0%	
BEHAVIORAL SUPPORT SPECIALIST	Credentials Needed For Jobs	NONE	2	66.7%	
		SOCIAL WORKER LICENSE	1	33.3%	
		Total	3	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	BREAKFAST ATTENDANT	Credentials Needed For Jobs	NONE	1	50.0%	0	.0%
			SAFESERVE AND FOOD HANDLING	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	BUILDING SUPERVISOR	Credentials Needed For Jobs	LIFEGUARD CERTIFICATION	0	.0%	1	33.3%
			NONE	0	.0%	2	66.7%
			Total	0	.0%	3	100.0%
	BUSINESS DEVELOPMENT RECEPTIONIST	Credentials Needed For Jobs	NONE	4	100.0%	0	.0%
			Total	4	100.0%	0	.0%
	BUSINESS SYSTEMS ANALYST AND COMPLIANCE	Credentials Needed For Jobs	NONE	4	100.0%	0	.0%
			Total	4	100.0%	0	.0%
	BUSSERS	Credentials Needed For Jobs	FOOD SERVICE CERTIFICATION	1	20.0%	0	.0%
			LIFEGUARD/ WSI	1	20.0%	0	.0%
			NONE	3	60.0%	0	.0%
			Total	5	100.0%	0	.0%
	CAD	Credentials Needed For Jobs	CAD CERTIFICATION	1	50.0%	0	.0%
			DO NOT KNOW	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	CAD TECHNICIAN	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
			Total	0	.0%	2	100.0%
	CALL CENTER	Credentials Needed For Jobs	MEDICAL ASSISTANT CERTIFICATE	0	.0%	1	33.3%
			NONE	0	.0%	2	66.7%
			Total	0	.0%	3	100.0%
	CAMP COUNSELORS	Credentials Needed For Jobs	LIFEGUARD CERTIFICATION	0	.0%	1	33.3%
			NONE	0	.0%	2	66.7%
			Total	0	.0%	3	100.0%
	CARE COORDINATOR	Credentials Needed For Jobs	8 HOURS STATE CERTIFICATION	0	.0%	1	25.0%
			BACKGROUND CHECK	0	.0%	1	25.0%
			CNA CERTIFICATION	0	.0%	1	25.0%
NONE			0	.0%	1	25.0%	
Total			0	.0%	4	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	BREAKFAST ATTENDANT	Credentials Needed For Jobs	NONE	1	50.0%
			SAFESERVE AND FOOD HANDLING	1	50.0%
			Total	2	100.0%
	BUILDING SUPERVISOR	Credentials Needed For Jobs	LIFEGUARD CERTIFICATION	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	BUSINESS DEVELOPMENT RECEPTIONIST	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	BUSINESS SYSTEMS ANALYST AND COMPLIANCE	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	BUSSERS	Credentials Needed For Jobs	FOOD SERVICE CERTIFICATION	1	20.0%
			LIFEGUARD/ WSI	1	20.0%
			NONE	3	60.0%
			Total	5	100.0%
	CAD	Credentials Needed For Jobs	CAD CERTIFICATION	1	50.0%
			DO NOT KNOW	1	50.0%
			Total	2	100.0%
	CAD TECHNICIAN	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	CALL CENTER	Credentials Needed For Jobs	MEDICAL ASSISTANT CERTIFICATE	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	CAMP COUNSELORS	Credentials Needed For Jobs	LIFEGUARD CERTIFICATION	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	CARE COORDINATOR	Credentials Needed For Jobs	8 HOURS STATE CERTIFICATION	1	25.0%
			BACKGROUND CHECK	1	25.0%
			CNA CERTIFICATION	1	25.0%
NONE			1	25.0%	
Total			4	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CAREGIVERS	Credentials Needed For Jobs	8 HOURS STATE CERTIFICATION	0	.0%	1	25.0%
			BACKGROUND CHECK	0	.0%	1	25.0%
			CNA CERTIFICATION	0	.0%	1	25.0%
			NONE	0	.0%	1	25.0%
			Total	0	.0%	4	100.0%
	CARPENTER - LEAD	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	CARPENTER - TRIM	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	CASH ROOM	Credentials Needed For Jobs	BACKGROUND CHECK	0	.0%	1	33.3%
			NONE	0	.0%	2	66.7%
			Total	0	.0%	3	100.0%
	CASHIER	Credentials Needed For Jobs	JOURNEYMAN CERTIFICATION	0	.0%	1	16.7%
			NONE	0	.0%	5	83.3%
			Total	0	.0%	6	100.0%
	CASHIERS - HEAD	Credentials Needed For Jobs	NONE	0	.0%	1	50.0%
			PARAPROFESSIONAL LICENSE	0	.0%	1	50.0%
			Total	0	.0%	2	100.0%
	CATERING SALES	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
	CDL CLASS A PLUS DRIVER	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	CDL DRIVERS	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	2	66.7%	3	42.9%
			HAZMAT ENDORSEMENT	0	.0%	1	14.3%
			NONE	1	33.3%	2	28.6%
			TANKER ENDORSEMENT	0	.0%	1	14.3%
			Total	3	100.0%	7	100.0%
	CHEF	Credentials Needed For Jobs	BAR LICENSE - IL	1	20.0%	0	.0%
			DRIVER'S LICENSE	1	20.0%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	2	40.0%	0	.0%
			NONE	1	20.0%	0	.0%
			Total	5	100.0%	0	.0%
	CHEF - PASTRY	Credentials Needed For Jobs	NONE	6	100.0%	0	.0%
Total			6	100.0%	0	.0%	
CHILD CARE	Credentials Needed For Jobs	CPR	0	.0%	1	100.0%	
		Total	0	.0%	1	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CAREGIVERS	Credentials Needed For Jobs	8 HOURS STATE CERTIFICATION	1	25.0%
			BACKGROUND CHECK	1	25.0%
			CNA CERTIFICATION	1	25.0%
			NONE	1	25.0%
			Total	4	100.0%
	CARPENTER - LEAD	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	CARPENTER - TRIM	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	CASH ROOM	Credentials Needed For Jobs	BACKGROUND CHECK	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	CASHIER	Credentials Needed For Jobs	JOURNEYMAN CERTIFICATION	1	16.7%
			NONE	5	83.3%
			Total	6	100.0%
	CASHIERS - HEAD	Credentials Needed For Jobs	NONE	1	50.0%
			PARAPROFESSIONAL LICENSE	1	50.0%
			Total	2	100.0%
	CATERING SALES	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	CDL CLASS A PLUS DRIVER	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	1	100.0%
			Total	1	100.0%
	CDL DRIVERS	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	5	50.0%
			HAZMAT ENDORSEMENT	1	10.0%
			NONE	3	30.0%
			TANKER ENDORSEMENT	1	10.0%
			Total	10	100.0%
	CHEF	Credentials Needed For Jobs	BAR LICENSE - IL	1	20.0%
			DRIVER'S LICENSE	1	20.0%
			FOOD HANDLER CERTIFICATION - IL	2	40.0%
			NONE	1	20.0%
			Total	5	100.0%
	CHEF - PASTRY	Credentials Needed For Jobs	NONE	6	100.0%
Total			6	100.0%	
CHILD CARE	Credentials Needed For Jobs	CPR	1	100.0%	
		Total	1	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CITY CARRIER ASSISTANT	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
	CLAIM PROCESSOR	Credentials Needed For Jobs	NONE	3	75.0%	0	.0%
			WATER RESTORATION TECHNICIAN	1	25.0%	0	.0%
			Total	4	100.0%	0	.0%
	CLEANING	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
	CLUB LOUNGE ATTENDANT	Credentials Needed For Jobs	NONE	0	.0%	3	100.0%
			Total	0	.0%	3	100.0%
	CMN PROGRAMMER	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
			Total	0	.0%	2	100.0%
	CNC PROGRAMMER	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
			Total	0	.0%	2	100.0%
	COMPLIANCE MANAGER	Credentials Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%
			NONE	0	.0%	5	50.0%
			Total	0	.0%	10	100.0%
	CONCESSION WORKERS	Credentials Needed For Jobs	BACKGROUND CHECK	0	.0%	1	33.3%
			FOOD HANDLER CERTIFICATION - IL	1	50.0%	0	.0%
			NONE	1	50.0%	2	66.7%
			Total	2	100.0%	3	100.0%
	COOK	Credentials Needed For Jobs	BASSET	1	11.1%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	8	88.9%	0	.0%
			Total	9	100.0%	0	.0%
	COOK - CAFE	Credentials Needed For Jobs	NONE	6	100.0%	0	.0%
			Total	6	100.0%	0	.0%
	COOK - GRILL	Credentials Needed For Jobs	FOOD HANDLER CERTIFICATION - IL	1	50.0%	0	.0%
			NONE	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
COOK - LINE	Credentials Needed For Jobs	BASSET	1	11.1%	0	.0%	
		FOOD HANDLER CERTIFICATION - IL	8	88.9%	0	.0%	
		Total	9	100.0%	0	.0%	
COOK - PASTRY	Credentials Needed For Jobs	NONE	6	100.0%	0	.0%	
		Total	6	100.0%	0	.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CITY CARRIER ASSISTANT	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	CLAIM PROCESSOR	Credentials Needed For Jobs	NONE	3	75.0%
			WATER RESTORATION TECHNICIAN	1	25.0%
			Total	4	100.0%
	CLEANING	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	CLUB LOUNGE ATTENDANT	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	CMN PROGRAMMER	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	CNC PROGRAMMER	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	COMPLIANCE MANAGER	Credentials Needed For Jobs	NO RESPONSE	5	50.0%
			NONE	5	50.0%
			Total	10	100.0%
	CONCESSION WORKERS	Credentials Needed For Jobs	BACKGROUND CHECK	1	20.0%
			FOOD HANDLER CERTIFICATION - IL	1	20.0%
			NONE	3	60.0%
			Total	5	100.0%
	COOK	Credentials Needed For Jobs	BASSET	1	11.1%
			FOOD HANDLER CERTIFICATION - IL	8	88.9%
			Total	9	100.0%
	COOK - CAFE	Credentials Needed For Jobs	NONE	6	100.0%
			Total	6	100.0%
	COOK - GRILL	Credentials Needed For Jobs	FOOD HANDLER CERTIFICATION - IL	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
COOK - LINE	Credentials Needed For Jobs	BASSET	1	11.1%	
		FOOD HANDLER CERTIFICATION - IL	8	88.9%	
		Total	9	100.0%	
COOK - PASTRY	Credentials Needed For Jobs	NONE	6	100.0%	
		Total	6	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	COOK - PREP	Credentials Needed For Jobs	BASSET	1	11.1%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	8	88.9%	0	.0%
			Total	9	100.0%	0	.0%
	COOKS	Credentials Needed For Jobs	BASIC NURSING TRAINING	0	.0%	1	11.1%
			CERTIFIED IN ILLINOIS PUBLIC HEALTH	0	.0%	1	11.1%
			DEGREE	0	.0%	2	22.2%
			DO NOT KNOW	2	18.2%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	0	.0%	1	11.1%
			FOOD SERVICE CERTIFICATION	1	9.1%	1	11.1%
			LICENSE	0	.0%	1	11.1%
			LIFEGUARD/ WSI	1	9.1%	0	.0%
			NONE	7	63.6%	2	22.2%
			Total	11	100.0%	9	100.0%
	COUNSELOR- SUMMER DAY CAMP	Credentials Needed For Jobs	NONE	0	.0%	3	100.0%
			Total	0	.0%	3	100.0%
	COUNSELORS	Credentials Needed For Jobs	FOOD SERVICE CERTIFICATION	1	20.0%	0	.0%
			LIFEGUARD/ WSI	1	20.0%	0	.0%
			NONE	3	60.0%	0	.0%
			Total	5	100.0%	0	.0%
	COUNSELORS - CAMP	Credentials Needed For Jobs	ACSM	0	.0%	1	12.5%
			AFAA/ ACE	0	.0%	1	12.5%
			FIRST AID	0	.0%	1	12.5%
			LIFEGUARD CERTIFICATION	0	.0%	1	12.5%
			NONE	0	.0%	4	50.0%
			Total	0	.0%	8	100.0%
	COUNSELORS - COMMUNITY TEAM SUPPORT	Credentials Needed For Jobs	NONE	0	.0%	2	66.7%
			SOCIAL WORKER LICENSE	0	.0%	1	33.3%
			Total	0	.0%	3	100.0%
	COUNSELORS - SUMMER CAMP	Credentials Needed For Jobs	HEALTH CARE CERTIFICATION	0	.0%	1	33.3%
			LIFEGUARD CERTIFICATION	0	.0%	1	33.3%
NONE			0	.0%	1	33.3%	
Total			0	.0%	3	100.0%	
COURTESY CLERK	Credentials Needed For Jobs	NONE	0	.0%	5	100.0%	
		Total	0	.0%	5	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	COOK - PREP	Credentials Needed For Jobs	BASSET	1	11.1%
			FOOD HANDLER CERTIFICATION - IL	8	88.9%
			Total	9	100.0%
	COOKS	Credentials Needed For Jobs	BASIC NURSING TRAINING	1	5.0%
			CERTIFIED IN ILLINOIS PUBLIC HEALTH	1	5.0%
			DEGREE	2	10.0%
			DO NOT KNOW	2	10.0%
			FOOD HANDLER CERTIFICATION - IL	1	5.0%
			FOOD SERVICE CERTIFICATION	2	10.0%
			LICENSE	1	5.0%
			LIFEGUARD/ WSI	1	5.0%
			NONE	9	45.0%
			Total	20	100.0%
	COUNSELOR- SUMMER DAY CAMP	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	COUNSELORS	Credentials Needed For Jobs	FOOD SERVICE CERTIFICATION	1	20.0%
			LIFEGUARD/ WSI	1	20.0%
			NONE	3	60.0%
			Total	5	100.0%
	COUNSELORS - CAMP	Credentials Needed For Jobs	ACSM	1	12.5%
			AFAA/ ACE	1	12.5%
			FIRST AID	1	12.5%
			LIFEGUARD CERTIFICATION	1	12.5%
			NONE	4	50.0%
			Total	8	100.0%
	COUNSELORS - COMMUNITY TEAM SUPPORT	Credentials Needed For Jobs	NONE	2	66.7%
			SOCIAL WORKER LICENSE	1	33.3%
			Total	3	100.0%
	COUNSELORS - SUMMER CAMP	Credentials Needed For Jobs	HEALTH CARE CERTIFICATION	1	33.3%
LIFEGUARD CERTIFICATION			1	33.3%	
NONE			1	33.3%	
Total			3	100.0%	
COURTESY CLERK	Credentials Needed For Jobs	NONE	5	100.0%	
		Total	5	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CREATIVE DIRECTOR	Credentials Needed For Jobs	NONE	0	.0%	4	100.0%
			Total	0	.0%	4	100.0%
	CREDIT ANALYST	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	CUSTODIANS	Credentials Needed For Jobs	LIFEGUARD CERTIFICATION	0	.0%	1	33.3%
			NONE	0	.0%	2	66.7%
			Total	0	.0%	3	100.0%
	CUSTOMER CARE	Credentials Needed For Jobs	NONE	3	100.0%	0	.0%
			Total	3	100.0%	0	.0%
	CUSTOMER SERVICE REPRESENTATIVE	Credentials Needed For Jobs	GED	1	7.7%	0	.0%
			INSURANCE LICENSE	1	7.7%	0	.0%
			NONE	10	76.9%	0	.0%
			SOCIETY FOR HUMAN RESOURCES MANAGEMENT	1	7.7%	0	.0%
			Total	13	100.0%	0	.0%
	DATA ENTRY	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	DATABASE DEVELOPER	Credentials Needed For Jobs	MICROSOFT OFFICE	0	.0%	1	33.3%
			NONE	0	.0%	1	33.3%
			PHARMACY TECHNICIAN	0	.0%	1	33.3%
			Total	0	.0%	3	100.0%
	DAYCARE TEACHER ASSISTANT - LEAD	Credentials Needed For Jobs	NONE	0	.0%	4	100.0%
			Total	0	.0%	4	100.0%
	DEBT COLLECTOR	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	DELI CLERK	Credentials Needed For Jobs	NONE	0	.0%	13	92.9%
			PHARMACY TECHNICIAN	0	.0%	1	7.1%
			Total	0	.0%	14	100.0%
	DELI WORKER	Credentials Needed For Jobs	NONE	0	.0%	6	100.0%
			Total	0	.0%	6	100.0%
	DESK CLERK	Credentials Needed For Jobs	NONE	4	100.0%	0	.0%
Total			4	100.0%	0	.0%	
DIESEL MECHANIC	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	0	.0%	1	25.0%	
		HAZMAT ENDORSEMENT	0	.0%	1	25.0%	
		NONE	0	.0%	1	25.0%	
		TANKER ENDORSEMENT	0	.0%	1	25.0%	
		Total	0	.0%	4	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	CREATIVE DIRECTOR	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	CREDIT ANALYST	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	CUSTODIANS	Credentials Needed For Jobs	LIFEGUARD CERTIFICATION	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	CUSTOMER CARE	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	CUSTOMER SERVICE REPRESENTATIVE	Credentials Needed For Jobs	GED	1	7.7%
			INSURANCE LICENSE	1	7.7%
			NONE	10	76.9%
			SOCIETY FOR HUMAN RESOURCES MANAGEMENT	1	7.7%
			Total	13	100.0%
	DATA ENTRY	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	DATABASE DEVELOPER	Credentials Needed For Jobs	MICROSOFT OFFICE	1	33.3%
			NONE	1	33.3%
			PHARMACY TECHNICIAN	1	33.3%
			Total	3	100.0%
	DAYCARE TEACHER ASSISTANT - LEAD	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	DEBT COLLECTOR	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	DELI CLERK	Credentials Needed For Jobs	NONE	13	92.9%
			PHARMACY TECHNICIAN	1	7.1%
			Total	14	100.0%
	DELI WORKER	Credentials Needed For Jobs	NONE	6	100.0%
			Total	6	100.0%
	DESK CLERK	Credentials Needed For Jobs	NONE	4	100.0%
Total			4	100.0%	
DIESEL MECHANIC	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	1	25.0%	
		HAZMAT ENDORSEMENT	1	25.0%	
		NONE	1	25.0%	
		TANKER ENDORSEMENT	1	25.0%	
		Total	4	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	DIESEL TECH	Credentials Needed For Jobs	JOURNEYMAN CERTIFICATION	0	.0%	1	33.3%
			NONE	0	.0%	2	66.7%
			Total	0	.0%	3	100.0%
	DIETARY AIDE	Credentials Needed For Jobs	BASIC NURSING TRAINING	0	.0%	1	10.0%
			CERTIFIED IN ILLINOIS PUBLIC HEALTH	0	.0%	1	10.0%
			CNA CERTIFICATION	0	.0%	1	10.0%
			FOOD SERVICE CERTIFICATION	0	.0%	1	10.0%
			LICENSE	0	.0%	1	10.0%
			LPN LICENSE	0	.0%	1	10.0%
			NONE	0	.0%	3	30.0%
			NURSING LICENSE	0	.0%	1	10.0%
			Total	0	.0%	10	100.0%
			DIRECT CARE GIVERS	Credentials Needed For Jobs	CNA CERTIFICATION	0	.0%
	NONE	0			.0%	1	33.3%
	RN CERTIFICATE	0			.0%	1	33.3%
	Total	0			.0%	3	100.0%
	DIRECT SUPPORT PROFESSIONAL	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
	DIRECTOR	Credentials Needed For Jobs	DEGREE	0	.0%	2	66.7%
			FOOD HANDLER CERTIFICATION - IL	0	.0%	1	33.3%
			Total	0	.0%	3	100.0%
	DIRECTOR IN SALES AND MARKETING	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	DISHWASHER	Credentials Needed For Jobs	DO NOT KNOW	2	33.3%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	1	16.7%	0	.0%
			NONE	3	50.0%	0	.0%
			Total	6	100.0%	0	.0%
	DRIVER	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	0	.0%	1	50.0%
			NONE	0	.0%	1	50.0%
			Total	0	.0%	2	100.0%
DRIVER - DELIVERY	Credentials Needed For Jobs	BASSET	1	11.1%	0	.0%	
		FOOD HANDLER CERTIFICATION - IL	8	88.9%	0	.0%	
		Total	9	100.0%	0	.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	DIESEL TECH	Credentials Needed For Jobs	JOURNEYMAN CERTIFICATION	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	DIETARY AIDE	Credentials Needed For Jobs	BASIC NURSING TRAINING	1	10.0%
			CERTIFIED IN ILLINOIS PUBLIC HEALTH	1	10.0%
			CNA CERTIFICATION	1	10.0%
			FOOD SERVICE CERTIFICATION	1	10.0%
			LICENSE	1	10.0%
			LPN LICENSE	1	10.0%
			NONE	3	30.0%
			NURSING LICENSE	1	10.0%
			Total	10	100.0%
	DIRECT CARE GIVERS	Credentials Needed For Jobs	CNA CERTIFICATION	1	33.3%
			NONE	1	33.3%
			RN CERTIFICATE	1	33.3%
			Total	3	100.0%
	DIRECT SUPPORT PROFESSIONAL	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	DIRECTOR	Credentials Needed For Jobs	DEGREE	2	66.7%
			FOOD HANDLER CERTIFICATION - IL	1	33.3%
			Total	3	100.0%
	DIRECTOR IN SALES AND MARKETING	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	DISHWASHER	Credentials Needed For Jobs	DO NOT KNOW	2	33.3%
			FOOD HANDLER CERTIFICATION - IL	1	16.7%
			NONE	3	50.0%
			Total	6	100.0%
	DRIVER	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
DRIVER - DELIVERY	Credentials Needed For Jobs	BASSET	1	11.1%	
		FOOD HANDLER CERTIFICATION - IL	8	88.9%	
		Total	9	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	DRIVER - STRAIGHT/ BOX TRUCK	Credentials Needed For Jobs	CDL-B	1	33.3%	0	.0%
			DRIVER'S LICENSE - CDL	1	33.3%	0	.0%
			NONE	1	33.3%	0	.0%
		Total	3	100.0%	0	.0%	
	E-COMMERCE MERCHANDISER	Credentials Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%
			NONE	0	.0%	5	50.0%
			Total	0	.0%	10	100.0%
	EARLY CHILDHOOD PRESCHOOL SUPERVISOR	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
			Total	0	.0%	2	100.0%
	ECOMMERCE - VP	Credentials Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%
			NONE	0	.0%	5	50.0%
			Total	0	.0%	10	100.0%
	ELECTRICAL SERVICE TECHNICIAN	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	ELECTRICIAN	Credentials Needed For Jobs	JOURNEYMAN CERTIFICATE	1	50.0%	0	.0%
			NONE	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	ELECTRONICS FIELD SERVICE TECHNICIAN	Credentials Needed For Jobs	ELECTRONICS	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
	EMAIL ANALYST	Credentials Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%
			NONE	0	.0%	5	50.0%
			Total	0	.0%	10	100.0%
	EMAIL COORDINATOR	Credentials Needed For Jobs	NONE	3	100.0%	0	.0%
			Total	3	100.0%	0	.0%
	ENGINEER - CIVIL ONE	Credentials Needed For Jobs	ENGINEERING INTERN	1	50.0%	0	.0%
			PROFESSIONAL ENGINEER	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	ENGINEER - CIVIL TWO	Credentials Needed For Jobs	ENGINEERING INTERN	1	50.0%	0	.0%
			PROFESSIONAL ENGINEER	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	ENGINEER - ELECTRICAL	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	ENGINEER - PROJECT ENGINEER	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	ENGINEER 2	Credentials Needed For Jobs	DO NOT KNOW	2	50.0%	0	.0%
			NONE	2	50.0%	0	.0%
			Total	4	100.0%	0	.0%

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	DRIVER - STRAIGHT/ BOX TRUCK	Credentials Needed For Jobs	CDL-B	1	33.3%
			DRIVER'S LICENSE - CDL	1	33.3%
			NONE	1	33.3%
			Total	3	100.0%
	E-COMMERCE MERCHANDISER	Credentials Needed For Jobs	NO RESPONSE	5	50.0%
			NONE	5	50.0%
			Total	10	100.0%
	EARLY CHILDHOOD PRESCHOOL SUPERVISOR	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	ECOMMERCE - VP	Credentials Needed For Jobs	NO RESPONSE	5	50.0%
			NONE	5	50.0%
			Total	10	100.0%
	ELECTRICAL SERVICE TECHNICIAN	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	ELECTRICIAN	Credentials Needed For Jobs	JOURNEYMAN CERTIFICATE	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
	ELECTRONICS FIELD SERVICE TECHNICIAN	Credentials Needed For Jobs	ELECTRONICS	1	100.0%
			Total	1	100.0%
	EMAIL ANALYST	Credentials Needed For Jobs	NO RESPONSE	5	50.0%
			NONE	5	50.0%
			Total	10	100.0%
	EMAIL COORDINATOR	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	ENGINEER - CIVIL ONE	Credentials Needed For Jobs	ENGINEERING INTERN	1	50.0%
			PROFESSIONAL ENGINEER	1	50.0%
			Total	2	100.0%
ENGINEER - CIVIL TWO	Credentials Needed For Jobs	ENGINEERING INTERN	1	50.0%	
		PROFESSIONAL ENGINEER	1	50.0%	
		Total	2	100.0%	
ENGINEER - ELECTRICAL	Credentials Needed For Jobs	NONE	1	100.0%	
		Total	1	100.0%	
ENGINEER - PROJECT ENGINEER	Credentials Needed For Jobs	NONE	1	100.0%	
		Total	1	100.0%	
ENGINEER 2	Credentials Needed For Jobs	DO NOT KNOW	2	50.0%	
		NONE	2	50.0%	
		Total	4	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ENGINEERING INSPECTOR	Credentials Needed For Jobs	CONSTRUCTION MANAGEMENT/ BUILDING	0	.0%	1	33.3%
			DO NOT KNOW	0	.0%	1	33.3%
			NONE	0	.0%	1	33.3%
			Total	0	.0%	3	100.0%
	ENGINEERS	Credentials Needed For Jobs	CAD CERTIFICATION	1	50.0%	0	.0%
			DO NOT KNOW	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	ENGINEERS - FPGA	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	ENVIRONMENTAL SERVICES	Credentials Needed For Jobs	NONE	1	50.0%	0	.0%
			NURSING LICENSE	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	ESTIMATOR	Credentials Needed For Jobs	DO NOT KNOW	1	33.3%	0	.0%
			NONE	2	66.7%	2	100.0%
			Total	3	100.0%	2	100.0%
	FACILITIES PROJECT TECHNICIAN	Credentials Needed For Jobs	CONSTRUCTION MANAGEMENT/ BUILDING	0	.0%	1	33.3%
			DO NOT KNOW	0	.0%	1	33.3%
			NONE	0	.0%	1	33.3%
			Total	0	.0%	3	100.0%
	FARM OPERATIONS - MANAGER	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
			Total	0	.0%	2	100.0%
	FARM WORKER/ SUPERVISOR	Credentials Needed For Jobs	NONE	0	.0%	4	100.0%
			Total	0	.0%	4	100.0%
	FARM WORKERS/ ASSISTANT	Credentials Needed For Jobs	NONE	0	.0%	4	100.0%
			Total	0	.0%	4	100.0%
	FIELD SERVICE TECHNICIAN	Credentials Needed For Jobs	EPA UNIVERSAL	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	FIELD SERVICE TECHNICIAN - BEVERAGE REFRIGERATION	Credentials Needed For Jobs	HVAC-R	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	FILM CREW	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	FOOD AND BEVERAGE LEADER	Credentials Needed For Jobs	NONE	3	100.0%	0	.0%
			Total	3	100.0%	0	.0%

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	ENGINEERING INSPECTOR	Credentials Needed For Jobs	CONSTRUCTION MANAGEMENT/ BUILDING	1	33.3%
			DO NOT KNOW	1	33.3%
			NONE	1	33.3%
			Total	3	100.0%
	ENGINEERS	Credentials Needed For Jobs	CAD CERTIFICATION	1	50.0%
			DO NOT KNOW	1	50.0%
			Total	2	100.0%
	ENGINEERS - FPGA	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	ENVIRONMENTAL SERVICES	Credentials Needed For Jobs	NONE	1	50.0%
			NURSING LICENSE	1	50.0%
			Total	2	100.0%
	ESTIMATOR	Credentials Needed For Jobs	DO NOT KNOW	1	20.0%
			NONE	4	80.0%
			Total	5	100.0%
	FACILITIES PROJECT TECHNICIAN	Credentials Needed For Jobs	CONSTRUCTION MANAGEMENT/ BUILDING	1	33.3%
			DO NOT KNOW	1	33.3%
			NONE	1	33.3%
			Total	3	100.0%
	FARM OPERATIONS - MANAGER	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	FARM WORKER/ SUPERVISOR	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	FARM WORKERS/ ASSISTANT	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	FIELD SERVICE TECHNICIAN	Credentials Needed For Jobs	EPA UNIVERSAL	1	100.0%
			Total	1	100.0%
	FIELD SERVICE TECHNICIAN - BEVERAGE REFRIGERATION	Credentials Needed For Jobs	HVAC-R	2	100.0%
Total			2	100.0%	
FILM CREW	Credentials Needed For Jobs	NONE	1	100.0%	
		Total	1	100.0%	
FOOD AND BEVERAGE LEADER	Credentials Needed For Jobs	NONE	3	100.0%	
		Total	3	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	FOOD AND BEVERAGE MANAGER	Credentials Needed For Jobs	BASSET	2	33.3%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	1	16.7%	0	.0%
			NONE	3	50.0%	0	.0%
			Total	6	100.0%	0	.0%
	FOOD RUNNER	Credentials Needed For Jobs	BASSET	3	20.0%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	9	60.0%	0	.0%
			FOOD SAFTY	1	6.7%	0	.0%
			FOOD SERVICE CERTIFICATION	1	6.7%	0	.0%
			NONE	1	6.7%	0	.0%
			Total	15	100.0%	0	.0%
	FOOD SERVER	Credentials Needed For Jobs	BASSET	3	20.0%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	10	66.7%	0	.0%
			LPN	1	6.7%	0	.0%
			SERVSAFE	1	6.7%	0	.0%
			Total	15	100.0%	0	.0%
	FORESTRY - INTERNS	Credentials Needed For Jobs	CONSTRUCTION MANAGEMENT/ BUILDING	0	.0%	1	33.3%
			DO NOT KNOW	0	.0%	1	33.3%
			NONE	0	.0%	1	33.3%
			Total	0	.0%	3	100.0%
	FORKLIFT OPERATOR - WAREHOUSE	Credentials Needed For Jobs	CDL-B	1	33.3%	0	.0%
			DRIVER'S LICENSE - CDL	1	33.3%	0	.0%
			NONE	1	33.3%	0	.0%
			Total	3	100.0%	0	.0%
	FRAME TECHNICIANS	Credentials Needed For Jobs	ICAR	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	FREIGHT WORKER-OVERNIGHT	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
	FRONT DESK	Credentials Needed For Jobs	DO NOT KNOW	2	50.0%	0	.0%
MEDICAL ASSISTANT CERTIFICATE			0	.0%	1	33.3%	
NONE			2	50.0%	2	66.7%	
Total			4	100.0%	3	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	FOOD AND BEVERAGE MANAGER	Credentials Needed For Jobs	BASSET	2	33.3%
			FOOD HANDLER CERTIFICATION - IL	1	16.7%
			NONE	3	50.0%
			Total	6	100.0%
	FOOD RUNNER	Credentials Needed For Jobs	BASSET	3	20.0%
			FOOD HANDLER CERTIFICATION - IL	9	60.0%
			FOOD SAFTY	1	6.7%
			FOOD SERVICE CERTIFICATION	1	6.7%
			NONE	1	6.7%
			Total	15	100.0%
	FOOD SERVER	Credentials Needed For Jobs	BASSET	3	20.0%
			FOOD HANDLER CERTIFICATION - IL	10	66.7%
			LPN	1	6.7%
			SERVS SAFE	1	6.7%
			Total	15	100.0%
	FORESTRY - INTERNS	Credentials Needed For Jobs	CONSTRUCTION MANAGEMENT/ BUILDING	1	33.3%
			DO NOT KNOW	1	33.3%
			NONE	1	33.3%
			Total	3	100.0%
	FORKLIFT OPERATOR - WAREHOUSE	Credentials Needed For Jobs	CDL-B	1	33.3%
			DRIVER'S LICENSE - CDL	1	33.3%
			NONE	1	33.3%
			Total	3	100.0%
	FRAME TECHNICIANS	Credentials Needed For Jobs	ICAR	1	100.0%
			Total	1	100.0%
	FREIGHT WORKER-OVERNIGHT	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	FRONT DESK	Credentials Needed For Jobs	DO NOT KNOW	2	28.6%
MEDICAL ASSISTANT CERTIFICATE			1	14.3%	
NONE			4	57.1%	
Total			7	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	FRONT DESK AGENT	Credentials Needed For Jobs	BAR LICENSE - IL	1	20.0%	0	.0%
			DRIVER'S LICENSE	1	20.0%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	2	40.0%	0	.0%
			NONE	1	20.0%	0	.0%
			Total	5	100.0%	0	.0%
	FRONT DESK CLERK	Credentials Needed For Jobs	ACSM	0	.0%	1	12.5%
			AFAA/ ACE	0	.0%	1	12.5%
			BASSET	2	12.5%	0	.0%
			FIRST AID	0	.0%	1	12.5%
			FOOD HANDLER CERTIFICATION - IL	1	6.3%	0	.0%
			LIFEGUARD CERTIFICATION	0	.0%	1	12.5%
			NONE	12	75.0%	4	50.0%
			SAFESERVE AND FOOD HANDLING	1	6.3%	0	.0%
			Total	16	100.0%	8	100.0%
	GRAPHIC COMMUNICATIONS SPECIALIST	Credentials Needed For Jobs	NONE	0	.0%	3	100.0%
			Total	0	.0%	3	100.0%
	GRAPHIC WEB DESIGNER AND WEBSITE MAINTAINER	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	GROCERY BAGGER	Credentials Needed For Jobs	NONE	0	.0%	10	100.0%
			Total	0	.0%	10	100.0%
	GROCERY CLERK	Credentials Needed For Jobs	NONE	0	.0%	6	100.0%
			Total	0	.0%	6	100.0%
	GROUNDSKEEPER	Credentials Needed For Jobs	ACSM	0	.0%	1	12.5%
			AFAA/ ACE	0	.0%	1	12.5%
			FIRST AID	0	.0%	1	12.5%
			LIFEGUARD CERTIFICATION	0	.0%	1	12.5%
			NONE	0	.0%	4	50.0%
	Total	0	.0%	8	100.0%		
	GUEST SERVICE AGENT	Credentials Needed For Jobs	NONE	4	100.0%	3	100.0%
			Total	4	100.0%	3	100.0%
	GUEST SERVICE TEAM - LEAD	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
			Total	0	.0%	2	100.0%
	GUEST SERVICES ASSISTANT	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%
Total			0	.0%	1	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	FRONT DESK AGENT	Credentials Needed For Jobs	BAR LICENSE - IL	1	20.0%
			DRIVER'S LICENSE	1	20.0%
			FOOD HANDLER CERTIFICATION - IL	2	40.0%
			NONE	1	20.0%
			Total	5	100.0%
	FRONT DESK CLERK	Credentials Needed For Jobs	ACSM	1	4.2%
			AFAA/ ACE	1	4.2%
			BASSET	2	8.3%
			FIRST AID	1	4.2%
			FOOD HANDLER CERTIFICATION - IL	1	4.2%
			LIFEGUARD CERTIFICATION	1	4.2%
			NONE	16	66.7%
			SAFESERVE AND FOOD HANDLING	1	4.2%
			Total	24	100.0%
	GRAPHIC COMMUNICATIONS SPECIALIST	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	GRAPHIC WEB DESIGNER AND WEBSITE MAINTAINER	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	GROCERY BAGGER	Credentials Needed For Jobs	NONE	10	100.0%
			Total	10	100.0%
	GROCERY CLERK	Credentials Needed For Jobs	NONE	6	100.0%
			Total	6	100.0%
	GROUNDSKEEPER	Credentials Needed For Jobs	ACSM	1	12.5%
			AFAA/ ACE	1	12.5%
			FIRST AID	1	12.5%
			LIFEGUARD CERTIFICATION	1	12.5%
			NONE	4	50.0%
	Total	8	100.0%		
	GUEST SERVICE AGENT	Credentials Needed For Jobs	NONE	7	100.0%
			Total	7	100.0%
	GUEST SERVICE TEAM - LEAD	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	GUEST SERVICES ASSISTANT	Credentials Needed For Jobs	NONE	1	100.0%
Total			1	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	HOSPITALITY AIDES	Credentials Needed For Jobs	CNA CERTIFICATION	0	.0%	1	50.0%
			NONE	0	.0%	1	50.0%
			Total	0	.0%	2	100.0%
	HOST	Credentials Needed For Jobs	BASSET	6	24.0%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	15	60.0%	0	.0%
			FOOD SAFTY	1	4.0%	0	.0%
			FOOD SERVICE CERTIFICATION	1	4.0%	0	.0%
			LPN	1	4.0%	0	.0%
			NONE	1	4.0%	0	.0%
			Total	25	100.0%	0	.0%
	HOUSEKEEPER	Credentials Needed For Jobs	BASIC NURSING TRAINING	0	.0%	1	16.7%
			CERTIFIED IN ILLINOIS PUBLIC HEALTH	0	.0%	1	16.7%
			FOOD SERVICE CERTIFICATION	0	.0%	1	16.7%
			LICENSE	0	.0%	1	16.7%
			NONE	0	.0%	2	33.3%
	Total	0	.0%	6	100.0%		
	HOUSEKEEPER - EXECUTIVE	Credentials Needed For Jobs	BASSET	2	33.3%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	1	16.7%	0	.0%
			NONE	3	50.0%	0	.0%
			Total	6	100.0%	0	.0%
	HOUSEKEEPING	Credentials Needed For Jobs	NONE	7	100.0%	0	.0%
			Total	7	100.0%	0	.0%
	HUMAN RESOURCES MANAGER	Credentials Needed For Jobs	NONE	1	50.0%	0	.0%
			SOCIETY FOR HUMAN RESOURCES MANAGEMENT	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	HVAC - SERVICE TECHNICIAN	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
HVAC SERVICE SALESPERSON	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%	
		Total	0	.0%	1	100.0%	
ICE CREAM SCOOPER	Credentials Needed For Jobs	SERVSAFE	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	
INJECTION MOLDING - SHIFT LEAD	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	HOSPITALITY AIDES	Credentials Needed For Jobs	CNA CERTIFICATION	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
	HOST	Credentials Needed For Jobs	BASSET	6	24.0%
			FOOD HANDLER CERTIFICATION - IL	15	60.0%
			FOOD SAFTY	1	4.0%
			FOOD SERVICE CERTIFICATION	1	4.0%
			LPN	1	4.0%
			NONE	1	4.0%
			Total	25	100.0%
	HOUSEKEEPER	Credentials Needed For Jobs	BASIC NURSING TRAINING	1	16.7%
			CERTIFIED IN ILLINOIS PUBLIC HEALTH	1	16.7%
			FOOD SERVICE CERTIFICATION	1	16.7%
			LICENSE	1	16.7%
			NONE	2	33.3%
	Total	6	100.0%		
	HOUSEKEEPER - EXECUTIVE	Credentials Needed For Jobs	BASSET	2	33.3%
			FOOD HANDLER CERTIFICATION - IL	1	16.7%
			NONE	3	50.0%
			Total	6	100.0%
	HOUSEKEEPING	Credentials Needed For Jobs	NONE	7	100.0%
			Total	7	100.0%
	HUMAN RESOURCES MANAGER	Credentials Needed For Jobs	NONE	1	50.0%
			SOCIETY FOR HUMAN RESOURCES MANAGEMENT	1	50.0%
			Total	2	100.0%
	HVAC - SERVICE TECHNICIAN	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
HVAC SERVICE SALESPERSON	Credentials Needed For Jobs	NONE	1	100.0%	
		Total	1	100.0%	
ICE CREAM SCOOPER	Credentials Needed For Jobs	SERVSAFE	1	100.0%	
		Total	1	100.0%	
INJECTION MOLDING - SHIFT LEAD	Credentials Needed For Jobs	NONE	1	100.0%	
		Total	1	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	INSURANCE PRECERTIFICATION ASSOCIATE	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
		Total		2	100.0%	0	.0%
	INTERIOR DESIGNER	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
		Total		2	100.0%	0	.0%
	IT FRONT END DEVELOPERS	Credentials Needed For Jobs	NONE	0	.0%	2	66.7%
			WEB DEVELOPMENT	0	.0%	1	33.3%
			Total	0	.0%	3	100.0%
	IT PROJECT MANAGERS	Credentials Needed For Jobs	NONE	0	.0%	2	66.7%
			WEB DEVELOPMENT	0	.0%	1	33.3%
			Total	0	.0%	3	100.0%
	IT TECHNICIAN	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
			Total	0	.0%	2	100.0%
	JANITORIAL/ ENGINEERING/ HOUSEKEEPING	Credentials Needed For Jobs	BASSET	1	33.3%	0	.0%
			NONE	2	66.7%	0	.0%
			Total	3	100.0%	0	.0%
	KITCHEN CABINET SPECIALIST	Credentials Needed For Jobs	NONE	0	.0%	3	100.0%
			Total	0	.0%	3	100.0%
	KITCHEN HELPER	Credentials Needed For Jobs	FOOD HANDLER CERTIFICATION - IL	0	.0%	1	50.0%
			NONE	0	.0%	1	50.0%
			Total	0	.0%	2	100.0%
	KITCHEN HELPER - FOOD PREPARATION	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	KITCHEN STAFF	Credentials Needed For Jobs	BASSET	2	33.3%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	1	16.7%	0	.0%
			FOOD SAFTY	1	16.7%	0	.0%
			FOOD SERVICE CERTIFICATION	1	16.7%	0	.0%
			NONE	1	16.7%	0	.0%
			Total	6	100.0%	0	.0%
	LANDSCAPE LABORER	Credentials Needed For Jobs	DO NOT KNOW	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
LEASING CONSULTANT	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	
LICENSED PLUMBER	Credentials Needed For Jobs	NONE	1	50.0%	0	.0%	
		PLUMBER'S LICENSE - IL	1	50.0%	0	.0%	
		Total	2	100.0%	0	.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	INSURANCE PRECERTIFICATION ASSOCIATE	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	INTERIOR DESIGNER	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	IT FRONT END DEVELOPERS	Credentials Needed For Jobs	NONE	2	66.7%
			WEB DEVELOPMENT	1	33.3%
			Total	3	100.0%
	IT PROJECT MANAGERS	Credentials Needed For Jobs	NONE	2	66.7%
			WEB DEVELOPMENT	1	33.3%
			Total	3	100.0%
	IT TECHNICIAN	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	JANITORIAL/ ENGINEERING/ HOUSEKEEPING	Credentials Needed For Jobs	BASSET	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	KITCHEN CABINET SPECIALIST	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	KITCHEN HELPER	Credentials Needed For Jobs	FOOD HANDLER CERTIFICATION - IL	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
	KITCHEN HELPER - FOOD PREPARATION	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	KITCHEN STAFF	Credentials Needed For Jobs	BASSET	2	33.3%
			FOOD HANDLER CERTIFICATION - IL	1	16.7%
			FOOD SAFTY	1	16.7%
			FOOD SERVICE CERTIFICATION	1	16.7%
			NONE	1	16.7%
			Total	6	100.0%
LANDSCAPE LABORER	Credentials Needed For Jobs	DO NOT KNOW	1	100.0%	
		Total	1	100.0%	
LEASING CONSULTANT	Credentials Needed For Jobs	NONE	1	100.0%	
		Total	1	100.0%	
LICENSED PLUMBER	Credentials Needed For Jobs	NONE	1	50.0%	
		PLUMBER'S LICENSE - IL	1	50.0%	
		Total	2	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	LIFEGUARD	Credentials Needed For Jobs	FOOD HANDLER CERTIFICATION - IL	0	.0%	1	14.3%
			HEALTH CARE CERTIFICATION	0	.0%	1	14.3%
			LIFEGUARD CERTIFICATION	0	.0%	2	28.6%
			NONE	0	.0%	3	42.9%
			Total	0	.0%	7	100.0%
	LIFEGUARD - SWIM INSTRUCTOR	Credentials Needed For Jobs	ACSM	0	.0%	1	12.5%
			AFAA/ ACE	0	.0%	1	12.5%
			FIRST AID	0	.0%	1	12.5%
			LIFEGUARD CERTIFICATION	0	.0%	1	12.5%
			NONE	0	.0%	4	50.0%
			Total	0	.0%	8	100.0%
	LIFEGUARDS	Credentials Needed For Jobs	BASSETT CERTIFICATION	1	11.1%	0	.0%
			CPR	1	11.1%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	1	11.1%	0	.0%
			FOOD SERVICE CERTIFICATION	1	11.1%	0	.0%
			LIFEGUARD CERTIFICATION	1	11.1%	2	20.0%
			LIFEGUARD/ WSI	1	11.1%	0	.0%
			NONE	3	33.3%	8	80.0%
			Total	9	100.0%	10	100.0%
	LIGHTING DIRECTOR	Credentials Needed For Jobs	NONE	0	.0%	4	100.0%
			Total	0	.0%	4	100.0%
	LINE COOK	Credentials Needed For Jobs	BASSET	3	25.0%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	7	58.3%	0	.0%
			LPN	1	8.3%	0	.0%
			NONE	1	8.3%	0	.0%
			Total	12	100.0%	0	.0%
	LIVING COACH	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
Total			0	.0%	2	100.0%	
MACHINE LATHE OPERATOR	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%	
		Total	2	100.0%	0	.0%	
MACHINE OPERATOR	Credentials Needed For Jobs	NONE	2	100.0%	4	100.0%	
		Total	2	100.0%	4	100.0%	
MACHINIST - MANUAL	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%	
		Total	2	100.0%	0	.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	LIFEGUARD	Credentials Needed For Jobs	FOOD HANDLER CERTIFICATION - IL	1	14.3%
			HEALTH CARE CERTIFICATION	1	14.3%
			LIFEGUARD CERTIFICATION	2	28.6%
			NONE	3	42.9%
			Total	7	100.0%
	LIFEGUARD - SWIM INSTRUCTOR	Credentials Needed For Jobs	ACSM	1	12.5%
			AFAA/ ACE	1	12.5%
			FIRST AID	1	12.5%
			LIFEGUARD CERTIFICATION	1	12.5%
			NONE	4	50.0%
			Total	8	100.0%
	LIFEGUARDS	Credentials Needed For Jobs	BASSETT CERTIFICATION	1	5.3%
			CPR	1	5.3%
			FOOD HANDLER CERTIFICATION - IL	1	5.3%
			FOOD SERVICE CERTIFICATION	1	5.3%
			LIFEGUARD CERTIFICATION	3	15.8%
			LIFEGUARD/ WSI	1	5.3%
			NONE	11	57.9%
			Total	19	100.0%
	LIGHTING DIRECTOR	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	LINE COOK	Credentials Needed For Jobs	BASSETT	3	25.0%
			FOOD HANDLER CERTIFICATION - IL	7	58.3%
			LPN	1	8.3%
			NONE	1	8.3%
			Total	12	100.0%
	LIVING COACH	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	MACHINE LATHE OPERATOR	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	MACHINE OPERATOR	Credentials Needed For Jobs	NONE	6	100.0%
			Total	6	100.0%
MACHINIST - MANUAL	Credentials Needed For Jobs	NONE	2	100.0%	
		Total	2	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	MACHINIST - SET UP LEVEL 2	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
		Total		1	100.0%	0	.0%
	MACHINIST - SET UP TECHNICIAN	Credentials Needed For Jobs	NONE	0	.0%	4	100.0%
		Total		0	.0%	4	100.0%
	MAILROOM	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%
		Total		0	.0%	1	100.0%
	MAINTENANCE	Credentials Needed For Jobs	NONE	3	100.0%	0	.0%
		Total		3	100.0%	0	.0%
	MAINTENANCE TECHNICIANS	Credentials Needed For Jobs	CPO/ POOL	1	50.0%	0	.0%
			EPA/ HVAC	1	50.0%	0	.0%
			NONE	0	.0%	4	100.0%
			Total	2	100.0%	4	100.0%
	MANUFACTURING - SUPERVISOR 2ND SHIFT	Credentials Needed For Jobs	BRAKE PRESS	0	.0%	1	16.7%
			FORMING/ LASER	0	.0%	1	16.7%
			NONE	0	.0%	2	33.3%
			WELDING	0	.0%	2	33.3%
			Total	0	.0%	6	100.0%
	MARKETING	Credentials Needed For Jobs	NONE	7	87.5%	0	.0%
			WELDING	1	12.5%	0	.0%
			Total	8	100.0%	0	.0%
	MARKETING - SALES	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	MEAT WRAPPER	Credentials Needed For Jobs	NONE	0	.0%	11	100.0%
			Total	0	.0%	11	100.0%
	MECHANIC	Credentials Needed For Jobs	DIESEL MECHANIC	1	50.0%	0	.0%
			NONE	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	MECHANICAL ASSEMBLER	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%
Total			0	.0%	1	100.0%	
MEDICAL ASSISTANT	Credentials Needed For Jobs	MEDICAL ASSISTANT CERTIFICATE	0	.0%	1	33.3%	
		NONE	0	.0%	2	66.7%	
		Total	0	.0%	3	100.0%	
MEDICAL BILLER	Credentials Needed For Jobs	CODER CERTIFICATION	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	MACHINIST - SET UP LEVEL 2	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	MACHINIST - SET UP TECHNICIAN	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	MAILROOM	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	MAINTENANCE	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	MAINTENANCE TECHNICIANS	Credentials Needed For Jobs	CPO/ POOL	1	16.7%
			EPA/ HVAC	1	16.7%
			NONE	4	66.7%
			Total	6	100.0%
	MANUFACTURING - SUPERVISOR 2ND SHIFT	Credentials Needed For Jobs	BRAKE PRESS	1	16.7%
			FORMING/ LASER	1	16.7%
			NONE	2	33.3%
			WELDING	2	33.3%
			Total	6	100.0%
	MARKETING	Credentials Needed For Jobs	NONE	7	87.5%
			WELDING	1	12.5%
			Total	8	100.0%
	MARKETING - SALES	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	MEAT WRAPPER	Credentials Needed For Jobs	NONE	11	100.0%
			Total	11	100.0%
	MECHANIC	Credentials Needed For Jobs	DIESEL MECHANIC	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
	MECHANICAL ASSEMBLER	Credentials Needed For Jobs	NONE	1	100.0%
Total			1	100.0%	
MEDICAL ASSISTANT	Credentials Needed For Jobs	MEDICAL ASSISTANT CERTIFICATE	1	33.3%	
		NONE	2	66.7%	
		Total	3	100.0%	
MEDICAL BILLER	Credentials Needed For Jobs	CODER CERTIFICATION	1	100.0%	
		Total	1	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	MENTAL HEALTH TECHNICIAN	Credentials Needed For Jobs	NONE	0	.0%	1	50.0%
			NURSING LICENSE	0	.0%	1	50.0%
			Total	0	.0%	2	100.0%
	MOVERS	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	2	40.0%	0	.0%
			NONE	3	60.0%	0	.0%
			Total	5	100.0%	0	.0%
	NET DEVELOPERS	Credentials Needed For Jobs	NONE	3	100.0%	0	.0%
			Total	3	100.0%	0	.0%
	NEWSPAPER PROCESSOR	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
	NIGHT AUDITOR	Credentials Needed For Jobs	NONE	4	100.0%	0	.0%
			Total	4	100.0%	0	.0%
	NURSE AIDES	Credentials Needed For Jobs	BASIC NURSING TRAINING	0	.0%	1	16.7%
			CERTIFIED IN ILLINOIS PUBLIC HEALTH	0	.0%	1	16.7%
			FOOD SERVICE CERTIFICATION	0	.0%	1	16.7%
			LICENSE	0	.0%	1	16.7%
			NONE	2	100.0%	2	33.3%
			Total	2	100.0%	6	100.0%
	NURSES	Credentials Needed For Jobs	CNA CERTIFICATION	2	28.6%	1	25.0%
			LICENSE	1	14.3%	0	.0%
			LPN	0	.0%	1	25.0%
			LPN/ RN	1	14.3%	0	.0%
			NONE	1	14.3%	1	25.0%
			NURSING LICENSE	1	14.3%	1	25.0%
			RN CERTIFICATE	1	14.3%	0	.0%
			Total	7	100.0%	4	100.0%

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	MENTAL HEALTH TECHNICIAN	Credentials Needed For Jobs	NONE	1	50.0%
			NURSING LICENSE	1	50.0%
			Total	2	100.0%
	MOVERS	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	2	40.0%
			NONE	3	60.0%
			Total	5	100.0%
	NET DEVELOPERS	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	NEWSPAPER PROCESSOR	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	NIGHT AUDITOR	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	NURSE AIDES	Credentials Needed For Jobs	BASIC NURSING TRAINING	1	12.5%
			CERTIFIED IN ILLINOIS PUBLIC HEALTH	1	12.5%
			FOOD SERVICE CERTIFICATION	1	12.5%
			LICENSE	1	12.5%
			NONE	4	50.0%
			Total	8	100.0%
	NURSES	Credentials Needed For Jobs	CNA CERTIFICATION	3	27.3%
			LICENSE	1	9.1%
			LPN	1	9.1%
			LPN/ RN	1	9.1%
			NONE	2	18.2%
			NURSING LICENSE	2	18.2%
			RN CERTIFICATE	1	9.1%
			Total	11	100.0%

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	NURSES - CNA	Credentials Needed For Jobs	8 HOURS STATE CERTIFICATION	0	.0%	1	4.2%
			BACKGROUND CHECK	0	.0%	1	4.2%
			CNA CERTIFICATION	4	50.0%	10	41.7%
			LICENSE	1	12.5%	0	.0%
			LPN	0	.0%	2	8.3%
			LPN LICENSE	0	.0%	1	4.2%
			LPN/ RN	1	12.5%	0	.0%
			NONE	2	25.0%	6	25.0%
			NURSING	0	.0%	1	4.2%
			NURSING LICENSE	0	.0%	1	4.2%
			RN CERTIFICATE	0	.0%	1	4.2%
			Total	8	100.0%	24	100.0%
	NURSES - FIELD	Credentials Needed For Jobs	CNA CERTIFICATION	0	.0%	1	33.3%
			LPN	0	.0%	1	33.3%
			NURSING	0	.0%	1	33.3%
			Total	0	.0%	3	100.0%
	NURSES - LPN	Credentials Needed For Jobs	CNA CERTIFICATION	0	.0%	2	18.2%
			LPN	0	.0%	2	18.2%
			LPN LICENSE	0	.0%	1	9.1%
			NONE	0	.0%	3	27.3%
			NURSING	0	.0%	1	9.1%
			NURSING LICENSE	0	.0%	1	9.1%
			RN CERTIFICATE	0	.0%	1	9.1%
			Total	0	.0%	11	100.0%
	NURSES - RN	Credentials Needed For Jobs	BASIC NURSING TRAINING	0	.0%	1	5.9%
			CERTIFIED IN ILLINOIS PUBLIC HEALTH	0	.0%	1	5.9%
			CNA CERTIFICATION	0	.0%	2	11.8%
			FOOD SERVICE CERTIFICATION	0	.0%	1	5.9%
			LICENSE	0	.0%	1	5.9%
			LPN	0	.0%	1	5.9%
			LPN LICENSE	0	.0%	1	5.9%
			NONE	0	.0%	6	35.3%
			NURSING LICENSE	0	.0%	1	5.9%
			RN CERTIFICATE	0	.0%	2	11.8%
			Total	0	.0%	17	100.0%

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	NURSES - CNA	Credentials Needed For Jobs	8 HOURS STATE CERTIFICATION	1	3.1%
			BACKGROUND CHECK	1	3.1%
			CNA CERTIFICATION	14	43.8%
			LICENSE	1	3.1%
			LPN	2	6.3%
			LPN LICENSE	1	3.1%
			LPN/ RN	1	3.1%
			NONE	8	25.0%
			NURSING	1	3.1%
			NURSING LICENSE	1	3.1%
			RN CERTIFICATE	1	3.1%
	Total	32	100.0%		
	NURSES - FIELD	Credentials Needed For Jobs	CNA CERTIFICATION	1	33.3%
			LPN	1	33.3%
			NURSING	1	33.3%
			Total	3	100.0%
	NURSES - LPN	Credentials Needed For Jobs	CNA CERTIFICATION	2	18.2%
			LPN	2	18.2%
			LPN LICENSE	1	9.1%
			NONE	3	27.3%
			NURSING	1	9.1%
			NURSING LICENSE	1	9.1%
			RN CERTIFICATE	1	9.1%
			Total	11	100.0%
	NURSES - RN	Credentials Needed For Jobs	BASIC NURSING TRAINING	1	5.9%
			CERTIFIED IN ILLINOIS PUBLIC HEALTH	1	5.9%
			CNA CERTIFICATION	2	11.8%
			FOOD SERVICE CERTIFICATION	1	5.9%
			LICENSE	1	5.9%
			LPN	1	5.9%
			LPN LICENSE	1	5.9%
			NONE	6	35.3%
			NURSING LICENSE	1	5.9%
			RN CERTIFICATE	2	11.8%
	Total	17	100.0%		

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	OCCUPATIONAL THERAPIST	Credentials Needed For Jobs	STATE LICENSE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	OCEAN EXPORT COORDINATOR	Credentials Needed For Jobs	FORKLIFT OPERATOR	0	.0%	1	33.3%
			NONE	0	.0%	2	66.7%
			Total	0	.0%	3	100.0%
	OFFICE ASSISTANT	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	OFFICE DATA ENTRY	Credentials Needed For Jobs	DO NOT KNOW	1	33.3%	0	.0%
			NONE	2	66.7%	0	.0%
			Total	3	100.0%	0	.0%
	OFFICE MANAGER	Credentials Needed For Jobs	NONE	3	75.0%	0	.0%
			WATER RESTORATION TECHNICIAN	1	25.0%	0	.0%
			Total	4	100.0%	0	.0%
	OPERATIONS MANAGER	Credentials Needed For Jobs	NONE	0	.0%	4	100.0%
			Total	0	.0%	4	100.0%
	OPHTHALMIC TECHNICIAN	Credentials Needed For Jobs	OPHTHALMIC TECHNICIAN	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	PACKAGE HANDLER	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
	PACKER - UTILITY CLERK	Credentials Needed For Jobs	NONE	0	.0%	4	100.0%
			Total	0	.0%	4	100.0%
	PACKER WORKER/ LABORER	Credentials Needed For Jobs	NONE	0	.0%	4	100.0%
			Total	0	.0%	4	100.0%
	PACKING WORKER - OVERNIGHT	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	PAINT LINE	Credentials Needed For Jobs	BRAKE PRESS	0	.0%	1	16.7%
			FORMING/ LASER	0	.0%	1	16.7%
			NONE	0	.0%	2	33.3%
			WELDING	0	.0%	2	33.3%
			Total	0	.0%	6	100.0%
PARAPROFESSIONAL	Credentials Needed For Jobs	NONE	0	.0%	1	50.0%	
		PARAPROFESSIONAL LICENSE	0	.0%	1	50.0%	
		Total	0	.0%	2	100.0%	
PARKS WORKERS	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%	
		Total	0	.0%	2	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	OCCUPATIONAL THERAPIST	Credentials Needed For Jobs	STATE LICENSE	2	100.0%
			Total	2	100.0%
	OCEAN EXPORT COORDINATOR	Credentials Needed For Jobs	FORKLIFT OPERATOR	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	OFFICE ASSISTANT	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	OFFICE DATA ENTRY	Credentials Needed For Jobs	DO NOT KNOW	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	OFFICE MANAGER	Credentials Needed For Jobs	NONE	3	75.0%
			WATER RESTORATION TECHNICIAN	1	25.0%
			Total	4	100.0%
	OPERATIONS MANAGER	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	OPHTHALMIC TECHNICIAN	Credentials Needed For Jobs	OPHTHALMIC TECHNICIAN	1	100.0%
			Total	1	100.0%
	PACKAGE HANDLER	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	PACKER - UTILITY CLERK	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	PACKER WORKER/ LABORER	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	PACKING WORKER - OVERNIGHT	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	PAINT LINE	Credentials Needed For Jobs	BRAKE PRESS	1	16.7%
			FORMING/ LASER	1	16.7%
			NONE	2	33.3%
WELDING			2	33.3%	
Total			6	100.0%	
PARAPROFESSIONAL	Credentials Needed For Jobs	NONE	1	50.0%	
		PARAPROFESSIONAL LICENSE	1	50.0%	
		Total	2	100.0%	
PARKS WORKERS	Credentials Needed For Jobs	NONE	2	100.0%	
		Total	2	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	PATIENT SERVICE REPRESENTATIVE	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	PHARMACY TECHNICIAN	Credentials Needed For Jobs	DO NOT KNOW	1	50.0%	0	.0%
			NONE	1	50.0%	3	42.9%
			PHARMACY TECHNICIAN	0	.0%	2	28.6%
			RESPIRATORY TECHNICIAN	0	.0%	1	14.3%
			SURGICAL TECHNICIAN	0	.0%	1	14.3%
			Total	2	100.0%	7	100.0%
	PHYSICIAN	Credentials Needed For Jobs	INTERNAL MEDICINE DEGREE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	PLC PROGRAMMERS	Credentials Needed For Jobs	NONE	3	100.0%	0	.0%
			Total	3	100.0%	0	.0%
	PLUMBER - APPRENTICE	Credentials Needed For Jobs	NONE	1	50.0%	0	.0%
			PLUMBER'S LICENSE - IL	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	PORTERS	Credentials Needed For Jobs	BACKGROUND CHECK	0	.0%	1	16.7%
			JOURNEYMAN CERTIFICATION	0	.0%	1	16.7%
			NONE	4	100.0%	4	66.7%
			Total	4	100.0%	6	100.0%
	PRODUCE CLERK	Credentials Needed For Jobs	NONE	0	.0%	5	100.0%
			Total	0	.0%	5	100.0%
	PRODUCE WORKER	Credentials Needed For Jobs	NONE	0	.0%	3	75.0%
			PHARMACY TECHNICIAN	0	.0%	1	25.0%
			Total	0	.0%	4	100.0%
	PRODUCT MANAGER	Credentials Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%
			NONE	0	.0%	5	50.0%
			Total	0	.0%	10	100.0%
	PRODUCTION TECHNICIAN	Credentials Needed For Jobs	NONE	3	75.0%	0	.0%
			WATER RESTORATION TECHNICIAN	1	25.0%	0	.0%
			Total	4	100.0%	0	.0%
PROGRAM ADVISOR	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	
PROGRAMMERS	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%	
		Total	2	100.0%	0	.0%	
PROJECT ASSOCIATES	Credentials Needed For Jobs	REVIT SOFTWARE	0	.0%	1	100.0%	
		Total	0	.0%	1	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	PATIENT SERVICE REPRESENTATIVE	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	PHARMACY TECHNICIAN	Credentials Needed For Jobs	DO NOT KNOW	1	11.1%
			NONE	4	44.4%
			PHARMACY TECHNICIAN	2	22.2%
			RESPIRATORY TECHNICIAN	1	11.1%
			SURGICAL TECHNICIAN	1	11.1%
			Total	9	100.0%
	PHYSICIAN	Credentials Needed For Jobs	INTERNAL MEDICINE DEGREE	1	100.0%
			Total	1	100.0%
	PLC PROGRAMMERS	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	PLUMBER - APPRENTICE	Credentials Needed For Jobs	NONE	1	50.0%
			PLUMBER'S LICENSE - IL	1	50.0%
			Total	2	100.0%
	PORTERS	Credentials Needed For Jobs	BACKGROUND CHECK	1	10.0%
			JOURNEYMAN CERTIFICATION	1	10.0%
			NONE	8	80.0%
			Total	10	100.0%
	PRODUCE CLERK	Credentials Needed For Jobs	NONE	5	100.0%
			Total	5	100.0%
	PRODUCE WORKER	Credentials Needed For Jobs	NONE	3	75.0%
			PHARMACY TECHNICIAN	1	25.0%
			Total	4	100.0%
	PRODUCT MANAGER	Credentials Needed For Jobs	NO RESPONSE	5	50.0%
			NONE	5	50.0%
			Total	10	100.0%
	PRODUCTION TECHNICIAN	Credentials Needed For Jobs	NONE	3	75.0%
			WATER RESTORATION TECHNICIAN	1	25.0%
			Total	4	100.0%
	PROGRAM ADVISOR	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	PROGRAMMERS	Credentials Needed For Jobs	NONE	2	100.0%
Total			2	100.0%	
PROJECT ASSOCIATES	Credentials Needed For Jobs	REVIT SOFTWARE	1	100.0%	
		Total	1	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	PROJECT MANAGEMENT	Credentials Needed For Jobs	DO NOT KNOW	1	50.0%	0	.0%
			IICRC	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	PUBLIC HEALTH AND MOSQUITO CONTROL FIELD TECHNICIAN	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	QUALITY CONTROL DEVICE INSPECTOR	Credentials Needed For Jobs	NONE	3	100.0%	0	.0%
			Total	3	100.0%	0	.0%
	QUALITY CONTROL MATERIAL INSPECTOR	Credentials Needed For Jobs	NONE	3	100.0%	0	.0%
			Total	3	100.0%	0	.0%
	QUALITY CONTROL TECHNICIAN	Credentials Needed For Jobs	NONE	3	100.0%	0	.0%
			Total	3	100.0%	0	.0%
	REAL ESTATE AGENTS	Credentials Needed For Jobs	REAL ESTATE LICENSE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	RECEPTIONIST	Credentials Needed For Jobs	CNA CERTIFICATION	1	12.5%	1	20.0%
			NONE	7	87.5%	4	80.0%
			Total	8	100.0%	5	100.0%
	RESPIRATORY THERAPIST	Credentials Needed For Jobs	PHARMACY TECHNICIAN	0	.0%	1	33.3%
			RESPIRATORY TECHNICIAN	0	.0%	1	33.3%
			SURGICAL TECHNICIAN	0	.0%	1	33.3%
			Total	0	.0%	3	100.0%
	ROOM ATTENDANTS	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	1	33.3%	0	.0%
			NONE	2	66.7%	0	.0%
			Total	3	100.0%	0	.0%
	SALES	Credentials Needed For Jobs	DIESEL MECHANIC	1	11.1%	0	.0%
			NONE	8	88.9%	0	.0%
			Total	9	100.0%	0	.0%
	SALES - COORDINATOR	Credentials Needed For Jobs	BASSET	1	33.3%	0	.0%
			NONE	2	66.7%	0	.0%
			Total	3	100.0%	0	.0%
	SALES - FLOOR TEAM LEAD	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
Total			0	.0%	2	100.0%	
SALES - INSIDE CUSTOMER SERVICE	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%	
		Total	2	100.0%	0	.0%	
SALES - INSIDE REPRESENTATIVE	Credentials Needed For Jobs	DO NOT KNOW	1	14.3%	0	.0%	
		NONE	6	85.7%	1	100.0%	
		Total	7	100.0%	1	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	PROJECT MANAGEMENT	Credentials Needed For Jobs	DO NOT KNOW	1	50.0%
			IICRC	1	50.0%
			Total	2	100.0%
	PUBLIC HEALTH AND MOSQUITO CONTROL FIELD TECHNICIAN	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	QUALITY CONTROL DEVICE INSPECTOR	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	QUALITY CONTROL MATERIAL INSPECTOR	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	QUALITY CONTROL TECHNICIAN	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	REAL ESTATE AGENTS	Credentials Needed For Jobs	REAL ESTATE LICENSE	1	100.0%
			Total	1	100.0%
	RECEPTIONIST	Credentials Needed For Jobs	CNA CERTIFICATION	2	15.4%
			NONE	11	84.6%
			Total	13	100.0%
	RESPIRATORY THERAPIST	Credentials Needed For Jobs	PHARMACY TECHNICIAN	1	33.3%
			RESPIRATORY TECHNICIAN	1	33.3%
			SURGICAL TECHNICIAN	1	33.3%
			Total	3	100.0%
	ROOM ATTENDANTS	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	SALES	Credentials Needed For Jobs	DIESEL MECHANIC	1	11.1%
			NONE	8	88.9%
			Total	9	100.0%
	SALES - COORDINATOR	Credentials Needed For Jobs	BASSET	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	SALES - FLOOR TEAM LEAD	Credentials Needed For Jobs	NONE	2	100.0%
Total			2	100.0%	
SALES - INSIDE CUSTOMER SERVICE	Credentials Needed For Jobs	NONE	2	100.0%	
		Total	2	100.0%	
SALES - INSIDE REPRESENTATIVE	Credentials Needed For Jobs	DO NOT KNOW	1	12.5%	
		NONE	7	87.5%	
		Total	8	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees				
			Less Than 100 Employees		100 Or More Employees		
			Count	Column N %	Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)	SALES - NATIONAL ACCOUNTS MANAGER	Credentials Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%
			NONE	0	.0%	5	50.0%
			Total	0	.0%	10	100.0%
	SALES - OUTSIDE REPRESENTATIVE	Credentials Needed For Jobs	NONE	4	100.0%	0	.0%
			Total	4	100.0%	0	.0%
	SALES ASSOCIATE	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	1	33.3%	0	.0%
			NONE	2	66.7%	0	.0%
			Total	3	100.0%	0	.0%
	SALES ENGINEER	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	SALES MANAGER	Credentials Needed For Jobs	NONE	3	100.0%	0	.0%
			Total	3	100.0%	0	.0%
	SALES TEAM ASSISTANT	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	SALESPERSON	Credentials Needed For Jobs	NONE	0	.0%	3	100.0%
			Total	0	.0%	3	100.0%
	SANITATION	Credentials Needed For Jobs	NONE	6	100.0%	0	.0%
			Total	6	100.0%	0	.0%
	SCHEDULING	Credentials Needed For Jobs	CNA CERTIFICATION	1	33.3%	0	.0%
			NONE	2	66.7%	0	.0%
			Total	3	100.0%	0	.0%
	SCIENCE - PH.D.	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	SEAFOOD CLERK	Credentials Needed For Jobs	NONE	0	.0%	4	100.0%
			Total	0	.0%	4	100.0%
	SECURITY AGENT	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	0	.0%	1	20.0%
			NONE	0	.0%	4	80.0%
			Total	0	.0%	5	100.0%
SECURITY OFFICERS	Credentials Needed For Jobs	PERC CARD	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	
SERVER/ BARTENDER	Credentials Needed For Jobs	BASSET	2	28.6%	0	.0%	
		FOOD HANDLER CERTIFICATION - IL	1	14.3%	0	.0%	
		NONE	4	57.1%	0	.0%	
		Total	7	100.0%	0	.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees		
			Total		
			Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)	SALES - NATIONAL ACCOUNTS MANAGER	Credentials Needed For Jobs	NO RESPONSE	5	50.0%
			NONE	5	50.0%
			Total	10	100.0%
	SALES - OUTSIDE REPRESENTATIVE	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	SALES ASSOCIATE	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	SALES ENGINEER	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	SALES MANAGER	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	SALES TEAM ASSISTANT	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	SALESPERSON	Credentials Needed For Jobs	NONE	3	100.0%
			Total	3	100.0%
	SANITATION	Credentials Needed For Jobs	NONE	6	100.0%
			Total	6	100.0%
	SCHEDULING	Credentials Needed For Jobs	CNA CERTIFICATION	1	33.3%
			NONE	2	66.7%
			Total	3	100.0%
	SCIENCE - PH.D.	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	SEAFOOD CLERK	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	SECURITY AGENT	Credentials Needed For Jobs	DRIVER'S LICENSE - CDL	1	20.0%
			NONE	4	80.0%
			Total	5	100.0%
	SECURITY OFFICERS	Credentials Needed For Jobs	PERC CARD	1	100.0%
			Total	1	100.0%
SERVER/ BARTENDER	Credentials Needed For Jobs	BASSET	2	28.6%	
		FOOD HANDLER CERTIFICATION - IL	1	14.3%	
		NONE	4	57.1%	
		Total	7	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SERVERS	Credentials Needed For Jobs	BASSET	4	19.0%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	5	23.8%	0	.0%
			FOOD SAFTY	1	4.8%	0	.0%
			FOOD SERVICE CERTIFICATION	2	9.5%	0	.0%
			LIFEGUARD/ WSI	1	4.8%	0	.0%
			NONE	8	38.1%	0	.0%
			Total	21	100.0%	0	.0%
	SERVICE TECHNICIAN - LEAD	Credentials Needed For Jobs	HVAC-R	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	SERVICE TECHNICIANS	Credentials Needed For Jobs	HVAC	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	SERVICE WRITER	Credentials Needed For Jobs	NONE	4	100.0%	0	.0%
			Total	4	100.0%	0	.0%
	SEWING MACHINE OPERATOR - INDUSTRIAL	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	SHIFT LEAD	Credentials Needed For Jobs	DO NOT KNOW	1	50.0%	0	.0%
			NONE	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	SHIPPING AND RECEIVING CLERK	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	SHUTTLE DRIVER	Credentials Needed For Jobs	BAR LICENSE - IL	1	6.7%	0	.0%
			BASSET	2	13.3%	0	.0%
			DRIVER'S LICENSE	1	6.7%	0	.0%
			DRIVER'S LICENSE - CDL	1	6.7%	1	50.0%
			FOOD HANDLER CERTIFICATION - IL	3	20.0%	0	.0%
			NONE	7	46.7%	1	50.0%
			Total	15	100.0%	2	100.0%
	SKILLED LABORER	Credentials Needed For Jobs	JOURNEYMAN CERTIFICATE	1	50.0%	0	.0%
			NONE	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	SLEEP APNEA TESTING PRODUCTION ASSOCIATE	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%
	SOFTWARE ENGINEERING	Credentials Needed For Jobs	NONE	2	100.0%	0	.0%
			Total	2	100.0%	0	.0%

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SERVERS	Credentials Needed For Jobs	BASSET	4	19.0%
			FOOD HANDLER CERTIFICATION - IL	5	23.8%
			FOOD SAFTY	1	4.8%
			FOOD SERVICE CERTIFICATION	2	9.5%
			LIFEGUARD/ WSI	1	4.8%
			NONE	8	38.1%
			Total	21	100.0%
	SERVICE TECHNICIAN - LEAD	Credentials Needed For Jobs	HVAC-R	2	100.0%
			Total	2	100.0%
	SERVICE TECHNICIANS	Credentials Needed For Jobs	HVAC	1	100.0%
			Total	1	100.0%
	SERVICE WRITER	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	SEWING MACHINE OPERATOR - INDUSTRIAL	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	SHIFT LEAD	Credentials Needed For Jobs	DO NOT KNOW	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
	SHIPPING AND RECEIVING CLERK	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	SHUTTLE DRIVER	Credentials Needed For Jobs	BAR LICENSE - IL	1	5.9%
			BASSET	2	11.8%
			DRIVER'S LICENSE	1	5.9%
			DRIVER'S LICENSE - CDL	2	11.8%
			FOOD HANDLER CERTIFICATION - IL	3	17.6%
			NONE	8	47.1%
			Total	17	100.0%
	SKILLED LABORER	Credentials Needed For Jobs	JOURNEYMAN CERTIFICATE	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
	SLEEP APNEA TESTING PRODUCTION ASSOCIATE	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	SOFTWARE ENGINEERING	Credentials Needed For Jobs	NONE	2	100.0%
Total			2	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees				
				Less Than 100 Employees		100 Or More Employees		
				Count	Column N %	Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)	SPECIAL AGENTS	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%	
			Total	0	.0%	1	100.0%	
	SPEECH PATHOLOGISTS	Credentials Needed For Jobs	STATE LICENSE	2	100.0%	0	.0%	
			Total	2	100.0%	0	.0%	
	SPIN INSTRUCTOR	Credentials Needed For Jobs	ACSM	0	.0%	1	9.1%	
			AFAA/ ACE	0	.0%	1	9.1%	
			FIRST AID	0	.0%	1	9.1%	
			HEALTH CARE CERTIFICATION	0	.0%	1	9.1%	
			LIFEGUARD CERTIFICATION	0	.0%	2	18.2%	
			NONE	0	.0%	5	45.5%	
				Total	0	.0%	11	100.0%
	STOCKER - OVERNIGHT	Credentials Needed For Jobs	NONE	0	.0%	6	100.0%	
				Total	0	.0%	6	100.0%
	STOCKER/ MERCHANDISE UNLOADER - EARLY SHIFT	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%	
				Total	0	.0%	1	100.0%
	STOCKROOM	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%	
				Total	0	.0%	1	100.0%
	SUPERVISOR - ACCREDITATION	Credentials Needed For Jobs	MICROSOFT OFFICE	0	.0%	1	33.3%	
			NONE	0	.0%	1	33.3%	
			PHARMACY TECHNICIAN	0	.0%	1	33.3%	
				Total	0	.0%	3	100.0%
	SURGICAL TECHNICIAN	Credentials Needed For Jobs	PHARMACY TECHNICIAN	0	.0%	1	33.3%	
			RESPIRATORY TECHNICIAN	0	.0%	1	33.3%	
			SURGICAL TECHNICIAN	0	.0%	1	33.3%	
				Total	0	.0%	3	100.0%
	SYSTEM ADMINISTRATOR	Credentials Needed For Jobs	NONE	4	100.0%	0	.0%	
				Total	4	100.0%	0	.0%
	TEACHER	Credentials Needed For Jobs	NONE	4	100.0%	0	.0%	
				Total	4	100.0%	0	.0%
	TEACHER - INFANT	Credentials Needed For Jobs	NONE	4	100.0%	0	.0%	
				Total	4	100.0%	0	.0%
	TEACHER - LEAD	Credentials Needed For Jobs	AC ACCREDITATION	1	33.3%	0	.0%	
			CPR	1	33.3%	0	.0%	
			TEACHER CERTIFICATE	1	33.3%	0	.0%	
				Total	3	100.0%	0	.0%
TEACHER - PRESCHOOL	Credentials Needed For Jobs	NONE	4	100.0%	0	.0%		
			Total	4	100.0%	0	.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	SPECIAL AGENTS	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	SPEECH PATHOLOGISTS	Credentials Needed For Jobs	STATE LICENSE	2	100.0%
			Total	2	100.0%
	SPIN INSTRUCTOR	Credentials Needed For Jobs	ACSM	1	9.1%
			AFAA/ ACE	1	9.1%
			FIRST AID	1	9.1%
			HEALTH CARE CERTIFICATION	1	9.1%
			LIFEGUARD CERTIFICATION	2	18.2%
			NONE	5	45.5%
			Total	11	100.0%
	STOCKER - OVERNIGHT	Credentials Needed For Jobs	NONE	6	100.0%
			Total	6	100.0%
	STOCKER/ MERCHANDISE UNLOADER - EARLY SHIFT	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	STOCKROOM	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	SUPERVISOR - ACCREDITATION	Credentials Needed For Jobs	MICROSOFT OFFICE	1	33.3%
			NONE	1	33.3%
			PHARMACY TECHNICIAN	1	33.3%
			Total	3	100.0%
	SURGICAL TECHNICIAN	Credentials Needed For Jobs	PHARMACY TECHNICIAN	1	33.3%
			RESPIRATORY TECHNICIAN	1	33.3%
			SURGICAL TECHNICIAN	1	33.3%
			Total	3	100.0%
	SYSTEM ADMINISTRATOR	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	TEACHER	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	TEACHER - INFANT	Credentials Needed For Jobs	NONE	4	100.0%
Total			4	100.0%	
TEACHER - LEAD	Credentials Needed For Jobs	AC ACCREDITATION	1	33.3%	
		CPR	1	33.3%	
		TEACHER CERTIFICATE	1	33.3%	
		Total	3	100.0%	
TEACHER - PRESCHOOL	Credentials Needed For Jobs	NONE	4	100.0%	
		Total	4	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	TEACHER - TODDLER	Credentials Needed For Jobs	NONE	4	100.0%	0	.0%
			Total	4	100.0%	0	.0%
	TEACHERS - ASSISTANTS	Credentials Needed For Jobs	AC ACCREDITATION	1	33.3%	0	.0%
			CPR	1	33.3%	0	.0%
			TEACHER CERTIFICATE	1	33.3%	0	.0%
			Total	3	100.0%	0	.0%
	TEAM LEADER	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
			Total	0	.0%	2	100.0%
	TECHNICIANS	Credentials Needed For Jobs	OPHTHALMIC TECHNICIAN	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	TELEMARKETER	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%
			Total	1	100.0%	0	.0%
	TELLERS	Credentials Needed For Jobs	NONE	2	100.0%	3	100.0%
			Total	2	100.0%	3	100.0%
	THERAPIST	Credentials Needed For Jobs	DEGREE	0	.0%	2	33.3%
			FOOD HANDLER CERTIFICATION - IL	0	.0%	1	16.7%
			NONE	0	.0%	2	33.3%
			SOCIAL WORKER LICENSE	0	.0%	1	16.7%
			Total	0	.0%	6	100.0%
	TICKETING MANAGER	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
			Total	0	.0%	2	100.0%
	TRACTOR-TRAILER DRIVER	Credentials Needed For Jobs	CDL-B	1	33.3%	0	.0%
			DRIVER'S LICENSE - CDL	1	33.3%	0	.0%
			NONE	1	33.3%	0	.0%
			Total	3	100.0%	0	.0%
	TRAFFIC TECHNICIAN	Credentials Needed For Jobs	NONE	0	.0%	2	100.0%
			Total	0	.0%	2	100.0%
	TRUMPETER	Credentials Needed For Jobs	FOOD HANDLER CERTIFICATION - IL	0	.0%	1	50.0%
NONE			0	.0%	1	50.0%	
Total			0	.0%	2	100.0%	
UI DEVELOPER	Credentials Needed For Jobs	MICROSOFT OFFICE	0	.0%	1	33.3%	
		NONE	0	.0%	1	33.3%	
		PHARMACY TECHNICIAN	0	.0%	1	33.3%	
		Total	0	.0%	3	100.0%	
VETERINARY ASSISTANT	Credentials Needed For Jobs	NONE	3	100.0%	0	.0%	
		Total	3	100.0%	0	.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	TEACHER - TODDLER	Credentials Needed For Jobs	NONE	4	100.0%
			Total	4	100.0%
	TEACHERS - ASSISTANTS	Credentials Needed For Jobs	AC ACCREDITATION	1	33.3%
			CPR	1	33.3%
			TEACHER CERTIFICATE	1	33.3%
			Total	3	100.0%
	TEAM LEADER	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	TECHNICIANS	Credentials Needed For Jobs	OPHTHALMIC TECHNICIAN	1	100.0%
			Total	1	100.0%
	TELEMARKETER	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	TELLERS	Credentials Needed For Jobs	NONE	5	100.0%
			Total	5	100.0%
	THERAPIST	Credentials Needed For Jobs	DEGREE	2	33.3%
			FOOD HANDLER CERTIFICATION - IL	1	16.7%
			NONE	2	33.3%
			SOCIAL WORKER LICENSE	1	16.7%
			Total	6	100.0%
	TICKETING MANAGER	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	TRACTOR-TRAILER DRIVER	Credentials Needed For Jobs	CDL-B	1	33.3%
			DRIVER'S LICENSE - CDL	1	33.3%
			NONE	1	33.3%
			Total	3	100.0%
	TRAFFIC TECHNICIAN	Credentials Needed For Jobs	NONE	2	100.0%
			Total	2	100.0%
	TRUMPETER	Credentials Needed For Jobs	FOOD HANDLER CERTIFICATION - IL	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
UI DEVELOPER	Credentials Needed For Jobs	MICROSOFT OFFICE	1	33.3%	
		NONE	1	33.3%	
		PHARMACY TECHNICIAN	1	33.3%	
		Total	3	100.0%	
VETERINARY ASSISTANT	Credentials Needed For Jobs	NONE	3	100.0%	
		Total	3	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees			
				Less Than 100 Employees		100 Or More Employees	
				Count	Column N %	Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	VP-FINANCE	Credentials Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%
			NONE	0	.0%	5	50.0%
			Total	0	.0%	10	100.0%
	WAIT STAFF	Credentials Needed For Jobs	BASSET	1	11.1%	0	.0%
			FOOD HANDLER CERTIFICATION - IL	8	88.9%	1	25.0%
			LIFEGUARD CERTIFICATION	0	.0%	1	25.0%
			NONE	0	.0%	2	50.0%
			Total	9	100.0%	4	100.0%
	WAREHOUSE	Credentials Needed For Jobs	FORKLIFT OPERATOR	0	.0%	1	25.0%
			NONE	0	.0%	3	75.0%
			Total	0	.0%	4	100.0%
	WAREHOUSE JOB	Credentials Needed For Jobs	GED	1	50.0%	0	.0%
			NONE	1	50.0%	0	.0%
			Total	2	100.0%	0	.0%
	WAREHOUSE MANAGER	Credentials Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%
			NONE	0	.0%	5	50.0%
			Total	0	.0%	10	100.0%
	WAREHOUSE SUPERVISOR	Credentials Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%
			NONE	0	.0%	5	50.0%
			Total	0	.0%	10	100.0%
	WEB DESIGNER	Credentials Needed For Jobs	NONE	4	80.0%	0	.0%
			WELDING	1	20.0%	0	.0%
			Total	5	100.0%	0	.0%
	WEB DEVELOPER	Credentials Needed For Jobs	NO RESPONSE	0	.0%	5	50.0%
			NONE	0	.0%	5	50.0%
			Total	0	.0%	10	100.0%
	WEB DEVELOPERS	Credentials Needed For Jobs	NONE	0	.0%	2	66.7%
			WEB DEVELOPMENT	0	.0%	1	33.3%
			Total	0	.0%	3	100.0%
	WELDERS	Credentials Needed For Jobs	BRAKE PRESS	0	.0%	1	16.7%
FORMING/ LASER			0	.0%	1	16.7%	
NONE			4	80.0%	2	33.3%	
WELDING			1	20.0%	2	33.3%	
Total			5	100.0%	6	100.0%	
WIRELESS CELL TOWER TECHNICIAN	Credentials Needed For Jobs	NONE	1	100.0%	0	.0%	
		Total	1	100.0%	0	.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

				Number Of Employees	
				Total	
				Count	Column N %
Jobs Difficult To Fill (Multiple Responses)	VP-FINANCE	Credentials Needed For Jobs	NO RESPONSE	5	50.0%
			NONE	5	50.0%
			Total	10	100.0%
	WAIT STAFF	Credentials Needed For Jobs	BASSET	1	7.7%
			FOOD HANDLER CERTIFICATION - IL	9	69.2%
			LIFEGUARD CERTIFICATION	1	7.7%
			NONE	2	15.4%
			Total	13	100.0%
	WAREHOUSE	Credentials Needed For Jobs	FORKLIFT OPERATOR	1	25.0%
			NONE	3	75.0%
			Total	4	100.0%
	WAREHOUSE JOB	Credentials Needed For Jobs	GED	1	50.0%
			NONE	1	50.0%
			Total	2	100.0%
	WAREHOUSE MANAGER	Credentials Needed For Jobs	NO RESPONSE	5	50.0%
			NONE	5	50.0%
			Total	10	100.0%
	WAREHOUSE SUPERVISOR	Credentials Needed For Jobs	NO RESPONSE	5	50.0%
			NONE	5	50.0%
			Total	10	100.0%
	WEB DESIGNER	Credentials Needed For Jobs	NONE	4	80.0%
			WELDING	1	20.0%
			Total	5	100.0%
	WEB DEVELOPER	Credentials Needed For Jobs	NO RESPONSE	5	50.0%
			NONE	5	50.0%
			Total	10	100.0%
	WEB DEVELOPERS	Credentials Needed For Jobs	NONE	2	66.7%
			WEB DEVELOPMENT	1	33.3%
Total			3	100.0%	
WELDERS	Credentials Needed For Jobs	BRAKE PRESS	1	9.1%	
		FORMING/ LASER	1	9.1%	
		NONE	6	54.5%	
		WELDING	3	27.3%	
		Total	11	100.0%	
WIRELESS CELL TOWER TECHNICIAN	Credentials Needed For Jobs	NONE	1	100.0%	
		Total	1	100.0%	

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees				
			Less Than 100 Employees		100 Or More Employees		
			Count	Column N %	Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)	YARD OPERATIONS WORKER	Credentials Needed For Jobs	NONE	0	.0%	1	100.0%
			Total	0	.0%	1	100.0%
	Total	Credentials Needed For Jobs	8 HOURS STATE CERTIFICATION	0	.0%	3	.5%
			AC ACCREDITATION	2	.3%	0	.0%
			ACSM	0	.0%	5	.8%
			AFAA/ ACE	0	.0%	5	.8%
			BACKGROUND CHECK	0	.0%	6	.9%
			BAR LICENSE - IL	4	.6%	0	.0%
			BASIC NURSING TRAINING	0	.0%	5	.8%
			BASSET	42	6.3%	0	.0%
			BASSETT CERTIFICATION	2	.3%	0	.0%
			BRAKE PRESS	0	.0%	4	.6%
			CAD CERTIFICATION	2	.3%	0	.0%
			CDL-B	3	.5%	0	.0%
			CERTIFIED IN ILLINOIS PUBLIC HEALTH	0	.0%	5	.8%
			CNA CERTIFICATION	8	1.2%	23	3.6%
			CODER CERTIFICATION	1	.2%	0	.0%
			CONSTRUCTION MANAGEMENT/ BUILDING	0	.0%	3	.5%
			CPO/ POOL	1	.2%	0	.0%
			CPR	4	.6%	1	.2%
			DEGREE	0	.0%	6	.9%
			DIESEL MECHANIC	2	.3%	0	.0%
			DO NOT KNOW	17	2.6%	3	.5%
			DRIVER'S LICENSE	4	.6%	0	.0%
			DRIVER'S LICENSE - CDL	12	1.8%	8	1.2%
			ELECTRONICS	0	.0%	1	.2%
			ENGINEERING INTERN	2	.3%	0	.0%
			EPA UNIVERSAL	1	.2%	0	.0%
			EPA/ HVAC	1	.2%	0	.0%
			FIRST AID	0	.0%	5	.8%
			FOOD HANDLER CERTIFICATION - IL	110	16.5%	7	1.1%
			FOOD SAFTY	4	.6%	0	.0%
			FOOD SERVICE CERTIFICATION	9	1.4%	5	.8%
			FORKLIFT OPERATOR	0	.0%	3	.5%

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

			Number Of Employees		
			Total		
			Count	Column N %	
Jobs Difficult To Fill (Multiple Responses)	YARD OPERATIONS WORKER	Credentials Needed For Jobs	NONE	1	100.0%
			Total	1	100.0%
	Total	Credentials Needed For Jobs	8 HOURS STATE CERTIFICATION	3	.2%
			AC ACCREDITATION	2	.2%
			ACSM	5	.4%
			AFAA/ ACE	5	.4%
			BACKGROUND CHECK	6	.5%
			BAR LICENSE - IL	4	.3%
			BASIC NURSING TRAINING	5	.4%
			BASSET	42	3.2%
			BASSETT CERTIFICATION	2	.2%
			BRAKE PRESS	4	.3%
			CAD CERTIFICATION	2	.2%
			CDL-B	3	.2%
			CERTIFIED IN ILLINOIS PUBLIC HEALTH	5	.4%
			CNA CERTIFICATION	31	2.4%
			CODER CERTIFICATION	1	.1%
			CONSTRUCTION MANAGEMENT/ BUILDING	3	.2%
			CPO/ POOL	1	.1%
			CPR	5	.4%
			DEGREE	6	.5%
			DIESEL MECHANIC	2	.2%
			DO NOT KNOW	20	1.5%
			DRIVER'S LICENSE	4	.3%
			DRIVER'S LICENSE - CDL	20	1.5%
			ELECTRONICS	1	.1%
			ENGINEERING INTERN	2	.2%
			EPA UNIVERSAL	1	.1%
			EPA/ HVAC	1	.1%
			FIRST AID	5	.4%
			FOOD HANDLER CERTIFICATION - IL	117	9.0%
			FOOD SAFTY	4	.3%
			FOOD SERVICE CERTIFICATION	14	1.1%
			FORKLIFT OPERATOR	3	.2%

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill (Multiple Responses)	Total	Credentials Needed For Jobs	Number Of Employees			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		FORMING/ LASER	0	.0%	4	.6%
		GED	2	.3%	0	.0%
		HAZMAT ENDORSEMENT	0	.0%	2	.3%
		HEALTH CARE CERTIFICATION	0	.0%	3	.5%
		HVAC	1	.2%	0	.0%
		HVAC-R	4	.6%	0	.0%
		ICAR	1	.2%	0	.0%
		IICRC	1	.2%	0	.0%
		INSURANCE LICENSE	1	.2%	0	.0%
		INTERNAL MEDICINE DEGREE	1	.2%	0	.0%
		JOURNEYMAN CERTIFICATE	2	.3%	0	.0%
		JOURNEYMAN CERTIFICATION	0	.0%	3	.5%
		LICENSE	2	.3%	5	.8%
		LIFEGUARD CERTIFICATION	2	.3%	16	2.5%
		LIFEGUARD/ WSI	5	.8%	0	.0%
		LPN	3	.5%	7	1.1%
		LPN LICENSE	0	.0%	4	.6%
		LPN/ RN	2	.3%	0	.0%
		MEDICAL ASSISTANT CERTIFICATE	0	.0%	3	.5%
		MICROSOFT OFFICE	0	.0%	3	.5%
		NO RESPONSE	0	.0%	50	7.8%
		NONE	373	56.1%	396	61.7%
		NURSING	0	.0%	3	.5%
		NURSING LICENSE	2	.3%	6	.9%
		OPHTHALMIC TECHNICIAN	2	.3%	0	.0%
		PARAPROFESSIONAL LICENSE	0	.0%	2	.3%
		PERC CARD	1	.2%	0	.0%
		PHARMACY TECHNICIAN	0	.0%	9	1.4%
		PLUMBER'S LICENSE - IL	2	.3%	0	.0%
		PROFESSIONAL ENGINEER	2	.3%	0	.0%
		REAL ESTATE LICENSE	2	.3%	0	.0%
		RESPIRATORY TECHNICIAN	0	.0%	3	.5%
		REVIT SOFTWARE	0	.0%	1	.2%
		RN CERTIFICATE	1	.2%	5	.8%
		SAFESERVE AND FOOD HANDLING	2	.3%	0	.0%
		SERVSAFE	3	.5%	0	.0%

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill (Multiple Responses)	Total	Credentials Needed For Jobs	Number Of Employees	
			Total	
			Count	Column N %
		FORMING/ LASER	4	.3%
		GED	2	.2%
		HAZMAT ENDORSEMENT	2	.2%
		HEALTH CARE CERTIFICATION	3	.2%
		HVAC	1	.1%
		HVAC-R	4	.3%
		ICAR	1	.1%
		IICRC	1	.1%
		INSURANCE LICENSE	1	.1%
		INTERNAL MEDICINE DEGREE	1	.1%
		JOURNEYMAN CERTIFICATE	2	.2%
		JOURNEYMAN CERTIFICATION	3	.2%
		LICENSE	7	.5%
		LIFEGUARD CERTIFICATION	18	1.4%
		LIFEGUARD/ WSI	5	.4%
		LPN	10	.8%
		LPN LICENSE	4	.3%
		LPN/ RN	2	.2%
		MEDICAL ASSISTANT CERTIFICATE	3	.2%
		MICROSOFT OFFICE	3	.2%
		NO RESPONSE	50	3.8%
		NONE	769	58.8%
		NURSING	3	.2%
		NURSING LICENSE	8	.6%
		OPHTHALMIC TECHNICIAN	2	.2%
		PARAPROFESSIONAL LICENSE	2	.2%
		PERC CARD	1	.1%
		PHARMACY TECHNICIAN	9	.7%
		PLUMBER'S LICENSE - IL	2	.2%
		PROFESSIONAL ENGINEER	2	.2%
		REAL ESTATE LICENSE	2	.2%
		RESPIRATORY TECHNICIAN	3	.2%
		REVIT SOFTWARE	1	.1%
		RN CERTIFICATE	6	.5%
		SAFESERVE AND FOOD HANDLING	2	.2%
		SERVSAFE	3	.2%

TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill (Multiple Responses)	Total	Credentials Needed For Jobs	Number Of Employees			
			Less Than 100 Employees		100 Or More Employees	
			Count	Column N %	Count	Column N %
		SOCIAL WORKER LICENSE	0	.0%	3	.5%
		SOCIETY FOR HUMAN RESOURCES MANAGEMENT	2	.3%	0	.0%
		STATE LICENSE	4	.6%	0	.0%
		SURGICAL TECHNICIAN	0	.0%	3	.5%
		TANKER ENDORSEMENT	0	.0%	2	.3%
		TEACHER CERTIFICATE	2	.3%	0	.0%
		WATER RESTORATION TECHNICIAN	4	.6%	0	.0%
		WEB DEVELOPMENT	0	.0%	3	.5%
		WELDING	5	.8%	8	1.2%
		Total	665	100.0%	642	100.0%

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TABLE 4-H. Credentials Needed For Vacancies For Jobs Difficult To Fill In Last Year By Size Of Employer

Jobs Difficult To Fill (Multiple Responses)	Total	Credentials Needed For Jobs	Number Of Employees	
			Total	
			Count	Column N %
		SOCIAL WORKER LICENSE	3	.2%
		SOCIETY FOR HUMAN RESOURCES MANAGEMENT	2	.2%
		STATE LICENSE	4	.3%
		SURGICAL TECHNICIAN	3	.2%
		TANKER ENDORSEMENT	2	.2%
		TEACHER CERTIFICATE	2	.2%
		WATER RESTORATION TECHNICIAN	4	.3%
		WEB DEVELOPMENT	3	.2%
		WELDING	13	1.0%
		Total	1307	100.0%

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TABLE 5. Utilizing Skills Gap Analysis By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Identifying Critical Work Skills Needed By Employees	No Response	8	3.8%	10	9.0%	18	5.6%
	No	143	68.1%	68	61.3%	211	65.7%
	Do not know	13	6.2%	12	10.8%	25	7.8%
	Yes	46	21.9%	21	18.9%	67	20.9%
	Total	210	100.0%	111	100.0%	321	100.0%
Inventorying The Skills Of Your Current Employees	No Response	8	3.8%	10	9.0%	18	5.6%
	No	136	64.8%	64	57.7%	200	62.3%
	Do not know	12	5.7%	12	10.8%	24	7.5%
	Yes	54	25.7%	25	22.5%	79	24.6%
	Total	210	100.0%	111	100.0%	321	100.0%
Identifying The Skills That You Need To Provide Training For Your Employees	No Response	8	3.8%	10	9.0%	18	5.6%
	No	122	58.1%	60	54.1%	182	56.7%
	Do not know	14	6.7%	14	12.6%	28	8.7%
	Yes	66	31.4%	27	24.3%	93	29.0%
	Total	210	100.0%	111	100.0%	321	100.0%
Training Needed - Skill 1	ADOBE INDESIGN SOFTWARE	0	.0%	1	3.7%	1	1.1%
	AIR QUALITY - TESTING PARTICULATES	0	.0%	1	3.7%	1	1.1%
	ANIMAL RESTRAINT	0	.0%	1	3.7%	1	1.1%
	CAD	0	.0%	1	3.7%	1	1.1%
	CASH REGISTER	1	1.5%	0	.0%	1	1.1%
	CHEMICAL CONTROL	1	1.5%	0	.0%	1	1.1%
	CHIDLREN - HANDLING SPECIAL NEEDS	1	1.5%	0	.0%	1	1.1%
	CNA	0	.0%	1	3.7%	1	1.1%
	CNC	1	1.5%	0	.0%	1	1.1%
	CNC MACHINES - PROGRAMMING/ OPERATION	1	1.5%	0	.0%	1	1.1%
	COMMUNICATION SKILLS	1	1.5%	1	3.7%	2	2.2%
	COMMUNICATIONS - VERBAL/ WRITTEN	1	1.5%	0	.0%	1	1.1%
	COMPUTER SKILLS	1	1.5%	0	.0%	1	1.1%
	COMPUTER SKILLS - INTERMEDIATE	1	1.5%	0	.0%	1	1.1%
	CONSTRUCTION/ BUSINESS	1	1.5%	0	.0%	1	1.1%
	CUSTOMER SERVICE	5	7.6%	1	3.7%	6	6.5%
	DO NOT KNOW	9	13.6%	6	22.2%	15	16.1%
DRAWING BLOOD FROM ANIMALS	2	3.0%	0	.0%	2	2.2%	

TABLE 5. Utilizing Skills Gap Analysis By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Training Needed - Skill 1	EQUIPMENT MAINTENANCE - MANUFACTURING	0	.0%	1	3.7%	1	1.1%
	ESL	0	.0%	1	3.7%	1	1.1%
	EXCEL SOFTWARE	2	3.0%	0	.0%	2	2.2%
	FIXTURE INSTALLATION	1	1.5%	0	.0%	1	1.1%
	FOLLOWING DIRECTIONS	1	1.5%	0	.0%	1	1.1%
	FOOD HANDLING/ SANITATION	1	1.5%	0	.0%	1	1.1%
	FOOD PREPARATION SPEED	1	1.5%	0	.0%	1	1.1%
	FORKLIFT	1	1.5%	0	.0%	1	1.1%
	FORMING	0	.0%	1	3.7%	1	1.1%
	HOME IMPROVEMENT PRODUCT KNOWLEDGE	0	.0%	1	3.7%	1	1.1%
	HVAC-R VALVE TRAINING	1	1.5%	0	.0%	1	1.1%
	INFECTION CONTROL	1	1.5%	0	.0%	1	1.1%
	INJECTION MOLDING MACHINERY TROUBLE-SHOOTING	1	1.5%	0	.0%	1	1.1%
	INTERNAL DOCUMENTATION	0	.0%	1	3.7%	1	1.1%
	INVENTORY BASIC PROCEDURES	0	.0%	1	3.7%	1	1.1%
	KITCHEN	1	1.5%	0	.0%	1	1.1%
	LAB EQUIPMENT	1	1.5%	0	.0%	1	1.1%
	LEADERSHIP	1	1.5%	1	3.7%	2	2.2%
	LEASING	0	.0%	1	3.7%	1	1.1%
	LEGAL LANGUAGE	1	1.5%	0	.0%	1	1.1%
	MACHINE OPERATION - HEAT PRESS	1	1.5%	0	.0%	1	1.1%
	MANUFACTURING PROCEDURES FOR RUBBER ROLLERS - BEST PRACTICES	1	1.5%	0	.0%	1	1.1%
	MATERIAL DRYING	1	1.5%	0	.0%	1	1.1%
	MECHANICAL ASSEMBLY	1	1.5%	0	.0%	1	1.1%
	MENU ITEMS - NEW	1	1.5%	0	.0%	1	1.1%
	MENU KNOWLEDGE	1	1.5%	0	.0%	1	1.1%
	MICROSCOPE - CYTOLOGY	1	1.5%	0	.0%	1	1.1%
	MICROSOFT OFFICE	0	.0%	1	3.7%	1	1.1%
	MICROSOFT WORD/ OFFICE	0	.0%	1	3.7%	1	1.1%
	NO RESPONSE	1	1.5%	0	.0%	1	1.1%
	NONE	4	6.1%	1	3.7%	5	5.4%
	ORACLE IDENTITY MANAGER	1	1.5%	0	.0%	1	1.1%

TABLE 5. Utilizing Skills Gap Analysis By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Training Needed - Skill 1	ORGANIZATIONAL	1	1.5%	0	.0%	1	1.1%
	PLASTERING - ACOUSTIC	1	1.5%	0	.0%	1	1.1%
	PROEHCT COSTS ESTIMATING	1	1.5%	0	.0%	1	1.1%
	PROJECT MANAGEMENT	0	.0%	1	3.7%	1	1.1%
	PROJECT MANAGEMENT - LARGE LOSS	1	1.5%	0	.0%	1	1.1%
	QUALITY ASSURANCE	1	1.5%	0	.0%	1	1.1%
	REFRIGERATION EQUIPMENT TROUBLE-SHOOTING	1	1.5%	0	.0%	1	1.1%
	SALES FLOOR - SUPERVISION	1	1.5%	0	.0%	1	1.1%
	SOFTWARE FOR PRESENTATIONS	1	1.5%	0	.0%	1	1.1%
	SOFTWARE TRAINING	1	1.5%	0	.0%	1	1.1%
	SUPERVISION FUNDAMENTALS	0	.0%	1	3.7%	1	1.1%
	TECHNICAL PROGRAMMING	0	.0%	1	3.7%	1	1.1%
	TECHNOLOGY UPDATES	1	1.5%	0	.0%	1	1.1%
	TIME MANAGEMENT	2	3.0%	0	.0%	2	2.2%
	TRAVEL VENDORS - FAMILIARITY WITH NEW	1	1.5%	0	.0%	1	1.1%
	Total	66	100.0%	27	100.0%	93	100.0%
Training Needed - Skill 2	ACCOUNTING SYSTEMS	0	.0%	1	9.1%	1	2.3%
	ANIMAL RESTRAINT	1	3.1%	0	.0%	1	2.3%
	AUTOCAD SOFTWARE	0	.0%	1	9.1%	1	2.3%
	BARTENDING	1	3.1%	0	.0%	1	2.3%
	BLUE BEAM	0	.0%	1	9.1%	1	2.3%
	BUDGETING	0	.0%	1	9.1%	1	2.3%
	BUILDING STAIRS	1	3.1%	0	.0%	1	2.3%
	CABINETRY LAYOUT	1	3.1%	0	.0%	1	2.3%
	CATHETER PLACEMENT	1	3.1%	0	.0%	1	2.3%
	COMMUNICATION SKILLS	2	6.3%	0	.0%	2	4.7%
	COMPUTER SKILLS	0	.0%	1	9.1%	1	2.3%
	COMPUTER SKILLS - BASIC	0	.0%	1	9.1%	1	2.3%
	CUSTOMER SERVICE	0	.0%	1	9.1%	1	2.3%
	DIAGRAMS - READING	0	.0%	1	9.1%	1	2.3%
	DRAWING BLOOD FROM ANIMALS	1	3.1%	0	.0%	1	2.3%
	FOOD INGREDIENT MEASUREMENT	1	3.1%	0	.0%	1	2.3%
	FOOD PREPARATION	1	3.1%	0	.0%	1	2.3%

TABLE 5. Utilizing Skills Gap Analysis By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Training Needed - Skill 2	FORMS	1	3.1%	0	.0%	1	2.3%
	GUEST INTERACTION	0	.0%	1	9.1%	1	2.3%
	HVAC-R CONTROLS TRAINING	1	3.1%	0	.0%	1	2.3%
	LIFE SKILLS	1	3.1%	0	.0%	1	2.3%
	MACHINERY - UNDERSTANDING TOOLS	1	3.1%	0	.0%	1	2.3%
	MACHINING - ROUTER	1	3.1%	0	.0%	1	2.3%
	MAINTENANCE	0	.0%	1	9.1%	1	2.3%
	MATERIAL HANDLING - CONVEYORS	1	3.1%	0	.0%	1	2.3%
	MATERIALS HANDING - PLASTICS	1	3.1%	0	.0%	1	2.3%
	MOLD REMEDIATION	1	3.1%	0	.0%	1	2.3%
	MOTIVATION	1	3.1%	0	.0%	1	2.3%
	NETSUITE SOFTWARE	1	3.1%	0	.0%	1	2.3%
	OSHA 10 AND 30	2	6.3%	1	9.1%	3	7.0%
	PLASTERING - VENEER DECORATIVE	1	3.1%	0	.0%	1	2.3%
	PLUMBING PROBLEMS - DIAGNOSING	1	3.1%	0	.0%	1	2.3%
	PROCESSES AND SYSTEMS	1	3.1%	0	.0%	1	2.3%
	PRODUCT KNOWLEDGE	1	3.1%	0	.0%	1	2.3%
	RECIPE KNOWLEDGE	1	3.1%	0	.0%	1	2.3%
	SOFTWARE UPDATES	1	3.1%	0	.0%	1	2.3%
	TEAMWORK	1	3.1%	0	.0%	1	2.3%
	TEST MANAGEMENT	1	3.1%	0	.0%	1	2.3%
	WINE PAIRINGS	1	3.1%	0	.0%	1	2.3%
	WORKPLACE SAFETY	1	3.1%	0	.0%	1	2.3%
	Total	32	100.0%	11	100.0%	43	100.0%

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TABLE 5. Utilizing Skills Gap Analysis By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Training Needed - Skill 3	AUTOCAD SOFTWARE	1	5.6%	0	.0%	1	4.5%
	BRAND	1	5.6%	0	.0%	1	4.5%
	COMMUNICATION SKILLS	0	.0%	1	25.0%	1	4.5%
	CONSTRUCTION MANAGEMENT	1	5.6%	0	.0%	1	4.5%
	CONTROLLING FOREIGN MATTER	1	5.6%	0	.0%	1	4.5%
	FISH TYPES	1	5.6%	0	.0%	1	4.5%
	FOOD - ADHERENCE TO RECIPES	1	5.6%	0	.0%	1	4.5%
	FOOD - DRIVE THROUGH SERVICE	1	5.6%	0	.0%	1	4.5%
	FOOD AND MENU KNOWLEDGE	1	5.6%	0	.0%	1	4.5%
	FRAMING MATERIALS	1	5.6%	0	.0%	1	4.5%
	HVAC-R CONTROLS SALES	1	5.6%	0	.0%	1	4.5%
	MATH SKILLS	0	.0%	1	25.0%	1	4.5%
	MICROSOFT OFFICE PRODUCTS	1	5.6%	0	.0%	1	4.5%
	MICROSOFT PUBLISHER	0	.0%	1	25.0%	1	4.5%
	ORGANIZATIONAL	1	5.6%	0	.0%	1	4.5%
	OSHA 30	1	5.6%	0	.0%	1	4.5%
	PACKING HOUSEHOLD ITEMS	1	5.6%	0	.0%	1	4.5%
	PLUMBING PRODUCTS	1	5.6%	0	.0%	1	4.5%
	REVIT SOFTWARE	0	.0%	1	25.0%	1	4.5%
	SCAFFOLD SAFETY	1	5.6%	0	.0%	1	4.5%
	VETERINARY SUPPLIES	1	5.6%	0	.0%	1	4.5%
WAITING TABLES	1	5.6%	0	.0%	1	4.5%	
Total	18	100.0%	4	100.0%	22	100.0%	
Training Needed - Skill 4	BLOODWORK LAB EQUIPMENT	1	14.3%	0	.0%	1	12.5%
	CLEANING AND SANITATION	1	14.3%	0	.0%	1	12.5%
	CONSTRUCTION SEQUENCE	1	14.3%	0	.0%	1	12.5%
	FOOD - CAPTAIN OF WAIT STAFF	1	14.3%	0	.0%	1	12.5%
	FOOD - GRILLING	1	14.3%	0	.0%	1	12.5%
	PERSONALITY HANDLING	1	14.3%	0	.0%	1	12.5%
	SAFETY	0	.0%	1	100.0%	1	12.5%
	WRAPPING FURNITURE	1	14.3%	0	.0%	1	12.5%
	Total	7	100.0%	1	100.0%	8	100.0%

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TABLE 5. Utilizing Skills Gap Analysis By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Training Needed - Skill 5	ANIMAL RESTRAINT	1	14.3%	0	.0%	1	12.5%
	FILLING OUT PAPERWORK	1	14.3%	0	.0%	1	12.5%
	LIQUID AND SOLID WASTE DISPOSAL	1	14.3%	0	.0%	1	12.5%
	MAINTENANCE	1	14.3%	0	.0%	1	12.5%
	MANAGING	1	14.3%	0	.0%	1	12.5%
	OSHA	0	.0%	1	100.0%	1	12.5%
	SCHEDULING PROJECTS	1	14.3%	0	.0%	1	12.5%
	TECHNICAL UPDATES - MODELS	1	14.3%	0	.0%	1	12.5%
	Total	7	100.0%	1	100.0%	8	100.0%
Provided Training For Employees For These Skills	No	5	7.6%	2	7.4%	7	7.5%
	Do not know	5	7.6%	2	7.4%	7	7.5%
	Yes	56	84.8%	23	85.2%	79	84.9%
	Total	66	100.0%	27	100.0%	93	100.0%
Consider Using Harper College For The Skills Training	No	6	60.0%	1	25.0%	7	50.0%
	Yes	3	30.0%	2	50.0%	5	35.7%
	Do not know	1	10.0%	1	25.0%	2	14.3%
	Total	10	100.0%	4	100.0%	14	100.0%
Rationale For Not Using Harper College For Skills Training	CORPORATE DECIDES	0	.0%	1	100.0%	1	14.3%
	CORPORATE LEVEL	1	16.7%	0	.0%	1	14.3%
	DO IN-HOUSE	1	16.7%	0	.0%	1	14.3%
	DO NOT HAVE THE CLASSES NEEDED	1	16.7%	0	.0%	1	14.3%
	NEED TO MEET OUR CUSTOM REQUIREMENTS	1	16.7%	0	.0%	1	14.3%
	NOT NEEDED	2	33.3%	0	.0%	2	28.6%
	Total	6	100.0%	1	100.0%	7	100.0%
Training Provided In-House Or Contracted Out	In-house resource	45	80.4%	18	78.3%	63	79.7%
	Contracted out	10	17.9%	5	21.7%	15	19.0%
	Do not know/ recall	1	1.8%	0	.0%	1	1.3%
	Total	56	100.0%	23	100.0%	79	100.0%
Consider Using Harper College For Skills Gap Analysis	No	142	67.6%	58	52.3%	200	62.3%
	Yes	25	11.9%	16	14.4%	41	12.8%
	Do not know	34	16.2%	27	24.3%	61	19.0%
	No Response	9	4.3%	10	9.0%	19	5.9%
	Total	210	100.0%	111	100.0%	321	100.0%

TABLE 5. Utilizing Skills Gap Analysis By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Not Using Harper College For Skills Gap Analysis	BUDGET ISSUES	1	.7%	0	.0%	1	.5%
	CAN'T AFFORD	1	.7%	0	.0%	1	.5%
	CAN'T DO THAT/ FEDERAL GOVERNMENT	0	.0%	1	1.7%	1	.5%
	CORPORATE DECIDES	12	8.5%	11	19.0%	23	11.5%
	CORPORATE REQUIRES IN-HOUSE ANALYSIS	0	.0%	1	1.7%	1	.5%
	COST	6	4.2%	1	1.7%	7	3.5%
	COST/ BUSINESS TOO SMALL	1	.7%	0	.0%	1	.5%
	COST/ NOT NECESSARY	1	.7%	0	.0%	1	.5%
	COST/ TIME	2	1.4%	0	.0%	2	1.0%
	DO IN-HOUSE	15	10.6%	7	12.1%	22	11.0%
	DO NOT KNOW	1	.7%	1	1.7%	2	1.0%
	DON'T OFFER CELLULAR TOWER TECHNICIAN PROGRAM	1	.7%	0	.0%	1	.5%
	DON'T USE OUTSIDE SOURCES	1	.7%	0	.0%	1	.5%
	DON'T WANT TO PAY A CHARGE	1	.7%	0	.0%	1	.5%
	HAVE LONG TERM EMPLOYEES	1	.7%	0	.0%	1	.5%
	HAVE OUR OWN SYSTEM	1	.7%	0	.0%	1	.5%
	HOME OFFICE DOES IT	0	.0%	1	1.7%	1	.5%
	JUST NOT NECESSARY	0	.0%	1	1.7%	1	.5%
	NEED MORE INFORMATION	0	.0%	1	1.7%	1	.5%
	NO BUDGET	1	.7%	0	.0%	1	.5%
	NO NEED	33	23.2%	14	24.1%	47	23.5%
	NO NEED/ DONE IN-HOUSE	0	.0%	1	1.7%	1	.5%
	NO TIME	3	2.1%	1	1.7%	4	2.0%
	NO TIME/ TOO DIVERSE	0	.0%	1	1.7%	1	.5%
	NO USE FOR IT/ SMALL COMPANY	1	.7%	0	.0%	1	.5%
	NOT ALLOWED	1	.7%	0	.0%	1	.5%
	NOT APPLICABLE	0	.0%	1	1.7%	1	.5%
	NOT AT THIS TIME	7	4.9%	2	3.4%	9	4.5%
	NOT BEEN DISCUSSED	1	.7%	0	.0%	1	.5%
	NOT BENEFICIAL	2	1.4%	0	.0%	2	1.0%
	NOT CONVENIENT FOR OUR SCHEDULE	1	.7%	0	.0%	1	.5%
	NOT INTERESTED	4	2.8%	2	3.4%	6	3.0%

TABLE 5. Utilizing Skills Gap Analysis By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Not Using Harper College For Skills Gap Analysis	NOT MY DECISION	1	.7%	0	.0%	1	.5%
	NOT NECESSARY	27	19.0%	6	10.3%	33	16.5%
	NOT NECESSARY/ COST	0	.0%	1	1.7%	1	.5%
	NOT NOW/ MAYBE IN THE FUTURE	1	.7%	0	.0%	1	.5%
	NOT PRACTICAL	1	.7%	0	.0%	1	.5%
	NOT RIGHT NOW	1	.7%	1	1.7%	2	1.0%
	NOT THAT COMPLICATED	0	.0%	1	1.7%	1	.5%
	OTHER PRIORITIES	1	.7%	0	.0%	1	.5%
	OWNER DECIDES	1	.7%	0	.0%	1	.5%
	SOMEONE ELSE DOES IT	1	.7%	0	.0%	1	.5%
	STORE MANAGER DECIDES	0	.0%	1	1.7%	1	.5%
	TIME/ EXPENSE	1	.7%	0	.0%	1	.5%
	TOO SMALL OF A COMPANY	6	4.2%	0	.0%	6	3.0%
	TOO SPECIALIZED	1	.7%	0	.0%	1	.5%
	TOO SPECIFIC	1	.7%	0	.0%	1	.5%
	UNION HANDLES	0	.0%	1	1.7%	1	.5%
	Total	142	100.0%	58	100.0%	200	100.0%

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TABLE 6-A. Training Provided In Last Year For Employees To Improve Current Skills By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Training Provided For Employees In Last Year	No	54	25.7%	18	16.2%	72	22.4%
	Do not know	4	1.9%	3	2.7%	7	2.2%
	Yes	143	68.1%	80	72.1%	223	69.5%
	No Response	9	4.3%	10	9.0%	19	5.9%
	Total	210	100.0%	111	100.0%	321	100.0%
Individuals Typically Trained In A Year	Do Not Know	33	27.5%	20	29.9%	53	28.3%
	2	7	5.8%	0	.0%	7	3.7%
	3	2	1.7%	0	.0%	2	1.1%
	4	2	1.7%	0	.0%	2	1.1%
	5	4	3.3%	0	.0%	4	2.1%
	8	3	2.5%	0	.0%	3	1.6%
	10	11	9.2%	1	1.5%	12	6.4%
	12	2	1.7%	0	.0%	2	1.1%
	13	1	.8%	0	.0%	1	.5%
	15	2	1.7%	0	.0%	2	1.1%
	16	1	.8%	0	.0%	1	.5%
	18	1	.8%	0	.0%	1	.5%
	20	3	2.5%	1	1.5%	4	2.1%
	22	1	.8%	0	.0%	1	.5%
	25	7	5.8%	1	1.5%	8	4.3%
	26	2	1.7%	0	.0%	2	1.1%
	30	13	10.8%	1	1.5%	14	7.5%
	36	0	.0%	1	1.5%	1	.5%
	40	2	1.7%	2	3.0%	4	2.1%
	42	1	.8%	0	.0%	1	.5%
	43	1	.8%	0	.0%	1	.5%
	45	1	.8%	0	.0%	1	.5%
	48	1	.8%	0	.0%	1	.5%
	50	6	5.0%	5	7.5%	11	5.9%
	56	1	.8%	0	.0%	1	.5%
	60	2	1.7%	1	1.5%	3	1.6%
	67	1	.8%	0	.0%	1	.5%
	70	2	1.7%	1	1.5%	3	1.6%
	90	1	.8%	0	.0%	1	.5%
	92	1	.8%	0	.0%	1	.5%
100	3	2.5%	10	14.9%	13	7.0%	
125	0	.0%	1	1.5%	1	.5%	

TABLE 6-A. Training Provided In Last Year For Employees To Improve Current Skills By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Individuals Typically Trained In A Year	130	0	.0%	1	1.5%	1	.5%
	135	1	.8%	0	.0%	1	.5%
	140	0	.0%	1	1.5%	1	.5%
	150	0	.0%	1	1.5%	1	.5%
	165	0	.0%	1	1.5%	1	.5%
	170	0	.0%	1	1.5%	1	.5%
	180	0	.0%	1	1.5%	1	.5%
	200	0	.0%	3	4.5%	3	1.6%
	210	0	.0%	1	1.5%	1	.5%
	240	0	.0%	1	1.5%	1	.5%
	250	1	.8%	1	1.5%	2	1.1%
	260	0	.0%	1	1.5%	1	.5%
	300	0	.0%	4	6.0%	4	2.1%
	500	0	.0%	1	1.5%	1	.5%
	570	0	.0%	1	1.5%	1	.5%
	1200	0	.0%	1	1.5%	1	.5%
	2500	0	.0%	1	1.5%	1	.5%
	15012	0	.0%	1	1.5%	1	.5%
Total	120	100.0%	67	100.0%	187	100.0%	
Individuals Typically Trained In A Training (On Average)	Do Not Know	60	54.1%	43	64.2%	103	57.9%
	1	9	8.1%	3	4.5%	12	6.7%
	2	4	3.6%	0	.0%	4	2.2%
	3	5	4.5%	0	.0%	5	2.8%
	4	3	2.7%	0	.0%	3	1.7%
	5	4	3.6%	3	4.5%	7	3.9%
	6	2	1.8%	0	.0%	2	1.1%
	7	2	1.8%	0	.0%	2	1.1%
	8	2	1.8%	0	.0%	2	1.1%
	10	4	3.6%	0	.0%	4	2.2%
	11	0	.0%	1	1.5%	1	.6%
	12	0	.0%	3	4.5%	3	1.7%
	15	4	3.6%	2	3.0%	6	3.4%
	18	0	.0%	1	1.5%	1	.6%
	20	6	5.4%	3	4.5%	9	5.1%
	21	0	.0%	1	1.5%	1	.6%
	25	2	1.8%	2	3.0%	4	2.2%
30	2	1.8%	2	3.0%	4	2.2%	

TABLE 6-A. Training Provided In Last Year For Employees To Improve Current Skills By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Individuals Typically Trained In A Training (On Average)	35	1	.9%	0	.0%	1	.6%
	50	0	.0%	1	1.5%	1	.6%
	60	1	.9%	0	.0%	1	.6%
	70	0	.0%	1	1.5%	1	.6%
	100	0	.0%	1	1.5%	1	.6%
	Total	111	100.0%	67	100.0%	178	100.0%
Major Training Program Provided In Last Year - Response 1	4G TO 5G MIGRATION	1	.7%	0	.0%	1	.4%
	ACTIVE SHOOTER	0	.0%	1	1.3%	1	.4%
	AED	1	.7%	0	.0%	1	.4%
	AIR QUALITY - INSTRUMENTATION FOR TESTING	0	.0%	1	1.3%	1	.4%
	ANIMAL RESTRAINT PROCEDURES	1	.7%	1	1.3%	2	.9%
	ANIMAL TRAUMA	1	.7%	0	.0%	1	.4%
	ASSISTANTS	1	.7%	0	.0%	1	.4%
	AUTOCAD	1	.7%	0	.0%	1	.4%
	BANKING	1	.7%	0	.0%	1	.4%
	BANKING REGULATIONS	0	.0%	1	1.3%	1	.4%
	BOX OFFICE	1	.7%	0	.0%	1	.4%
	BUILDING STAIRS	1	.7%	0	.0%	1	.4%
	BUSINESS DEVELOPMENT	1	.7%	0	.0%	1	.4%
	CAREER ADVANCEMENT PREPARATION	0	.0%	1	1.3%	1	.4%
	CASH REGISTER	1	.7%	0	.0%	1	.4%
	CASHIERING	0	.0%	1	1.3%	1	.4%
	CHILDREN - CARE AND UPKEEP OF SPECIAL NEEDS	1	.7%	0	.0%	1	.4%
	CLEANING/ NEW PRODUCTS	1	.7%	0	.0%	1	.4%
	CNA	0	.0%	1	1.3%	1	.4%
	COMMUNICATION SKILLS	1	.7%	1	1.3%	2	.9%
	COMMUNICATIONS - WRITTEN/ VERBAL	1	.7%	0	.0%	1	.4%
	COMPLIANCE	1	.7%	2	2.5%	3	1.3%
	COMPLIANCE WITH PROCEDURES/ PROCESSES	1	.7%	0	.0%	1	.4%
	COMPUTER PROGRAMMING	0	.0%	1	1.3%	1	.4%
	COMPUTER PROGRAMS/ MESSAGING SYSTEM	2	1.4%	0	.0%	2	.9%
	COMPUTER SKILLS	2	1.4%	1	1.3%	3	1.3%

TABLE 6-A. Training Provided In Last Year For Employees To Improve Current Skills By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Major Training Program Provided In Last Year - Response 1	CONCRETE CERTIFICATION	1	.7%	0	.0%	1	.4%
	CONSTRUCTION MANAGEMENT	1	.7%	0	.0%	1	.4%
	COOKING	1	.7%	0	.0%	1	.4%
	COOL SCULPTING	1	.7%	0	.0%	1	.4%
	COUNT ON ME COURSE	1	.7%	0	.0%	1	.4%
	CPR	4	2.8%	6	7.5%	10	4.5%
	CPR/ FIRST AID	1	.7%	0	.0%	1	.4%
	CUSTOMER SERVICE	5	3.5%	4	5.0%	9	4.0%
	CYBER SAFETY	0	.0%	1	1.3%	1	.4%
	CYTOLOGY	1	.7%	0	.0%	1	.4%
	DE-ESCALATING SITUATIONS	0	.0%	1	1.3%	1	.4%
	DEFENSIVE DRIVING	1	.7%	0	.0%	1	.4%
	DENTAL CARE	1	.7%	0	.0%	1	.4%
	DENTAL SEMINARS	1	.7%	0	.0%	1	.4%
	DO NOT KNOW	11	7.7%	5	6.3%	16	7.2%
	EARLY CHILHOOD DEVELOPMENT	1	.7%	0	.0%	1	.4%
	EQUIPMENT	1	.7%	0	.0%	1	.4%
	EXCEL	2	1.4%	0	.0%	2	.9%
	EXECUTIVE TRAINING FOR EXECUTIVES	1	.7%	0	.0%	1	.4%
	FALLS	1	.7%	0	.0%	1	.4%
	FINANCE	0	.0%	1	1.3%	1	.4%
	FINANCIAL ADVISOR CLASSES	1	.7%	0	.0%	1	.4%
	FOOD AND BEVERAGE	0	.0%	1	1.3%	1	.4%
	FORKLIFT SAFETY	2	1.4%	2	2.5%	4	1.8%
	FORMS	1	.7%	0	.0%	1	.4%
	FROZEN CARBONATED BEVERAGE	1	.7%	0	.0%	1	.4%
	GOLF COURSE MAINTENANCE	1	.7%	0	.0%	1	.4%
	GUEST INTERACTION	0	.0%	1	1.3%	1	.4%
	GUEST SATISFACTION	1	.7%	0	.0%	1	.4%
	GUEST SERVICES	1	.7%	0	.0%	1	.4%
	HARASSMENT	0	.0%	1	1.3%	1	.4%
	HARDWARE PROVIDED	1	.7%	0	.0%	1	.4%
	HAZWOPER	0	.0%	1	1.3%	1	.4%
HEALTHCARE UPDATES/ REGULATIONS	0	.0%	1	1.3%	1	.4%	
HILTON TRAINING	1	.7%	0	.0%	1	.4%	

TABLE 6-A. Training Provided In Last Year For Employees To Improve Current Skills By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Major Training Program Provided In Last Year - Response 1	HIPPA	1	.7%	0	.0%	1	.4%
	HOSPICE CARE	0	.0%	1	1.3%	1	.4%
	HUMAN RESOURCES	1	.7%	0	.0%	1	.4%
	HVAC	0	.0%	1	1.3%	1	.4%
	HVAC FILTER PRODUCTS KNOWLEDGE	1	.7%	0	.0%	1	.4%
	HVAC-R PRODUCT KNOWLEDGE	1	.7%	0	.0%	1	.4%
	INJECTION MOLDING MACHINERY TROUBLE-SHOOTING	1	.7%	0	.0%	1	.4%
	INSURANCE - CONTINUING EDUCATION	1	.7%	0	.0%	1	.4%
	INSURANCE FRAUD	0	.0%	1	1.3%	1	.4%
	INSURANCE LICENSING	0	.0%	1	1.3%	1	.4%
	INTERNET SITE - USING COMPANY SITE	0	.0%	1	1.3%	1	.4%
	ISO CERTIFICATION	0	.0%	1	1.3%	1	.4%
	JOB SPECIFIC	3	2.1%	0	.0%	3	1.3%
	LAB EQUIPMENT	1	.7%	0	.0%	1	.4%
	LABORATORY PROCEDURES	1	.7%	0	.0%	1	.4%
	LEADERSHIP	1	.7%	1	1.3%	2	.9%
	LEASING	0	.0%	1	1.3%	1	.4%
	LIFEGUARD CERTIFICATION	0	.0%	2	2.5%	2	.9%
	MAIL PROCESSING	1	.7%	0	.0%	1	.4%
	MANUFACTURED EQUIPMENT	1	.7%	0	.0%	1	.4%
	MANUFACTURING PROCESS	1	.7%	0	.0%	1	.4%
	MECHANICAL	2	1.4%	0	.0%	2	.9%
	MENU KNOWLEDGE	4	2.8%	0	.0%	4	1.8%
	NO RESPONSE	1	.7%	1	1.3%	2	.9%
	NURSING SKILLS - BASIC	0	.0%	1	1.3%	1	.4%
	OFFICE SKILLS	1	.7%	0	.0%	1	.4%
	OHSA 10 AND 30	1	.7%	4	5.0%	5	2.2%
	ONLINE CANLAN COLLEGE (OUR SYSTEM)	1	.7%	0	.0%	1	.4%
	ORACLE IDENTITY MANAGER	1	.7%	0	.0%	1	.4%
	ORIENTATION	1	.7%	2	2.5%	3	1.3%
	PARALEGAL	1	.7%	0	.0%	1	.4%
	PHLEBOTOMY	1	.7%	0	.0%	1	.4%
PHYSICAL THERAPY	1	.7%	0	.0%	1	.4%	

TABLE 6-A. Training Provided In Last Year For Employees To Improve Current Skills By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Major Training Program Provided In Last Year - Response 1	PLASTER ACOUSTIC INSTALLATION PER MANUFACTURER SPECIFICATIONS	1	.7%	0	.0%	1	.4%
	POLICIES	1	.7%	0	.0%	1	.4%
	POLICIES - NEW	1	.7%	0	.0%	1	.4%
	POLICIES/ PROCEDURES	1	.7%	1	1.3%	2	.9%
	PRINT	1	.7%	0	.0%	1	.4%
	PRODUCT KNOWLEDGE	2	1.4%	1	1.3%	3	1.3%
	PRODUCT KNOWLEDGE OF FLOORING/ TILE/ CABINETS	0	.0%	1	1.3%	1	.4%
	PROFESSIONAL DEVELOPMENT	0	.0%	1	1.3%	1	.4%
	PROGRAMMING/ VARIOUS	1	.7%	0	.0%	1	.4%
	PROPER ATTIRE	1	.7%	0	.0%	1	.4%
	PROPRIETARY TRAINING FOR DESIGN SKILLS	1	.7%	0	.0%	1	.4%
	QA CONSULTING	0	.0%	1	1.3%	1	.4%
	QUALITY CONTROL	0	.0%	1	1.3%	1	.4%
	REAL ESTATE CERTIFICATION	1	.7%	0	.0%	1	.4%
	REAL ESTATE LICENSE	1	.7%	0	.0%	1	.4%
	REGULATORY COMPLIANCE	1	.7%	0	.0%	1	.4%
	REVIT SOFTWARE	1	.7%	1	1.3%	2	.9%
	SAFETY	9	6.3%	6	7.5%	15	6.7%
	SAFETY PROTOCOLS/ HEAT PRESS OPERATION	1	.7%	0	.0%	1	.4%
	SALES	3	2.1%	1	1.3%	4	1.8%
	SALES - CLOSING	0	.0%	1	1.3%	1	.4%
	SALES AND MARKETING	1	.7%	0	.0%	1	.4%
	SALES/ SERVICE BANKING	1	.7%	0	.0%	1	.4%
	SECURITY COURSE - 20 HOUR BASIC	1	.7%	0	.0%	1	.4%
	SERVING FOOD	1	.7%	0	.0%	1	.4%
	SEXUAL HARRASSMENT	1	.7%	1	1.3%	2	.9%
	SOFTWARE	2	1.4%	0	.0%	2	.9%
	SOFTWARE - INTERNAL	1	.7%	0	.0%	1	.4%
	SOFTWARE - PAYROLL	0	.0%	1	1.3%	1	.4%
	SOFTWARE PROGRAMS - NEW	2	1.4%	0	.0%	2	.9%
	STATE REGULATIONS	0	.0%	1	1.3%	1	.4%
	STUDENT BEHAVIOR	0	.0%	1	1.3%	1	.4%

TABLE 6-A. Training Provided In Last Year For Employees To Improve Current Skills By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Major Training Program Provided In Last Year - Response 1	SUPERVISOR TRAINING	0	.0%	1	1.3%	1	.4%
	SURVEYING	1	.7%	0	.0%	1	.4%
	TECHNOLOGY UPDATES	0	.0%	1	1.3%	1	.4%
	TIME MANAGEMENT	1	.7%	0	.0%	1	.4%
	TOOL MAKING	0	.0%	1	1.3%	1	.4%
	TRAVEL VENDOR UPDATES	1	.7%	0	.0%	1	.4%
	TRIPS AND FALLS	0	.0%	1	1.3%	1	.4%
	USER EXPERIENCE	0	.0%	1	1.3%	1	.4%
	VARIOUS	1	.7%	1	1.3%	2	.9%
	VENDOR PROGRAMS/ SOFTWARE	1	.7%	0	.0%	1	.4%
	WAREHOUSE	1	.7%	0	.0%	1	.4%
	WATER AND FIRE DAMAGE REMEDIATION	1	.7%	0	.0%	1	.4%
	WELDING	1	.7%	0	.0%	1	.4%
	WINE TASTING/ TYPES NEW ITEMS	1	.7%	0	.0%	1	.4%
	Total	143	100.0%	80	100.0%	223	100.0%
	Major Training Program Provided In Last Year - Response 2	ADMINISTRATION	1	1.3%	0	.0%	1
APPAREL		0	.0%	1	1.8%	1	.8%
BED BUGS		1	1.3%	0	.0%	1	.8%
BILLING		1	1.3%	0	.0%	1	.8%
BIOLOGY		1	1.3%	0	.0%	1	.8%
BLOOD DRAWING FOR ANIMALS		1	1.3%	0	.0%	1	.8%
BLOOD PATHOGENS		0	.0%	1	1.8%	1	.8%
BUILDING WIRELESS SOLUTIONS		1	1.3%	0	.0%	1	.8%
C SHARP		1	1.3%	0	.0%	1	.8%
CHILD ABUSE		0	.0%	1	1.8%	1	.8%
CIVIL 3D		1	1.3%	0	.0%	1	.8%
CNA TRAINING		0	.0%	1	1.8%	1	.8%
COMMUNICATION SKILLS		4	5.3%	0	.0%	4	3.1%
COMPETENCY TESTS		0	.0%	1	1.8%	1	.8%
COMPUTER SKILLS		2	2.7%	0	.0%	2	1.5%
CONCESSIONS		1	1.3%	0	.0%	1	.8%
CONFINED SPACES		0	.0%	1	1.8%	1	.8%
CONTROLLING COSTS		1	1.3%	0	.0%	1	.8%
CPR	3	4.0%	4	7.1%	7	5.3%	

TABLE 6-A. Training Provided In Last Year For Employees To Improve Current Skills By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Major Training Program Provided In Last Year - Response 2	CPR/ FIRST AID	0	.0%	1	1.8%	1	.8%
	CRITICAL CONVERSATIONS	0	.0%	1	1.8%	1	.8%
	CRITICAL THINKING	0	.0%	1	1.8%	1	.8%
	CURRENT INDUSTRY TRENDS	1	1.3%	0	.0%	1	.8%
	CUSTOMER SERVICE	3	4.0%	3	5.4%	6	4.6%
	DATA ANALYSIS	0	.0%	1	1.8%	1	.8%
	DEMENTIA TRAINING	1	1.3%	1	1.8%	2	1.5%
	DIVERSITY INCLUSION	0	.0%	1	1.8%	1	.8%
	DRAW BLOOD	1	1.3%	0	.0%	1	.8%
	DRIVING - EXTREME WEATHER	1	1.3%	0	.0%	1	.8%
	EQUIPMENT USAGE	1	1.3%	0	.0%	1	.8%
	EXPECTATIONS	1	1.3%	0	.0%	1	.8%
	FEDERAL MANAGEMENT IN MONEY	0	.0%	1	1.8%	1	.8%
	FEDERAL REGULATION COMPLIANCE	0	.0%	1	1.8%	1	.8%
	FIRE EXTINGUISHER USE	0	.0%	1	1.8%	1	.8%
	FIRST AID	1	1.3%	0	.0%	1	.8%
	FOOD - DRIVE THROUGH SERVICE	1	1.3%	0	.0%	1	.8%
	FOOD SANITATION	0	.0%	1	1.8%	1	.8%
	FOOD SERVICE PROFESSIONAL	1	1.3%	0	.0%	1	.8%
	FRAMING MATERIALS	1	1.3%	0	.0%	1	.8%
	FRONT DESK WORK	1	1.3%	0	.0%	1	.8%
	GUEST SERVICES	0	.0%	1	1.8%	1	.8%
	HANDWASHING	1	1.3%	0	.0%	1	.8%
	HARASSMENT	0	.0%	2	3.6%	2	1.5%
	HAZARDOUS MATERIALS SAFETY	1	1.3%	0	.0%	1	.8%
	HEALTHCARE - TRANSFER PROPERLY	0	.0%	1	1.8%	1	.8%
	HOSPITALITY	1	1.3%	1	1.8%	2	1.5%
	HOUSEKEEPING	1	1.3%	0	.0%	1	.8%
	HOW TO DO THE JOB	1	1.3%	0	.0%	1	.8%
	HVAC-R PRODUCT INSTALLATION	1	1.3%	0	.0%	1	.8%
	HYGIENE	1	1.3%	0	.0%	1	.8%
	IDENTITY THEFT	0	.0%	1	1.8%	1	.8%
INTERPERSONAL DYNAMICS	0	.0%	1	1.8%	1	.8%	

TABLE 6-A. Training Provided In Last Year For Employees To Improve Current Skills By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Major Training Program Provided In Last Year - Response 2	KOLBE COMMUNICATIONS TRAINING	1	1.3%	0	.0%	1	.8%
	LEADERSHIP	1	1.3%	0	.0%	1	.8%
	LIFEGUARD	1	1.3%	0	.0%	1	.8%
	LINKEDIN LEARNING	1	1.3%	0	.0%	1	.8%
	LOADING PROPERLY	1	1.3%	0	.0%	1	.8%
	MACHINE GUARDING	1	1.3%	0	.0%	1	.8%
	MACHINE OPERATIONS	1	1.3%	0	.0%	1	.8%
	MAIL CARRIER HANDHELD SCANNER UPDATES	0	.0%	1	1.8%	1	.8%
	MAINTENANCE	0	.0%	1	1.8%	1	.8%
	MANAGEMENT	1	1.3%	0	.0%	1	.8%
	MANAGER EFFECTIVENESS	0	.0%	1	1.8%	1	.8%
	MARKETING	0	.0%	1	1.8%	1	.8%
	MARRIOTT BRAND	1	1.3%	0	.0%	1	.8%
	MENU KNOWLEDGE	1	1.3%	0	.0%	1	.8%
	MICROSCOPE SAMPLES AND URINE SAMPLES - READING	1	1.3%	0	.0%	1	.8%
	MICROSOFT/ WORD/ EXCEL	0	.0%	1	1.8%	1	.8%
	MOLD REMEDIATION	1	1.3%	0	.0%	1	.8%
	NEW HIRE TRAINING	1	1.3%	0	.0%	1	.8%
	OFFICE WORK	1	1.3%	0	.0%	1	.8%
	OPERATIONS	2	2.7%	0	.0%	2	1.5%
	OSHA 30	3	4.0%	0	.0%	3	2.3%
	PACKING HOUSEHOLD ITEMS	1	1.3%	0	.0%	1	.8%
	PAYROLL	0	.0%	1	1.8%	1	.8%
	PHONES	1	1.3%	0	.0%	1	.8%
	POLICIES AND PROCEDURES	0	.0%	1	1.8%	1	.8%
	PROCEDURES	1	1.3%	0	.0%	1	.8%
	PROCEDURES - GUESTS NEW	1	1.3%	0	.0%	1	.8%
	PRODUCT KNOWLEDGE - HOME IMPROVEMENT	0	.0%	1	1.8%	1	.8%
	PRODUCT KNOWLEDGE - HOT WATER HEATER	0	.0%	1	1.8%	1	.8%
	PRODUCTS - NEW	0	.0%	1	1.8%	1	.8%
	PROFESSIONAL DEVELOPMENT	0	.0%	1	1.8%	1	.8%
	PROGRAMMING	0	.0%	1	1.8%	1	.8%
PROJECT MANAGEMENT	0	.0%	1	1.8%	1	.8%	

TABLE 6-A. Training Provided In Last Year For Employees To Improve Current Skills By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Major Training Program Provided In Last Year - Response 2	SAFETY	1	1.3%	5	8.9%	6	4.6%
	SAFETY/ SANITATION	0	.0%	1	1.8%	1	.8%
	SALES	0	.0%	1	1.8%	1	.8%
	SALES - FOLLOW UP	0	.0%	1	1.8%	1	.8%
	SALES - PROMOTING STORE CREDIT CARD	1	1.3%	0	.0%	1	.8%
	SEXUAL HARASSMENT	0	.0%	1	1.8%	1	.8%
	SOFTWARE - HUMAN RESOURCES	0	.0%	1	1.8%	1	.8%
	SOFTWARE UPDATES	1	1.3%	0	.0%	1	.8%
	SOFTWARE/ NETWORK SYSTEM	0	.0%	1	1.8%	1	.8%
	SPEECH THERAPY	1	1.3%	0	.0%	1	.8%
	STAGE CONSTRUCTION	1	1.3%	0	.0%	1	.8%
	SUPERVISOR	1	1.3%	0	.0%	1	.8%
	TECHNOLOGY	1	1.3%	0	.0%	1	.8%
	TERMINOLOGY	1	1.3%	0	.0%	1	.8%
	TESTING VITALS	1	1.3%	0	.0%	1	.8%
	VIDEO EDITING	0	.0%	1	1.8%	1	.8%
	WAREHOUSE	1	1.3%	0	.0%	1	.8%
	WASTE COMPLIANCE - RCRA	0	.0%	1	1.8%	1	.8%
	WINE KNOWLEDGE	1	1.3%	0	.0%	1	.8%
	WINE PAIRINGS	1	1.3%	0	.0%	1	.8%
Total	75	100.0%	56	100.0%	131	100.0%	

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TABLE 6-A. Training Provided In Last Year For Employees To Improve Current Skills By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Major Training Program Provided In Last Year - Response 3	BASIC ADMINISTRATON	0	.0%	1	3.1%	1	1.4%
	BLOODBORNE PATHOGENS	0	.0%	1	3.1%	1	1.4%
	CLIENT SERVICE	1	2.6%	0	.0%	1	1.4%
	COMMUNICATION SKILLS	0	.0%	1	3.1%	1	1.4%
	COMPUTER PHISHING - PREVENT HACKING	0	.0%	1	3.1%	1	1.4%
	COMPUTER PROGRAMS	0	.0%	1	3.1%	1	1.4%
	COMPUTER SKILLS	1	2.6%	0	.0%	1	1.4%
	COMPUTER SYSTEMS	0	.0%	1	3.1%	1	1.4%
	COMPUTER UPDATES/ ADVANCE	1	2.6%	0	.0%	1	1.4%
	CONFINED SPACE SAFETY	1	2.6%	0	.0%	1	1.4%
	CPR	0	.0%	1	3.1%	1	1.4%
	CUSTOMER SERVICE	1	2.6%	2	6.3%	3	4.2%
	DEFENSIVE DRIVING	0	.0%	1	3.1%	1	1.4%
	DENTAL	1	2.6%	0	.0%	1	1.4%
	DRIVING - BACKING UP SKILLS	1	2.6%	0	.0%	1	1.4%
	DRIVING SKILLS	1	2.6%	0	.0%	1	1.4%
	FIRE DRILLS	1	2.6%	0	.0%	1	1.4%
	FIRE SAFETY	1	2.6%	0	.0%	1	1.4%
	FORKLIFT SAFETY	1	2.6%	1	3.1%	2	2.8%
	HAND SAFETY	1	2.6%	0	.0%	1	1.4%
	HIPPA	2	5.1%	0	.0%	2	2.8%
	HOSPITALITY	1	2.6%	0	.0%	1	1.4%
	IT DEVELOPMENT	1	2.6%	0	.0%	1	1.4%
	IV	0	.0%	1	3.1%	1	1.4%
	KITCHEN TECHNIQUE	1	2.6%	0	.0%	1	1.4%
	LEADERSHIP	1	2.6%	0	.0%	1	1.4%
	MAINTENANCE	1	2.6%	0	.0%	1	1.4%
	MANUFACTURING - ASSEMBLY AND PROCESS IN ELECTRONICS	0	.0%	1	3.1%	1	1.4%
	MERCHANDISING	1	2.6%	0	.0%	1	1.4%
	NURSING TECH SKILLS - ADVANCED	0	.0%	1	3.1%	1	1.4%
	OCCUPATIONAL LIFT PULL PUSH	0	.0%	1	3.1%	1	1.4%
	OCCUPATIONAL THERAPY	1	2.6%	0	.0%	1	1.4%
	OFFICE PROTOCOL	1	2.6%	0	.0%	1	1.4%

TABLE 6-A. Training Provided In Last Year For Employees To Improve Current Skills By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Major Training Program Provided In Last Year - Response 3	ORGANIZATIONAL	1	2.6%	0	.0%	1	1.4%
	OSHA 10 AND 30	0	.0%	1	3.1%	1	1.4%
	PASTORAL TRAINING	0	.0%	1	3.1%	1	1.4%
	PATIENT COMMUNICATION	1	2.6%	0	.0%	1	1.4%
	PERSONAL DEVELOPMENT	1	2.6%	0	.0%	1	1.4%
	PREVENTIVE SAFETY	0	.0%	1	3.1%	1	1.4%
	PROCEDURES - PRICE CHANGE	0	.0%	1	3.1%	1	1.4%
	PROCESS AND PROCEDURE	1	2.6%	0	.0%	1	1.4%
	PROCESSES - OPERATIONAL LOGISTICS	0	.0%	1	3.1%	1	1.4%
	PRODUCT AND SERVICE TRAINING	1	2.6%	0	.0%	1	1.4%
	PRODUCT KNOWLEDGE - CONVEYORS	1	2.6%	0	.0%	1	1.4%
	PRODUCT KNOWLEDGE - FISH TYPES	1	2.6%	0	.0%	1	1.4%
	PRODUCT KNOWLEDGE - WINDOW AND INSTALLATION	0	.0%	1	3.1%	1	1.4%
	PRODUCT SPECIALTIES	0	.0%	1	3.1%	1	1.4%
	SAFETY	0	.0%	3	9.4%	3	4.2%
	SAFETY/ RISK MANAGEMENT	1	2.6%	0	.0%	1	1.4%
	SALES SKILLS	0	.0%	1	3.1%	1	1.4%
	SAP	0	.0%	1	3.1%	1	1.4%
	SCHEDULING	2	5.1%	0	.0%	2	2.8%
	SENIOR CARE	0	.0%	1	3.1%	1	1.4%
	SEQUENCE KNOW	1	2.6%	0	.0%	1	1.4%
	SERVSAFE	2	5.1%	0	.0%	2	2.8%
	SOFTWARE - ORDER WRITING	0	.0%	1	3.1%	1	1.4%
	STAGE ASSEMBLY	1	2.6%	0	.0%	1	1.4%
	TARGETING CUSTOMERS	0	.0%	1	3.1%	1	1.4%
	TONY ROBBINS	1	2.6%	0	.0%	1	1.4%
	WORKPLACE ISSUES	0	.0%	1	3.1%	1	1.4%
	WORKPLACE VIOLENCE	0	.0%	1	3.1%	1	1.4%
	WRAPPING FURNITURE	1	2.6%	0	.0%	1	1.4%
	X-RAYING	1	2.6%	0	.0%	1	1.4%
	Total	39	100.0%	32	100.0%	71	100.0%

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TABLE 6-A. Training Provided In Last Year For Employees To Improve Current Skills By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Major Training Program Provided In Last Year - Response 4	ACTIVE SHOOTER	0	.0%	1	8.3%	1	4.0%
	BUSINESS SKILLS	0	.0%	1	8.3%	1	4.0%
	CDL-A	1	7.7%	0	.0%	1	4.0%
	CONFINED SPACE ENTRY	0	.0%	1	8.3%	1	4.0%
	CUSTOMER SERVICE	1	7.7%	1	8.3%	2	8.0%
	END-OF-LIFE	0	.0%	1	8.3%	1	4.0%
	FILLING OUT PAPERWORK	1	7.7%	0	.0%	1	4.0%
	FOOD PREPARATION	1	7.7%	0	.0%	1	4.0%
	HAZARDOUS MATERIALS HANDLING	0	.0%	1	8.3%	1	4.0%
	HAZMAT	1	7.7%	0	.0%	1	4.0%
	INSURANCE	1	7.7%	0	.0%	1	4.0%
	IV	0	.0%	1	8.3%	1	4.0%
	MAINTENANCE ISSUES	1	7.7%	0	.0%	1	4.0%
	OFFICE 365	1	7.7%	0	.0%	1	4.0%
	OSHA	0	.0%	1	8.3%	1	4.0%
	PEDESTRIAN SAFETY	1	7.7%	0	.0%	1	4.0%
	PERFORMANCE BASED TRAINING	0	.0%	1	8.3%	1	4.0%
	RESIDENT CARE	1	7.7%	0	.0%	1	4.0%
	RESTAURANT PROCEDURES	1	7.7%	0	.0%	1	4.0%
	SALES PLANNING	0	.0%	1	8.3%	1	4.0%
	SCAFFOLD SAFETY	1	7.7%	1	8.3%	2	8.0%
SOFTWARE - SCHEDULE WRITING	0	.0%	1	8.3%	1	4.0%	
VETERINARY SURGERY ASSISTING	1	7.7%	0	.0%	1	4.0%	
Total	13	100.0%	12	100.0%	25	100.0%	
Major Training Program Provided In Last Year - Response 5	BASSET	0	.0%	1	16.7%	1	12.5%
	CRANE OPERATION	0	.0%	1	16.7%	1	12.5%
	FOOD - GRILLING	1	50.0%	0	.0%	1	12.5%
	RESCUE	0	.0%	1	16.7%	1	12.5%
	SAFETY	1	50.0%	1	16.7%	2	25.0%
	SALES - ELECTRONICS	0	.0%	1	16.7%	1	12.5%
	SOFTWARE - PHARMACY INVENTORY	0	.0%	1	16.7%	1	12.5%
Total	2	100.0%	6	100.0%	8	100.0%	

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Report

Number Of Employees		Individuals Typically Trained In A Year	Individuals Typically Trained In A Training (On Average)
Less Than 100 Employees	Mean	32.07	10.41
	N	87	51
	Std. Deviation	35.870	11.456
100 Or More Employees	Mean	535.81	21.83
	N	47	24
	Std. Deviation	2192.548	22.894
Total	Mean	208.75	14.07
	N	134	75
	Std. Deviation	1312.142	16.744

TABLE 6-B. Preferred Training Delivery Methods By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Preferred Delivery Methods For Training Programs (Multiple Responses)	Classroom Instructor Led	104	51.7%	61	60.4%	165	54.6%
	Interactive Training (Group Discussions, Role Playing, Etc.)	49	24.4%	31	30.7%	80	26.5%
	Hands-On (Coaching, Apprenticeships, Drills, Etc.)	122	60.7%	60	59.4%	182	60.3%
	Computer-Based Training Modules (CDs, DVDs, Text Only, Multimedia, Virtual Reality)	61	30.3%	40	39.6%	101	33.4%
	Online Or eLearning Courses	79	39.3%	53	52.5%	132	43.7%
	None Of The Above	8	4.0%	5	5.0%	13	4.3%
	Other Training Delivery Methods	4	2.0%	3	3.0%	7	2.3%
	Total	201	100.0%	101	100.0%	302	100.0%
Other Training Delivery Methods Utilized	DO NOT KNOW	2	50.0%	1	33.3%	3	42.9%
	ONE-ON-ONE	1	25.0%	0	.0%	1	14.3%
	OUTSOURCED	1	25.0%	0	.0%	1	14.3%
	SEMINARS	0	.0%	2	66.7%	2	28.6%
	Total	4	100.0%	3	100.0%	7	100.0%

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TABLE 6-C. Training Time Preferences By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Early Morning, 5:00am to 8:00am	No	127	60.5%	53	47.7%	180	56.1%
	Yes	71	33.8%	46	41.4%	117	36.4%
	No Response	12	5.7%	12	10.8%	24	7.5%
	Total	210	100.0%	111	100.0%	321	100.0%
Preferred Days For Training Delivery Early Morning (Multiple Responses)	Monday	6	8.5%	2	4.3%	8	6.8%
	Tuesday	7	9.9%	2	4.3%	9	7.7%
	Wednesday	6	8.5%	2	4.3%	8	6.8%
	Thursday	6	8.5%	1	2.2%	7	6.0%
	Friday	6	8.5%	1	2.2%	7	6.0%
	Saturday	2	2.8%	0	.0%	2	1.7%
	No Specific Day	61	85.9%	44	95.7%	105	89.7%
	Total	71	100.0%	46	100.0%	117	100.0%
Morning, 8:00am to Noon	No	74	35.2%	24	21.6%	98	30.5%
	Yes	122	58.1%	75	67.6%	197	61.4%
	No Response	14	6.7%	12	10.8%	26	8.1%
	Total	210	100.0%	111	100.0%	321	100.0%
Preferred Days For Training Delivery In The Morning (Multiple Responses)	Monday	21	17.2%	12	16.0%	33	16.8%
	Tuesday	23	18.9%	13	17.3%	36	18.3%
	Wednesday	27	22.1%	15	20.0%	42	21.3%
	Thursday	25	20.5%	12	16.0%	37	18.8%
	Friday	24	19.7%	11	14.7%	35	17.8%
	Saturday	8	6.6%	3	4.0%	11	5.6%
	Sunday	2	1.6%	1	1.3%	3	1.5%
	No Specific Day	88	72.1%	59	78.7%	147	74.6%
	Total	122	100.0%	75	100.0%	197	100.0%
Lunch Hour, Noon to 1:00pm	No	93	44.3%	29	26.1%	122	38.0%
	Yes	108	51.4%	72	64.9%	180	56.1%
	No Response	9	4.3%	10	9.0%	19	5.9%
	Total	210	100.0%	111	100.0%	321	100.0%

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TABLE 6-C. Training Time Preferences By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Preferred Days For Training Delivery Over Lunch Hour (Multiple Responses)	Monday	10	9.3%	11	15.3%	21	11.7%
	Tuesday	15	13.9%	12	16.7%	27	15.0%
	Wednesday	15	13.9%	16	22.2%	31	17.2%
	Thursday	15	13.9%	11	15.3%	26	14.4%
	Friday	12	11.1%	10	13.9%	22	12.2%
	Saturday	6	5.6%	2	2.8%	8	4.4%
	Sunday	1	.9%	1	1.4%	2	1.1%
	No Specific Day	87	80.6%	55	76.4%	142	78.9%
	Total	108	100.0%	72	100.0%	180	100.0%
Afternoon, 1:00pm to 5:00pm	No	83	39.5%	33	29.7%	116	36.1%
	Yes	118	56.2%	68	61.3%	186	57.9%
	No Response	9	4.3%	10	9.0%	19	5.9%
	Total	210	100.0%	111	100.0%	321	100.0%
Preferred Days For Training Delivery In The Afternoon (Multiple Responses)	Monday	19	16.1%	10	14.7%	29	15.6%
	Tuesday	23	19.5%	10	14.7%	33	17.7%
	Wednesday	26	22.0%	12	17.6%	38	20.4%
	Thursday	26	22.0%	11	16.2%	37	19.9%
	Friday	19	16.1%	10	14.7%	29	15.6%
	Saturday	6	5.1%	2	2.9%	8	4.3%
	Sunday	2	1.7%	0	.0%	2	1.1%
	No Specific Day	85	72.0%	55	80.9%	140	75.3%
	Total	118	100.0%	68	100.0%	186	100.0%
Evening, 5:00pm to 7:00pm	No	119	56.7%	51	45.9%	170	53.0%
	Yes	82	39.0%	50	45.0%	132	41.1%
	No Response	9	4.3%	10	9.0%	19	5.9%
	Total	210	100.0%	111	100.0%	321	100.0%
Preferred Days For Training Delivery In The Evening (Multiple Responses)	Monday	4	4.9%	4	8.0%	8	6.1%
	Tuesday	4	4.9%	4	8.0%	8	6.1%
	Wednesday	5	6.1%	4	8.0%	9	6.8%
	Thursday	5	6.1%	3	6.0%	8	6.1%
	Friday	6	7.3%	3	6.0%	9	6.8%
	Saturday	4	4.9%	1	2.0%	5	3.8%
	No Specific Day	70	85.4%	46	92.0%	116	87.9%
	Total	82	100.0%	50	100.0%	132	100.0%

TABLE 6-C. Training Time Preferences By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Later Evening, 7:00pm to 10:00pm	No	132	62.9%	57	51.4%	189	58.9%
	Yes	69	32.9%	44	39.6%	113	35.2%
	No Response	9	4.3%	10	9.0%	19	5.9%
	Total	210	100.0%	111	100.0%	321	100.0%
Preferred Days For Training Delivery In The Late Evening (Multiple Responses)	Monday	1	1.4%	2	4.5%	3	2.7%
	Tuesday	1	1.4%	3	6.8%	4	3.5%
	Wednesday	1	1.4%	3	6.8%	4	3.5%
	Thursday	1	1.4%	3	6.8%	4	3.5%
	Friday	1	1.4%	2	4.5%	3	2.7%
	Saturday	1	1.4%	1	2.3%	2	1.8%
	Sunday	1	1.4%	0	.0%	1	.9%
	No Specific Day	64	92.8%	41	93.2%	105	92.9%
	Total	69	100.0%	44	100.0%	113	100.0%
Overnight Shift 10:00pm to 5:00am	No	141	67.1%	66	59.5%	207	64.5%
	Yes	60	28.6%	35	31.5%	95	29.6%
	No Response	9	4.3%	10	9.0%	19	5.9%
	Total	210	100.0%	111	100.0%	321	100.0%
Preferred Days For Training Delivery For Overnight Shift (Multiple Responses)	Friday	1	1.7%	0	.0%	1	1.1%
	Saturday	1	1.7%	0	.0%	1	1.1%
	Sunday	1	1.7%	0	.0%	1	1.1%
	No Specific Day	58	96.7%	35	100.0%	93	97.9%
	Total	60	100.0%	35	100.0%	95	100.0%

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TABLE 6-D. Preferred Length And Time Of Year For Training Programs By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Days	1	71	58.7%	22	41.5%	93	53.4%
	2	26	21.5%	16	30.2%	42	24.1%
	3	6	5.0%	5	9.4%	11	6.3%
	4	6	5.0%	7	13.2%	13	7.5%
	5	5	4.1%	1	1.9%	6	3.4%
	6	5	4.1%	0	.0%	5	2.9%
	8	0	.0%	1	1.9%	1	.6%
	10	2	1.7%	1	1.9%	3	1.7%
	Total	121	100.0%	53	100.0%	174	100.0%
Weeks	1	6	24.0%	2	33.3%	8	25.8%
	2	10	40.0%	2	33.3%	12	38.7%
	3	1	4.0%	0	.0%	1	3.2%
	4	3	12.0%	0	.0%	3	9.7%
	6	1	4.0%	0	.0%	1	3.2%
	8	3	12.0%	1	16.7%	4	12.9%
	12	1	4.0%	1	16.7%	2	6.5%
	Total	25	100.0%	6	100.0%	31	100.0%
Do Not Know	Do not know	57	85.1%	40	75.5%	97	80.8%
	No response	10	14.9%	13	24.5%	23	19.2%
	Total	67	100.0%	53	100.0%	120	100.0%
Time Of Year Best For Training Employees	No Response	9	4.3%	10	9.0%	19	5.9%
	No	131	62.4%	71	64.0%	202	62.9%
	Do not know	7	3.3%	4	3.6%	11	3.4%
	1st Quarter (January, February, March)	30	14.3%	12	10.8%	42	13.1%
	2nd Quarter (April, May, June)	10	4.8%	10	9.0%	20	6.2%
	3rd Quarter (July, August, September)	9	4.3%	1	.9%	10	3.1%
	4th Quarter (October, November, December)	14	6.7%	3	2.7%	17	5.3%
	Total	210	100.0%	111	100.0%	321	100.0%

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Case Processing Summary

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
Days * Number Of Employees	174	54.2%	147	45.8%	321	100.0%
Weeks * Number Of Employees	31	9.7%	290	90.3%	321	100.0%

Report

Number Of Employees		Days	Weeks
Less Than 100 Employees	Mean	1.98	3.32
	N	121	25
	Std. Deviation	1.717	2.883
100 Or More Employees	Mean	2.26	4.33
	N	53	6
	Std. Deviation	1.756	4.590
Total	Mean	2.07	3.52
	N	174	31
	Std. Deviation	1.729	3.213

TABLE 7-A. Education Needed For Employees By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
ESL (English as a Second Language)	No Response	11	5.2%	10	9.0%	21	6.5%
	No	169	80.5%	84	75.7%	253	78.8%
	Do not know	3	1.4%	3	2.7%	6	1.9%
	Yes	27	12.9%	14	12.6%	41	12.8%
	Total	210	100.0%	111	100.0%	321	100.0%
High School Diploma or GED	No Response	11	5.2%	10	9.0%	21	6.5%
	No	186	88.6%	87	78.4%	273	85.0%
	Do not know	3	1.4%	5	4.5%	8	2.5%
	Yes	10	4.8%	9	8.1%	19	5.9%
	Total	210	100.0%	111	100.0%	321	100.0%
Technical/ Career Certificate	No Response	11	5.2%	10	9.0%	21	6.5%
	Yes	10	4.8%	8	7.2%	18	5.6%
	No	186	88.6%	89	80.2%	275	85.7%
	Do not know	3	1.4%	4	3.6%	7	2.2%
	Total	210	100.0%	111	100.0%	321	100.0%

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TABLE 7-A. Education Needed For Employees By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Technical/ Career Certificate Area Cited	BAKING/ FLORAL DESIGN/ PHARMACY TECHNICIAN	0	.0%	1	12.5%	1	5.6%
	CNA	0	.0%	1	12.5%	1	5.6%
	CNC/ ELECTRICAL	0	.0%	1	12.5%	1	5.6%
	DO NOT KNOW	0	.0%	1	12.5%	1	5.6%
	EARLY CHILDHOOD DEVELOPMENT	1	10.0%	0	.0%	1	5.6%
	ELECTRICAL/ HVAC	1	10.0%	0	.0%	1	5.6%
	HP CERTIFICATION/ NOTEBOOK/ SERVER/ STORAGE	1	10.0%	0	.0%	1	5.6%
	HVAC/ CARPENTRY/ ELECTRICAL/ PLUMBING/ CABINET INSTALLATION	0	.0%	1	12.5%	1	5.6%
	HVAC/ CPO	1	10.0%	0	.0%	1	5.6%
	INFORMATION TECHNOLOGY	1	10.0%	0	.0%	1	5.6%
	MACHINING/ DRAFTING	1	10.0%	0	.0%	1	5.6%
	MANAGEMENT	0	.0%	1	12.5%	1	5.6%
	MANUFACTURING EQUIPMENT MAINTENANCE	0	.0%	1	12.5%	1	5.6%
	MEDICAL ASSISTING	1	10.0%	0	.0%	1	5.6%
	NURSING CEU	0	.0%	1	12.5%	1	5.6%
	PHARMACY TECHNICIAN	1	10.0%	0	.0%	1	5.6%
	REFRIGERATION	1	10.0%	0	.0%	1	5.6%
	VETERINARY TECHNICIAN CERTIFIED	1	10.0%	0	.0%	1	5.6%
	Total	10	100.0%	8	100.0%	18	100.0%
	Industry Certifications	No Response	11	5.2%	10	9.0%	21
Yes		42	20.0%	14	12.6%	56	17.4%
No		155	73.8%	82	73.9%	237	73.8%
Do not know		2	1.0%	5	4.5%	7	2.2%
Total		210	100.0%	111	100.0%	321	100.0%

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TABLE 7-A. Education Needed For Employees By Size Of Employer

Industry Certifications Area Cited		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
ANIMAL ANESTHESIA/ ANIMAL DENTISTRY	1	2.4%	0	.0%	1	1.8%	
CAI/ PROGRAM FOR MANAGERS	1	2.4%	0	.0%	1	1.8%	
CDL	1	2.4%	0	.0%	1	1.8%	
CELLULAR TOWER CLIMBING AND RESCUE	1	2.4%	0	.0%	1	1.8%	
CIMA/ CFP	1	2.4%	0	.0%	1	1.8%	
CNA	0	.0%	2	14.3%	2	3.6%	
CONTRACT QUALITY DOCUMENTATION	1	2.4%	0	.0%	1	1.8%	
CPR	1	2.4%	0	.0%	1	1.8%	
CRP/ GMS	1	2.4%	0	.0%	1	1.8%	
ELECTRICAL JOURNEYMAN	1	2.4%	0	.0%	1	1.8%	
FOOD HANDLER CERTIFICATION - IL	3	7.1%	2	14.3%	5	8.9%	
FOOD SAFETY/ CNA	0	.0%	1	7.1%	1	1.8%	
FOOD SANITATION	0	.0%	2	14.3%	2	3.6%	
FOOD SANITATION/ BASSET	1	2.4%	0	.0%	1	1.8%	
FOOD SANITATION/ CAKE DECORATING/ BAKING/ FLORAL DESIGN	0	.0%	1	7.1%	1	1.8%	
FORKLIFT	3	7.1%	0	.0%	3	5.4%	
FUNDRAISING	1	2.4%	0	.0%	1	1.8%	
HOSPITALITY PROGRAMS	0	.0%	1	7.1%	1	1.8%	
HUMAN RESOURCES/ SAFETY	0	.0%	1	7.1%	1	1.8%	
HVAC-R	2	4.8%	0	.0%	2	3.6%	
HVAC/ ELEC	0	.0%	1	7.1%	1	1.8%	
IICRC	1	2.4%	0	.0%	1	1.8%	
INDUSTRIAL SAFETY/ FIRST AID	1	2.4%	0	.0%	1	1.8%	
INTERIOR DESIGN	1	2.4%	0	.0%	1	1.8%	
LIFE AND HEALTH	1	2.4%	0	.0%	1	1.8%	
LIFEGUARD/ AED	1	2.4%	0	.0%	1	1.8%	
MASTER'S DEGREE	0	.0%	1	7.1%	1	1.8%	
NMLS LICENSE	1	2.4%	0	.0%	1	1.8%	
OSHA 10 AND 30	1	2.4%	0	.0%	1	1.8%	
PHARMACY TECH	1	2.4%	0	.0%	1	1.8%	
PLUMBING	1	2.4%	0	.0%	1	1.8%	

TABLE 7-A. Education Needed For Employees By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Industry Certifications Area Cited	QSTI - QUALIFIED SOURCE TEST INDIVIDUAL AND OBSERVER	0	.0%	1	7.1%	1	1.8%
	QUALITY CONTROL/ FORKLIFT	1	2.4%	0	.0%	1	1.8%
	REAL ESTATE CERTIFICATIONS	1	2.4%	0	.0%	1	1.8%
	REAL ESTATE LICENSE/ ABS/ GRI	1	2.4%	0	.0%	1	1.8%
	ROOFING INSTALLATION	1	2.4%	0	.0%	1	1.8%
	SANITATION	1	2.4%	0	.0%	1	1.8%
	SERVSAFE	3	7.1%	0	.0%	3	5.4%
	SQF - SAFE QUALITY FOOD	1	2.4%	0	.0%	1	1.8%
	TEACHER QUALIFICATIONS	1	2.4%	0	.0%	1	1.8%
	TURF SPECIALIST	1	2.4%	0	.0%	1	1.8%
	VETERINARY MEDICINE	0	.0%	1	7.1%	1	1.8%
	WATER CONDITIONING	1	2.4%	0	.0%	1	1.8%
	WATER TECHNICIAN	1	2.4%	0	.0%	1	1.8%
	WATER-FIRE-MOLD REMEDIATION	1	2.4%	0	.0%	1	1.8%
	Total	42	100.0%	14	100.0%	56	100.0%
Associate Degrees	No Response	11	5.2%	10	9.0%	21	6.5%
	Yes	3	1.4%	3	2.7%	6	1.9%
	No	194	92.4%	92	82.9%	286	89.1%
	Do not know	2	1.0%	6	5.4%	8	2.5%
	Total	210	100.0%	111	100.0%	321	100.0%
Associate Degrees Area Cited	BUSINESS	0	.0%	1	33.3%	1	16.7%
	BUSINESS FINANCE/ ADMINISTRATION	0	.0%	1	33.3%	1	16.7%
	BUSINESS/ CONSTRUCTION MANAGEMENT	1	33.3%	0	.0%	1	16.7%
	BUSINESS/ HOSPITALITY	1	33.3%	0	.0%	1	16.7%
	INSURANCE LICENSE	0	.0%	1	33.3%	1	16.7%
	NOTHING SPECIFIC	1	33.3%	0	.0%	1	16.7%
	Total	3	100.0%	3	100.0%	6	100.0%
Bachelor's Degrees	No Response	11	5.2%	10	9.0%	21	6.5%
	Yes	3	1.4%	6	5.4%	9	2.8%
	No	194	92.4%	89	80.2%	283	88.2%
	Do not know	2	1.0%	6	5.4%	8	2.5%
	Total	210	100.0%	111	100.0%	321	100.0%

TABLE 7-A. Education Needed For Employees By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Bachelor's Degrees Area Cited	ACCOUNTING	0	.0%	1	16.7%	1	11.1%
	BUSINESS	0	.0%	3	50.0%	3	33.3%
	COMPUTER SCIENCE	0	.0%	1	16.7%	1	11.1%
	CONSTRUCTION MANAGEMENT	1	33.3%	0	.0%	1	11.1%
	CPA	1	33.3%	0	.0%	1	11.1%
	EDUCATION	1	33.3%	0	.0%	1	11.1%
	LPN/ RN	0	.0%	1	16.7%	1	11.1%
	Total	3	100.0%	6	100.0%	9	100.0%
Master's Degrees	No Response	11	5.2%	10	9.0%	21	6.5%
	Yes	1	.5%	2	1.8%	3	.9%
	No	196	93.3%	93	83.8%	289	90.0%
	Do not know	2	1.0%	6	5.4%	8	2.5%
	Total	210	100.0%	111	100.0%	321	100.0%
Master's Degrees Area Cited	ARCHITECTURE	0	.0%	1	50.0%	1	33.3%
	BUSINESS MANAGEMENT	0	.0%	1	50.0%	1	33.3%
	MARKETING/ FINANCE	1	100.0%	0	.0%	1	33.3%
	Total	1	100.0%	2	100.0%	3	100.0%
Doctoral Or Professional Degrees	No Response	11	5.2%	10	9.0%	21	6.5%
	Yes	0	.0%	1	.9%	1	.3%
	No	197	93.8%	94	84.7%	291	90.7%
	Do not know	2	1.0%	6	5.4%	8	2.5%
	Total	210	100.0%	111	100.0%	321	100.0%
Doctoral Or Professional Degrees Area Cited	ARCHITECTURE	0	.0%	1	100.0%	1	100.0%
	Total	0	.0%	1	100.0%	1	100.0%
Maintaining Professional Licensures	No Response	26	12.4%	23	20.7%	49	15.3%
	Yes	15	7.1%	7	6.3%	22	6.9%
	No	166	79.0%	76	68.5%	242	75.4%
	Do not know	3	1.4%	5	4.5%	8	2.5%
	Total	210	100.0%	111	100.0%	321	100.0%

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TABLE 7-A. Education Needed For Employees By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Maintaining Professional Licensures Area Cited	AGRICULTURE-PESTICIDE LICENSE	1	6.7%	0	.0%	1	4.5%
	CDL	1	6.7%	0	.0%	1	4.5%
	CDL-C/ CDL-B	1	6.7%	0	.0%	1	4.5%
	CPA	0	.0%	1	14.3%	1	4.5%
	CRANE OPERATOR/ CEMENT MASON	0	.0%	1	14.3%	1	4.5%
	ENGINEER - PROFESSIONAL	2	13.3%	1	14.3%	3	13.6%
	FINANCE	0	.0%	1	14.3%	1	4.5%
	FOOD HANDLER CERTIFICATION - IL	1	6.7%	0	.0%	1	4.5%
	FOOD SAFETY/ FOOD SANITATION	1	6.7%	0	.0%	1	4.5%
	FORKLIFT	1	6.7%	0	.0%	1	4.5%
	FREIGHT BROKER	1	6.7%	0	.0%	1	4.5%
	HUMAN RESOURCES	0	.0%	1	14.3%	1	4.5%
	KITCHEN DESIGN	0	.0%	1	14.3%	1	4.5%
	PHARMACY TECHNICIAN	1	6.7%	0	.0%	1	4.5%
	PLUMBING	1	6.7%	0	.0%	1	4.5%
	POLYSOMNOGRAPHY	1	6.7%	0	.0%	1	4.5%
	SAFETY/ ENGINEERING/ HUMAN RESOURCES	0	.0%	1	14.3%	1	4.5%
	SALES/ TRAVEL AGENT	1	6.7%	0	.0%	1	4.5%
	WATER TREATMENT/ WATER CONDITIONING	1	6.7%	0	.0%	1	4.5%
	WELDING	1	6.7%	0	.0%	1	4.5%
Total	15	100.0%	7	100.0%	22	100.0%	
Meeting CEU Requirements	No Response	11	5.2%	10	9.0%	21	6.5%
	Yes	11	5.2%	4	3.6%	15	4.7%
	No	186	88.6%	87	78.4%	273	85.0%
	Do not know	2	1.0%	10	9.0%	12	3.7%
	Total	210	100.0%	111	100.0%	321	100.0%

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TABLE 7-A. Education Needed For Employees By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Meeting CEU Requirements Area Cited	DISASTER RESTORATION	1	9.1%	0	.0%	1	6.7%
	ENGINEERING - CIVIL	2	18.2%	0	.0%	2	13.3%
	FOOD SANITATION/ PHARMACY TECHNICIAN/ MANAGEMENT/ LIQUOR TRAINING-BASSET	0	.0%	1	25.0%	1	6.7%
	HUMAN RESOURCES	1	9.1%	0	.0%	1	6.7%
	INTERIOR DESIGN	1	9.1%	0	.0%	1	6.7%
	OSHA 30/ CONFINED SPACES	0	.0%	1	25.0%	1	6.7%
	PHARMACY TECHNICIAN	1	9.1%	0	.0%	1	6.7%
	PLUMBING	1	9.1%	0	.0%	1	6.7%
	POLYSOMNOGRAPHY	1	9.1%	0	.0%	1	6.7%
	SAFETY/ ENGINEERING/ HUMAN RESOURCES	0	.0%	1	25.0%	1	6.7%
	VETERINARY MEDICINE/ VETERINARY TECHNICIAN CERTIFICATION	2	18.2%	1	25.0%	3	20.0%
	VETERINARY TECHNICAN/ VETERINARY NURSE	1	9.1%	0	.0%	1	6.7%
Total	11	100.0%	4	100.0%	15	100.0%	

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TABLE 7-B. Incentives Offered For Employees To Pursue Education By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Tuition Reimbursement For Credit Classes	No Response	12	5.7%	11	9.9%	23	7.2%
	Yes	79	37.6%	65	58.6%	144	44.9%
	No	106	50.5%	27	24.3%	133	41.4%
	Do not know	13	6.2%	8	7.2%	21	6.5%
	Total	210	100.0%	111	100.0%	321	100.0%
Pay For Noncredit Training Classes	No Response	12	5.7%	11	9.9%	23	7.2%
	Yes	58	27.6%	37	33.3%	95	29.6%
	No	121	57.6%	45	40.5%	166	51.7%
	Do not know	19	9.0%	18	16.2%	37	11.5%
	Total	210	100.0%	111	100.0%	321	100.0%
Pay For Certification And Testing	No Response	12	5.7%	11	9.9%	23	7.2%
	Yes	79	37.6%	47	42.3%	126	39.3%
	No	98	46.7%	35	31.5%	133	41.4%
	Do not know	21	10.0%	18	16.2%	39	12.1%
	Total	210	100.0%	111	100.0%	321	100.0%
Pay For CEUs (Continuing Education Units)	No Response	12	5.7%	11	9.9%	23	7.2%
	Yes	66	31.4%	37	33.3%	103	32.1%
	No	115	54.8%	44	39.6%	159	49.5%
	Do not know	17	8.1%	19	17.1%	36	11.2%
	Total	210	100.0%	111	100.0%	321	100.0%
Offer College Classes On-Site At Your Business	No Response	12	5.7%	11	9.9%	23	7.2%
	Yes	8	3.8%	10	9.0%	18	5.6%
	No	164	78.1%	70	63.1%	234	72.9%
	Do not know	26	12.4%	20	18.0%	46	14.3%
	Total	210	100.0%	111	100.0%	321	100.0%
Allow Employees To Flex Schedules To Attend College Classes	No Response	12	5.7%	11	9.9%	23	7.2%
	Yes	79	37.6%	45	40.5%	124	38.6%
	No	93	44.3%	34	30.6%	127	39.6%
	Do not know	26	12.4%	21	18.9%	47	14.6%
	Total	210	100.0%	111	100.0%	321	100.0%
Pay Employees For Attending Credit Classes	No Response	12	5.7%	11	9.9%	23	7.2%
	Yes	21	10.0%	12	10.8%	33	10.3%
	No	149	71.0%	64	57.7%	213	66.4%
	Do not know	28	13.3%	24	21.6%	52	16.2%
	Total	210	100.0%	111	100.0%	321	100.0%

TABLE 7-B. Incentives Offered For Employees To Pursue Education By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Sponsor An Apprenticeship	No Response	12	5.7%	11	9.9%	23	7.2%
	Yes	30	14.3%	17	15.3%	47	14.6%
	No	130	61.9%	54	48.6%	184	57.3%
	Do not know	38	18.1%	29	26.1%	67	20.9%
	Total	210	100.0%	111	100.0%	321	100.0%
Other Educational Area Needed	No Response	12	5.7%	11	9.9%	23	7.2%
	Yes	6	2.9%	3	2.7%	9	2.8%
	No	173	82.4%	80	72.1%	253	78.8%
	Do not know	19	9.0%	17	15.3%	36	11.2%
	Total	210	100.0%	111	100.0%	321	100.0%
Other Educational Area Needed Cited	DISCOUNT SERVSAFE AND BASSET CERTIFICATIONS	1	16.7%	0	.0%	1	11.1%
	INTERNSHIP	2	33.3%	0	.0%	2	22.2%
	PAID INTERNSHIP	0	.0%	1	33.3%	1	11.1%
	PAID INTERNSHIP/ COOP	1	16.7%	0	.0%	1	11.1%
	PROMOTION	1	16.7%	0	.0%	1	11.1%
	SCHOLARSHIPS	1	16.7%	0	.0%	1	11.1%
	SCHOLARSHIPS FOR HIGH SCHOOL SENIORS	0	.0%	1	33.3%	1	11.1%
	SPONSOR INTERNSHIPS	0	.0%	1	33.3%	1	11.1%
	Total	6	100.0%	3	100.0%	9	100.0%

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TABLE 7-C. Employee Awareness Of Incentives Offered To Pursue Education By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Majority Of Employees Take Advantage Of Education Incentives Provided	No Response	12	5.7%	11	9.9%	23	7.2%
	No	57	27.1%	40	36.0%	97	30.2%
	Do not know	77	36.7%	31	27.9%	108	33.6%
	Yes	64	30.5%	29	26.1%	93	29.0%
	Total	210	100.0%	111	100.0%	321	100.0%
Barriers To Employees Utilizing Educational Incentives (Multiple Responses)	Awareness Of Programs Offered	1	1.8%	2	5.0%	3	3.1%
	Cost	2	3.5%	1	2.5%	3	3.1%
	Time Away From Work	11	19.3%	7	17.5%	18	18.6%
	Family Obligations	10	17.5%	11	27.5%	21	21.6%
	Work Schedules	8	14.0%	11	27.5%	19	19.6%
	None Of The Above	8	14.0%	5	12.5%	13	13.4%
	Other Barriers	31	54.4%	17	42.5%	48	49.5%
	Total	57	100.0%	40	100.0%	97	100.0%
Other Barriers Cited	ALREADY HAVE EDUCATION THEY NEED	1	3.2%	1	5.9%	2	4.2%
	DO NOT KNOW	7	22.6%	6	35.3%	13	27.1%
	DO NOT PROVIDE ANY	0	.0%	1	5.9%	1	2.1%
	DON'T OFFER INCENTIVES	5	16.1%	2	11.8%	7	14.6%
	EDUCATION IS NOT NEEDED FOR JOBS HERE	1	3.2%	0	.0%	1	2.1%
	NEED STORE DIRECTOR RECOMMENDATION/ NO INTEREST	0	.0%	1	5.9%	1	2.1%
	NO INTEREST	11	35.5%	5	29.4%	16	33.3%
	NO NEED	3	9.7%	0	.0%	3	6.3%
	OLDER EMPLOYEES/ NOT NECESSARY	1	3.2%	0	.0%	1	2.1%
	PAYING BACK TUITION IF THEY DON'T MAKE GOOD ENOUGH GRADES	1	3.2%	0	.0%	1	2.1%
	THEY ARE WHERE THEY WANT TO BE	1	3.2%	0	.0%	1	2.1%
	THEY DON'T THINK THEY NEED IT	0	.0%	1	5.9%	1	2.1%
	Total	31	100.0%	17	100.0%	48	100.0%

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TABLE 7-C. Employee Awareness Of Incentives Offered To Pursue Education By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Method For Communicating Benefits And Educational Opportunities To Employees	ALL STAFF EMAIL/ MEETINGS	0	.0%	1	.9%	1	.3%
	ANNUAL MEETINGS	1	.5%	0	.0%	1	.3%
	BULLETIN BOARD	1	.5%	0	.0%	1	.3%
	BULLETIN BOARD/ MEETINGS	1	.5%	0	.0%	1	.3%
	CASE BY CASE/ IN PERSON	0	.0%	1	.9%	1	.3%
	CLASSES/ MEETINGS	0	.0%	1	.9%	1	.3%
	COMMUNICATION BOARD IN KITCHEN	1	.5%	0	.0%	1	.3%
	CORPORATE PROVIDES	0	.0%	1	.9%	1	.3%
	CREW ROOM POSTINGS	1	.5%	0	.0%	1	.3%
	DO NOT HAVE ANY EDUCATIONAL OPPORTUNITIES FOR THEM	1	.5%	0	.0%	1	.3%
	DO NOT KNOW	6	2.9%	6	5.4%	12	3.7%
	DON'T OFFER ANY	5	2.4%	0	.0%	5	1.6%
	DURING EMPLOYEE REVIEWS	2	1.0%	0	.0%	2	.6%
	DURING INITIAL INTERVIEW	1	.5%	0	.0%	1	.3%
	EMAIL	27	12.9%	12	10.8%	39	12.1%
	EMAIL/ COMMUNITY BOARD	1	.5%	0	.0%	1	.3%
	EMAIL/ HANDBOOK	3	1.4%	4	3.6%	7	2.2%
	EMAIL/ HANDBOOK/ MEETINGS	1	.5%	0	.0%	1	.3%
	EMAIL/ MEETINGS	4	1.9%	1	.9%	5	1.6%
	EMAIL/ OFFICE MEETINGS	1	.5%	0	.0%	1	.3%
	EMAIL/ VERBAL	1	.5%	0	.0%	1	.3%
	EMAIL/ WEBSITE	1	.5%	0	.0%	1	.3%
	EMAIL/ WORD OF	1	.5%	0	.0%	1	.3%
	EMPLOYEE HANDBOOK	13	6.2%	5	4.5%	18	5.6%
	EMPLOYEE MEETINGS	2	1.0%	0	.0%	2	.6%
	EMR MESSAGING	1	.5%	0	.0%	1	.3%
	FACE-TO-FACE	0	.0%	1	.9%	1	.3%
	FLIER/ DIGITAL DISPLAY	0	.0%	1	.9%	1	.3%
	GUIDEBOOK/ ORIENTATION	1	.5%	0	.0%	1	.3%
	HANDBOOK/ EMAIL/ INFO BOARDS	0	.0%	1	.9%	1	.3%
	HANDBOOK/ EMAIL/ MEETINGS	1	.5%	1	.9%	2	.6%
	HANDBOOK/ EMAIL/ POSTINGS	1	.5%	0	.0%	1	.3%
HANDBOOK/ MEETING	1	.5%	0	.0%	1	.3%	
HANDBOOK/ MEETING/ ORIENTATION	1	.5%	0	.0%	1	.3%	

TABLE 7-C. Employee Awareness Of Incentives Offered To Pursue Education By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Method For Communicating Benefits And Educational Opportunities To Employees	HANDBOOK/ MEETINGS	7	3.3%	1	.9%	8	2.5%
	HANDBOOK/ MEETINGS/ EMAIL	1	.5%	0	.0%	1	.3%
	HANDBOOK/ ONLINE	2	1.0%	0	.0%	2	.6%
	HANDBOOK/ OPEN ENROLLMENT	1	.5%	0	.0%	1	.3%
	HANDBOOK/ POSTS ON BOARDS	1	.5%	0	.0%	1	.3%
	HANDBOOK/ WEBSITE	0	.0%	1	.9%	1	.3%
	HANDOUTS	1	.5%	1	.9%	2	.6%
	HANDOUTS/ MEETINGS	1	.5%	0	.0%	1	.3%
	HANDOUTS/ ORIENTATION	2	1.0%	0	.0%	2	.6%
	HASN'T COME UP	1	.5%	0	.0%	1	.3%
	HR WEBSITE	1	.5%	0	.0%	1	.3%
	IN PERSON/ HANDBOOK	1	.5%	0	.0%	1	.3%
	INDIVIDUALLY AS NEEDED	2	1.0%	0	.0%	2	.6%
	INITIAL INTERVIEW	3	1.4%	0	.0%	3	.9%
	INSERT FLIERS WITH PAYCHECKS	1	.5%	0	.0%	1	.3%
	INTERVIEW HIRING	1	.5%	0	.0%	1	.3%
	INTRANET/ ANNUAL MEETINGS	0	.0%	1	.9%	1	.3%
	MANAGER COMMUNICATES DURING REVIEWS	0	.0%	1	.9%	1	.3%
	MEETING/ POSTINGS	1	.5%	0	.0%	1	.3%
	MEETINGS	26	12.4%	12	10.8%	38	11.8%
	MEETINGS/ EMAIL	6	2.9%	3	2.7%	9	2.8%
	MEETINGS/ EMAIL/ HANDBOOKS/ POSTING	0	.0%	1	.9%	1	.3%
	MEETINGS/ EMAIL/ NEWSLETTERS	0	.0%	1	.9%	1	.3%
	MEETINGS/ EMAILS	1	.5%	0	.0%	1	.3%
	MEETINGS/ GUIDE BOOK	0	.0%	1	.9%	1	.3%
	MEETINGS/ HANDBOOK	4	1.9%	5	4.5%	9	2.8%
	MEETINGS/ HANDBOOK/ EMAIL	3	1.4%	3	2.7%	6	1.9%
	MEETINGS/ HANDBOOK/ EMPLOYEE BOARD	0	.0%	1	.9%	1	.3%
	MEETINGS/ HANDOUTS	3	1.4%	0	.0%	3	.9%
	MEETINGS/ HANDOUTS/ BOARD POSTINGS	1	.5%	0	.0%	1	.3%
	MEETINGS/ HANDOUTS/ EMAIL	0	.0%	1	.9%	1	.3%
	MEETINGS/ INFO BOARD	1	.5%	0	.0%	1	.3%

TABLE 7-C. Employee Awareness Of Incentives Offered To Pursue Education By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Method For Communicating Benefits And Educational Opportunities To Employees	MEETINGS/ INFORMATION BOARD IN STORE	0	.0%	1	.9%	1	.3%
	MEETINGS/ ONE-ON-ONE	1	.5%	0	.0%	1	.3%
	MEETINGS/ ONLINE	1	.5%	1	.9%	2	.6%
	MEETINGS/ ORIENTATION	3	1.4%	0	.0%	3	.9%
	MEETINGS/ POSTINGS	1	.5%	0	.0%	1	.3%
	MEETINGS/ WEBSITE	1	.5%	0	.0%	1	.3%
	MONTHLY MEETINGS	1	.5%	0	.0%	1	.3%
	NO RESPONSE	12	5.7%	11	9.9%	23	7.2%
	NONE OFFERED	1	.5%	0	.0%	1	.3%
	NOTICE BOARD	1	.5%	0	.0%	1	.3%
	NOTIFY INDIVIDUAL IN PERSON	0	.0%	1	.9%	1	.3%
	OFFER LETTER/ HANDBOOK	0	.0%	1	.9%	1	.3%
	ONE-ON-ONE	1	.5%	0	.0%	1	.3%
	ONLINE	1	.5%	4	3.6%	5	1.6%
	ONLINE PORTAL/ MEETINGS/ BOARDS	0	.0%	1	.9%	1	.3%
	ONLINE/ EMAIL	0	.0%	1	.9%	1	.3%
	ORIENTATION	5	2.4%	2	1.8%	7	2.2%
	ORIENTATION/ EMAIL	0	.0%	1	.9%	1	.3%
	ORIENTATION/ HANDBOOK/ MONTHLY MEETINGS	1	.5%	0	.0%	1	.3%
	ORIENTATION/ HUMAN RESOURCE WEBSITE	0	.0%	1	.9%	1	.3%
	ORIENTATION/ MANAGER INFORMS	1	.5%	0	.0%	1	.3%
	ORIENTATION/ MANUAL	1	.5%	0	.0%	1	.3%
	ORIENTATION/ MEETINGS	1	.5%	0	.0%	1	.3%
	ORIENTATION/ POSTER	1	.5%	0	.0%	1	.3%
	ORIENTATION/ WEBSITE	0	.0%	1	.9%	1	.3%
	PERFORMANCE REVIEW	1	.5%	0	.0%	1	.3%
	POLICY MANUAL	2	1.0%	0	.0%	2	.6%
	POST ON BULLETIN BOARD IN CLINIC	1	.5%	0	.0%	1	.3%
	POST SIGNS	0	.0%	1	.9%	1	.3%
	POST THEM IN BREAK ROOM	0	.0%	1	.9%	1	.3%
	POSTED ON BILLBOARDS/ TEXTING	0	.0%	1	.9%	1	.3%
	POSTERS/ EMAIL	1	.5%	0	.0%	1	.3%

TABLE 7-C. Employee Awareness Of Incentives Offered To Pursue Education By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Method For Communicating Benefits And Educational Opportunities To Employees	POSTERS/ GROUP MEETINGS	0	.0%	1	.9%	1	.3%
	POSTING IN STORE	0	.0%	2	1.8%	2	.6%
	POSTINGS IN STORE/ PERSONAL COMMUNICATION	0	.0%	1	.9%	1	.3%
	SEMI-ANNUAL INTERVIEW	1	.5%	0	.0%	1	.3%
	STAFF MEEETINGS	1	.5%	0	.0%	1	.3%
	STAFF MEETINGS/ DEPARTMENT MEETINGS	1	.5%	0	.0%	1	.3%
	THROUGH HUMAN RESOURCES	1	.5%	0	.0%	1	.3%
	UPON HIRING	0	.0%	1	.9%	1	.3%
	VERBAL/ POST IN EMPLOYEE LOUNGE	1	.5%	0	.0%	1	.3%
	VERBALLY	4	1.9%	1	.9%	5	1.6%
	VERBALLY DURING HIRING	1	.5%	0	.0%	1	.3%
	VERBALLY/ MESSAGE BOARDS	0	.0%	1	.9%	1	.3%
	VERBALLY/ SIGNAGE IN RESTAURANT	1	.5%	0	.0%	1	.3%
	WEBSITE	3	1.4%	4	3.6%	7	2.2%
	WEBSITE/ HANDBOOK	1	.5%	0	.0%	1	.3%
	WEBSITE/ HANDOUTS/ MEETINGS	1	.5%	0	.0%	1	.3%
	WEBSITE/ INITIAL INTERVIEW	0	.0%	1	.9%	1	.3%
	WHEN EMPLOYEE ASKS	1	.5%	0	.0%	1	.3%
	WORKPLACE SIGNS/ EMPLOYEE WEBSITE	0	.0%	1	.9%	1	.3%
	WRITTEN JOB DESCRIPTION	1	.5%	0	.0%	1	.3%
Total	210	100.0%	111	100.0%	321	100.0%	
Interested In Harper College Developing Education Plans For Employees To Advance Education	No Response	12	5.7%	11	9.9%	23	7.2%
	No	110	52.4%	46	41.4%	156	48.6%
	Yes	39	18.6%	31	27.9%	70	21.8%
	Do not know	49	23.3%	23	20.7%	72	22.4%
	Total	210	100.0%	111	100.0%	321	100.0%

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TABLE 7-C. Employee Awareness Of Incentives Offered To Pursue Education By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For No Interest In Harper Developing Education Plans For Employees	BUDGET CONSIDERATIONS	1	.9%	0	.0%	1	.6%
	CLASSES NEEDED ARE NOT OFFERED	3	2.7%	3	6.5%	6	3.8%
	CLASSES WOULD BE INDUSTRY SPECIFIC	1	.9%	0	.0%	1	.6%
	CORPORATE DECIDES	6	5.5%	8	17.4%	14	9.0%
	COST	0	.0%	1	2.2%	1	.6%
	DO IN-HOUSE	1	.9%	1	2.2%	2	1.3%
	DO NOT GET INVOLVED IN THEIR EDUCATION	0	.0%	1	2.2%	1	.6%
	DO THAT ALREADY	0	.0%	1	2.2%	1	.6%
	DOES NOT APPLY	1	.9%	0	.0%	1	.6%
	DOING OKAY	0	.0%	1	2.2%	1	.6%
	DON'T HAVE OSHA TRAINING	0	.0%	1	2.2%	1	.6%
	EMPLOYEES HAVE NO INTEREST	1	.9%	0	.0%	1	.6%
	FEDERAL GOVERNMENT/ NOT INTERESTED	0	.0%	1	2.2%	1	.6%
	NEED CONTINUING ED FOR INSURANCE CERTIFICATION	1	.9%	0	.0%	1	.6%
	NO NEED	1	.9%	1	2.2%	2	1.3%
	NO AT THIS TIME	0	.0%	1	2.2%	1	.6%
	NO INTEREST	6	5.5%	3	6.5%	9	5.8%
	NO NEED	38	34.5%	8	17.4%	46	29.5%
	NO NEED/ MIGHT IN FUTURE	0	.0%	1	2.2%	1	.6%
	NO TIME	4	3.6%	0	.0%	4	2.6%
	NO TIME/ TURNOVER HIGH	1	.9%	0	.0%	1	.6%
	NOT AT THIS TIME	6	5.5%	3	6.5%	9	5.8%
	NOT FAMILIAR WITH REQUIREMENTS	0	.0%	1	2.2%	1	.6%
	NOT MY DECISION	1	.9%	0	.0%	1	.6%
	NOT NECESSARY	0	.0%	1	2.2%	1	.6%
	NOT NECESSARY	29	26.4%	6	13.0%	35	22.4%
	NOT NECESSARY/ EVERTHING DONE IN-HOUSE	1	.9%	0	.0%	1	.6%
	NOT NECESSARY/ THEY DO THAT ON THEIR OWN TIME	1	.9%	0	.0%	1	.6%
	NOT NECESSARY	1	.9%	0	.0%	1	.6%
	ON THEIR OWN	1	.9%	0	.0%	1	.6%
OWNER DECIDES	1	.9%	0	.0%	1	.6%	
PHONE	0	.0%	1	2.2%	1	.6%	

TABLE 7-C. Employee Awareness Of Incentives Offered To Pursue Education By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For No Interest In Harper Developing Education Plans For Employees	TOO BUSY	1	.9%	0	.0%	1	.6%
	TOO SMALL/ NO NEED	1	.9%	0	.0%	1	.6%
	UP TO INDIVIDUAL	0	.0%	1	2.2%	1	.6%
	UP TO THE EMPLOYEE	0	.0%	1	2.2%	1	.6%
	USE OAKTON COMMUNITY COLLEGE	1	.9%	0	.0%	1	.6%
	WE USE COYNE TECHNICAL COLLEGE	1	.9%	0	.0%	1	.6%
	Total	110	100.0%	46	100.0%	156	100.0%
Awareness Of Harper College's Program For In-District Tuition For Out-Of-District Employees	No Response	12	5.7%	11	9.9%	23	7.2%
	Yes, employees aware	41	19.5%	26	23.4%	67	20.9%
	No, employees not aware	91	43.3%	48	43.2%	139	43.3%
	Do not know	66	31.4%	26	23.4%	92	28.7%
	Total	210	100.0%	111	100.0%	321	100.0%
Willingness To Work With Harper College To Inform Employees Of Program	Yes	115	73.2%	54	73.0%	169	73.2%
	No	42	26.8%	20	27.0%	62	26.8%
	Total	157	100.0%	74	100.0%	231	100.0%

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TABLE 8. Knowledge And Interest About Programming Offered By Harper College By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Training Services Customized For Your Business - Familiarity	1 = Not At All Familiar	150	71.4%	75	67.6%	225	70.1%
	2	12	5.7%	6	5.4%	18	5.6%
	3	16	7.6%	10	9.0%	26	8.1%
	4	5	2.4%	2	1.8%	7	2.2%
	5 = Very Familiar	8	3.8%	3	2.7%	11	3.4%
	Do Not Know	5	2.4%	2	1.8%	7	2.2%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Training Services Customized For Your Business - Want Harper To Contact Them	No	115	54.8%	39	35.1%	154	48.0%
	Yes	75	35.7%	54	48.6%	129	40.2%
	Do not know	6	2.9%	5	4.5%	11	3.4%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Free Posting Of Your Job Opportunities On Our Electronic Job Board - Familiarity	1 = Not At All Familiar	107	51.0%	44	39.6%	151	47.0%
	2	17	8.1%	3	2.7%	20	6.2%
	3	26	12.4%	17	15.3%	43	13.4%
	4	15	7.1%	10	9.0%	25	7.8%
	5 = Very Familiar	26	12.4%	23	20.7%	49	15.3%
	Do Not Know	5	2.4%	1	.9%	6	1.9%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Free Posting Of Your Job Opportunities On Our Electronic Job Board - Want Harper To Contact Them	No	81	38.6%	31	27.9%	112	34.9%
	Yes	109	51.9%	63	56.8%	172	53.6%
	Do not know	6	2.9%	4	3.6%	10	3.1%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Apprenticeships - Used By Employers To Recruit And Develop Entry-Level Talent For Careers With Their Company; Harper College Provides The Required Classroom Hours And Guides Employers Throughout The Program. - Familiarity	1 = Not At All Familiar	143	68.1%	65	58.6%	208	64.8%
	2	15	7.1%	9	8.1%	24	7.5%
	3	18	8.6%	13	11.7%	31	9.7%
	4	8	3.8%	5	4.5%	13	4.0%
	5 = Very Familiar	7	3.3%	5	4.5%	12	3.7%
	Do Not Know	5	2.4%	1	.9%	6	1.9%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%

TABLE 8. Knowledge And Interest About Programming Offered By Harper College By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Apprenticeships - Used By Employers To Recruit And Develop Entry-Level Talent For Careers With Their Company; Harper College Provides The Required Classroom Hours And Guides Employers Throughout The Program. - Want Harper To Contact Them	No	108	51.4%	39	35.1%	147	45.8%
	Yes	81	38.6%	56	50.5%	137	42.7%
	Do not know	7	3.3%	3	2.7%	10	3.1%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Internships - Paid And Unpaid - Familiarity	1 = Not At All Familiar	141	67.1%	68	61.3%	209	65.1%
	2	15	7.1%	6	5.4%	21	6.5%
	3	18	8.6%	10	9.0%	28	8.7%
	4	9	4.3%	7	6.3%	16	5.0%
	5 = Very Familiar	8	3.8%	4	3.6%	12	3.7%
	Do Not Know	5	2.4%	3	2.7%	8	2.5%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Internships - Paid And Unpaid - Want Harper To Contact Them	No	106	50.5%	40	36.0%	146	45.5%
	Yes	83	39.5%	55	49.5%	138	43.0%
	Do not know	7	3.3%	3	2.7%	10	3.1%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Promise Program - Scholarship Program That Builds Workforce Skills - Familiarity	1 = Not At All Familiar	163	77.6%	76	68.5%	239	74.5%
	2	6	2.9%	4	3.6%	10	3.1%
	3	9	4.3%	9	8.1%	18	5.6%
	4	6	2.9%	4	3.6%	10	3.1%
	5 = Very Familiar	7	3.3%	2	1.8%	9	2.8%
	Do Not Know	5	2.4%	3	2.7%	8	2.5%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Promise Program - Scholarship Program That Builds Workforce Skills - Want Harper To Contact Them	No	111	52.9%	43	38.7%	154	48.0%
	Yes	78	37.1%	52	46.8%	130	40.5%
	Do not know	7	3.3%	3	2.7%	10	3.1%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%

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TABLE 8. Knowledge And Interest About Programming Offered By Harper College By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Hosting Job Fairs - Familiarity	1 = Not At All Familiar	125	59.5%	57	51.4%	182	56.7%
	2	17	8.1%	5	4.5%	22	6.9%
	3	22	10.5%	12	10.8%	34	10.6%
	4	15	7.1%	8	7.2%	23	7.2%
	5 = Very Familiar	12	5.7%	15	13.5%	27	8.4%
	Do Not Know	5	2.4%	1	.9%	6	1.9%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Hosting Job Fairs - Want Harper To Contact Them	No	96	45.7%	36	32.4%	132	41.1%
	Yes	94	44.8%	59	53.2%	153	47.7%
	Do not know	6	2.9%	3	2.7%	9	2.8%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Harper College Mobile Unit (State-Of-The-Art Computer Training Room On Wheels That Can Come To Your Business) - Familiarity	1 = Not At All Familiar	183	87.1%	87	78.4%	270	84.1%
	2	2	1.0%	4	3.6%	6	1.9%
	3	4	1.9%	2	1.8%	6	1.9%
	4	1	.5%	2	1.8%	3	.9%
	5 = Very Familiar	1	.5%	0	.0%	1	.3%
	Do Not Know	5	2.4%	3	2.7%	8	2.5%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Harper College Mobile Unit (State-Of-The-Art Computer Training Room On Wheels That Can Come To Your Business) - Want Harper To Contact Them	No	125	59.5%	50	45.0%	175	54.5%
	Yes	65	31.0%	45	40.5%	110	34.3%
	Do not know	6	2.9%	3	2.7%	9	2.8%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Small Business Development Center - Familiarity	1 = Not At All Familiar	175	83.3%	90	81.1%	265	82.6%
	2	7	3.3%	2	1.8%	9	2.8%
	3	6	2.9%	3	2.7%	9	2.8%
	5 = Very Familiar	3	1.4%	0	.0%	3	.9%
	Do Not Know	5	2.4%	3	2.7%	8	2.5%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%

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TABLE 8. Knowledge And Interest About Programming Offered By Harper College By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Small Business Development Center - Want Harper To Contact Them	No	122	58.1%	53	47.7%	175	54.5%
	Yes	68	32.4%	41	36.9%	109	34.0%
	Do not know	6	2.9%	4	3.6%	10	3.1%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Business Edvantage Program - Program That Offers In-District Tuition Rates To All Of Your Employees Whether They Live In Harper College's District Or Not - Familiarity	1 = Not At All Familiar	180	85.7%	86	77.5%	266	82.9%
	2	2	1.0%	5	4.5%	7	2.2%
	3	3	1.4%	3	2.7%	6	1.9%
	4	2	1.0%	1	.9%	3	.9%
	5 = Very Familiar	4	1.9%	0	.0%	4	1.2%
	Do Not Know	5	2.4%	3	2.7%	8	2.5%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Business Edvantage Program - Program That Offers In-District Tuition Rates To All Of Your Employees Whether They Live In Harper College's District Or Not - Want Harper To Contact Them	No	104	49.5%	37	33.3%	141	43.9%
	Yes	86	41.0%	58	52.3%	144	44.9%
	Do not know	6	2.9%	3	2.7%	9	2.8%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Wojcik Conference Center That Can Host Meetings And Events For 5 To 250 People - Familiarity	1 = Not At All Familiar	178	84.8%	87	78.4%	265	82.6%
	2	4	1.9%	2	1.8%	6	1.9%
	3	5	2.4%	2	1.8%	7	2.2%
	4	3	1.4%	2	1.8%	5	1.6%
	5 = Very Familiar	1	.5%	2	1.8%	3	.9%
	Do Not Know	5	2.4%	3	2.7%	8	2.5%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Wojcik Conference Center That Can Host Meetings And Events For 5 To 250 People - Want Harper To Contact Them	No	125	59.5%	52	46.8%	177	55.1%
	Yes	65	31.0%	43	38.7%	108	33.6%
	Do not know	6	2.9%	3	2.7%	9	2.8%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%

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TABLE 8. Knowledge And Interest About Programming Offered By Harper College By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Workforce Certification Center - Local Certification Testing Center For National Certifications - Familiarity	1 = Not At All Familiar	179	85.2%	87	78.4%	266	82.9%
	2	6	2.9%	5	4.5%	11	3.4%
	3	4	1.9%	3	2.7%	7	2.2%
	5 = Very Familiar	2	1.0%	1	.9%	3	.9%
	Do Not Know	5	2.4%	2	1.8%	7	2.2%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Workforce Certification Center - Local Certification Testing Center For National Certifications - Want Harper To Contact Them	No	121	57.6%	47	42.3%	168	52.3%
	Yes	66	31.4%	48	43.2%	114	35.5%
	Do not know	9	4.3%	3	2.7%	12	3.7%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Free ESL And GED Classes - Familiarity	1 = Not At All Familiar	169	80.5%	81	73.0%	250	77.9%
	2	7	3.3%	2	1.8%	9	2.8%
	3	8	3.8%	7	6.3%	15	4.7%
	4	2	1.0%	2	1.8%	4	1.2%
	5 = Very Familiar	5	2.4%	4	3.6%	9	2.8%
	Do Not Know	5	2.4%	2	1.8%	7	2.2%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Free ESL And GED Classes - Want Harper To Contact Them	No	114	54.3%	42	37.8%	156	48.6%
	Yes	76	36.2%	52	46.8%	128	39.9%
	Do not know	6	2.9%	4	3.6%	10	3.1%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Employee Wellness Programs - Corporate Memberships Available To Provide Wellness Programs For Employees - Familiarity	1 = Not At All Familiar	182	86.7%	91	82.0%	273	85.0%
	2	3	1.4%	2	1.8%	5	1.6%
	3	4	1.9%	1	.9%	5	1.6%
	5 = Very Familiar	2	1.0%	1	.9%	3	.9%
	Do Not Know	5	2.4%	3	2.7%	8	2.5%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Employee Wellness Programs - Corporate Memberships Available To Provide Wellness Programs For Employees - Want Harper To Contact Them	No	115	54.8%	51	45.9%	166	51.7%
	Yes	74	35.2%	44	39.6%	118	36.8%
	Do not know	7	3.3%	3	2.7%	10	3.1%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%

TABLE 8. Knowledge And Interest About Programming Offered By Harper College By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Career-Based Stackable Certificates - Familiarity	1 = Not At All Familiar	183	87.1%	91	82.0%	274	85.4%
	2	2	1.0%	3	2.7%	5	1.6%
	3	4	1.9%	1	.9%	5	1.6%
	5 = Very Familiar	2	1.0%	0	.0%	2	.6%
	Do Not Know	5	2.4%	3	2.7%	8	2.5%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Career-Based Stackable Certificates - Want Harper To Contact Them	No	130	61.9%	51	45.9%	181	56.4%
	Yes	60	28.6%	43	38.7%	103	32.1%
	Do not know	6	2.9%	4	3.6%	10	3.1%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Prior Learning Assessment - Familiarity	1 = Not At All Familiar	184	87.6%	92	82.9%	276	86.0%
	2	3	1.4%	0	.0%	3	.9%
	3	2	1.0%	1	.9%	3	.9%
	4	0	.0%	1	.9%	1	.3%
	5 = Very Familiar	2	1.0%	1	.9%	3	.9%
	Do Not Know	5	2.4%	3	2.7%	8	2.5%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Prior Learning Assessment - Want Harper To Contact Them	No	132	62.9%	53	47.7%	185	57.6%
	Yes	58	27.6%	42	37.8%	100	31.2%
	Do not know	6	2.9%	3	2.7%	9	2.8%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Review Credential Evaluations Of Foreign Trained Workers To Identify What Courses Can Apply Towards - Familiarity	1 = Not At All Familiar	185	88.1%	92	82.9%	277	86.3%
	2	1	.5%	0	.0%	1	.3%
	3	2	1.0%	2	1.8%	4	1.2%
	4	1	.5%	1	.9%	2	.6%
	5 = Very Familiar	2	1.0%	0	.0%	2	.6%
	Do Not Know	5	2.4%	3	2.7%	8	2.5%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%

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TABLE 8. Knowledge And Interest About Programming Offered By Harper College By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Review Credential Evaluations Of Foreign Trained Workers To Identify What Courses Can Apply Towards - Want Harper To Contact Them	No	129	61.4%	53	47.7%	182	56.7%
	Yes	61	29.0%	42	37.8%	103	32.1%
	Do not know	6	2.9%	3	2.7%	9	2.8%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Harper Credential/ Shortcuts To US Credentials - Familiarity	1 = Not At All Familiar	186	88.6%	92	82.9%	278	86.6%
	2	1	.5%	1	.9%	2	.6%
	3	2	1.0%	2	1.8%	4	1.2%
	5 = Very Familiar	2	1.0%	0	.0%	2	.6%
	Do Not Know	5	2.4%	3	2.7%	8	2.5%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Harper Credential/ Shortcuts To US Credentials - Want Harper To Contact Them	No	130	61.9%	54	48.6%	184	57.3%
	Yes	60	28.6%	41	36.9%	101	31.5%
	Do not know	6	2.9%	3	2.7%	9	2.8%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Rental Space For Small Employers Needing Office Space - Familiarity	1 = Not At All Familiar	184	87.6%	93	83.8%	277	86.3%
	2	2	1.0%	0	.0%	2	.6%
	3	2	1.0%	1	.9%	3	.9%
	4	1	.5%	1	.9%	2	.6%
	5 = Very Familiar	2	1.0%	0	.0%	2	.6%
	Do Not Know	5	2.4%	3	2.7%	8	2.5%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Rental Space For Small Employers Needing Office Space - Want Harper To Contact Them	No	129	61.4%	55	49.5%	184	57.3%
	Yes	61	29.0%	40	36.0%	101	31.5%
	Do not know	6	2.9%	3	2.7%	9	2.8%
	No Response	14	6.7%	13	11.7%	27	8.4%
	Total	210	100.0%	111	100.0%	321	100.0%

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Report

Number Of Employees		Training Services Customized For Your Business - Familiarity	Free Posting Of Your Job Opportunities On Our Electronic Job Board - Familiarity	Apprenticeships - Used By Employers To Recruit And Develop Entry-Level Talent For Careers With Their Company; Harper College Provides The Required Classroom Hours And Guides Employers Throughout The Program. - Familiarity	Internships - Paid And Unpaid - Familiarity	Promise Program - Scholarship Program That Builds Workforce Skills - Familiarity	Hosting Job Fairs - Familiarity	Harper College Mobile Unit (State-Of-The-Art Computer Training Room On Wheels That Can Come To Your Business) - Familiarity	Small Business Development Center - Familiarity
Less Than 100 Employees	Mean	1.4764	2.1414	1.5393	1.5759	1.3665	1.8063	1.0890	1.1623
	N	191	191	191	191	191	191	191	191
	Std. Deviation	1.04035	1.49241	1.06488	1.10656	.97965	1.27286	.46728	.62395
100 Or More Employees	Mean	1.4583	2.6392	1.7216	1.6632	1.4421	2.1649	1.1474	1.0842
	N	96	97	97	95	95	97	95	95
	Std. Deviation	.98319	1.67198	1.18798	1.18151	.97540	1.55912	.54516	.37652
Total	Mean	1.4704	2.3090	1.6007	1.6049	1.3916	1.9271	1.1084	1.1364
	N	287	288	288	286	286	288	286	286
	Std. Deviation	1.01990	1.67008	1.10916	1.13068	.97718	1.38366	.49132	.55167

Report

Number Of Employees		Business Edvantage Program - Program That Offers In-District Tuition Rates To All Of Your Employees Whether They Live In Harper College's District Or Not - Familiarity	Wojcik Conference Center That Can Host Meetings And Events For 5 To 250 People - Familiarity	Workforce Certification Center - Local Certification Testing Center For National Certifications - Familiarity	Free ESL And GED Classes - Familiarity	Employee Wellness Programs - Corporate Memberships Available To Provide Wellness Programs For Employees - Familiarity	Career-Based Stackable Certificates - Familiarity	Prior Learning Assessment - Familiarity	Review Credential Evaluations Of Foreign Trained Workers To Identify What Courses Can Apply Towards - Familiarity
Less Than 100 Employees	Mean	1.1571	1.1414	1.1152	1.2565	1.0995	1.0942	1.0785	1.0838
	N	191	191	191	191	191	191	191	191
	Std. Deviation	.69315	.57667	.52046	.80925	.50840	.50421	.46916	.50607
100 Or More Employees	Mean	1.1474	1.2105	1.1563	1.3958	1.0842	1.0526	1.0947	1.0737
	N	95	95	96	96	95	95	95	95
	Std. Deviation	.50463	.77039	.56806	1.01025	.47631	.26771	.54721	.41876
Total	Mean	1.1538	1.1643	1.1289	1.3031	1.0944	1.0804	1.0839	1.0804
	N	286	286	287	287	286	286	286	286
	Std. Deviation	.63586	.64693	.53621	.88228	.49719	.43990	.49555	.47812

Report

Number Of Employees		Harper Credential/ Shortcuts To US Credentials - Familiarity	Rental Space For Small Employers Needing Office Space - Familiarity
Less Than 100 Employees	Mean	1.0681	1.0890
	N	191	191
	Std. Deviation	.45949	.51035
100 Or More Employees	Mean	1.0526	1.0526
	N	95	95
	Std. Deviation	.30487	.36810
Total	Mean	1.0629	1.0769
	N	286	286
	Std. Deviation	.41408	.46757

TABLE 9. Harper College Locations Most Convenient For Employee Attendance By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Locations Most Convenient For Employees To Attend Training (Multiple Responses)	Harper College, 1200 Algonquin Rd, Palatine, IL 60067	106	54.1%	52	53.6%	158	53.9%
	Harper Professional Center (HPC), 650 E. Higgins Road, Schaumburg, IL 60173	60	30.6%	43	44.3%	103	35.2%
	Learning and Career Center, 1375 S. Wolf Rd, Prospect Heights, IL 60070	32	16.3%	8	8.2%	40	13.7%
	Education and Work Center, 6704 Barrington Rd, Hanover Park, IL 60133	17	8.7%	9	9.3%	26	8.9%
	None Are Convenient	7	3.6%	1	1.0%	8	2.7%
	Total	196	100.0%	97	100.0%	293	100.0%

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TABLE 10-A. Usage Of Harper College By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Sent Employees To Classes At Harper College	No Response	14	6.7%	14	12.6%	28	8.7%
	No	188	89.5%	92	82.9%	280	87.2%
	Yes	8	3.8%	5	4.5%	13	4.0%
	Total	210	100.0%	111	100.0%	321	100.0%
Rationale For Not Sending Employees To Classes	CLASSES NEEDED ARE NOT OFFERED	7	3.7%	2	2.2%	9	3.2%
	CORPORATE DECISION	0	.0%	2	2.2%	2	.7%
	DO NOT KNOW	10	5.3%	5	5.4%	15	5.4%
	DO NOT NEED TO FURTHER EDUCATION FOR EMPLOYEES	1	.5%	0	.0%	1	.4%
	DO NOT OFFER THAT	1	.5%	0	.0%	1	.4%
	DONE IN-HOUSE	2	1.1%	1	1.1%	3	1.1%
	EMPLOYEES DECIDE ON THEIR OWN	1	.5%	0	.0%	1	.4%
	HAD NO INFORMATION/ NO NEED	1	.5%	0	.0%	1	.4%
	HOMES OFFICE PROVIDES CLASSES	1	.5%	0	.0%	1	.4%
	IT IS UP TO THE EMPLOYEE	1	.5%	0	.0%	1	.4%
	MOST EMPLOYEES ONLY PART-TIME	0	.0%	1	1.1%	1	.4%
	NEVER CAME UP	4	2.1%	3	3.3%	7	2.5%
	NEVER CONSIDERED IT	1	.5%	0	.0%	1	.4%
	NEVER NEEDED TO	1	.5%	2	2.2%	3	1.1%
	NEW TO AREA	1	.5%	0	.0%	1	.4%
	NO INSURANCE CLASSES	1	.5%	0	.0%	1	.4%
	NO INTEREST	1	.5%	2	2.2%	3	1.1%
	NO MONEY FOR IT	1	.5%	0	.0%	1	.4%
	NO NEED	110	58.5%	51	55.4%	161	57.5%
	NO RESPONSE	0	.0%	1	1.1%	1	.4%
	NOT AWARE OF ANY PROGRAMS	1	.5%	3	3.3%	4	1.4%
	NOT BENEFICIAL/ NO EDUCATION BENEFITS	1	.5%	0	.0%	1	.4%
	NOT NECESSARY	40	21.3%	18	19.6%	58	20.7%
	TOO FAR	0	.0%	1	1.1%	1	.4%
	WE DON'T OFFER THAT	1	.5%	0	.0%	1	.4%
	Total	188	100.0%	92	100.0%	280	100.0%

TABLE 10-A. Usage Of Harper College By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Employer Paid For Classes	Yes	7	87.5%	4	80.0%	11	84.6%
	No	1	12.5%	0	.0%	1	7.7%
	Do not know	0	.0%	1	20.0%	1	7.7%
	Total	8	100.0%	5	100.0%	13	100.0%
Satisfaction With The Classes	Satisfied	7	87.5%	4	80.0%	11	84.6%
	Do not know	1	12.5%	1	20.0%	2	15.4%
	Total	8	100.0%	5	100.0%	13	100.0%
Harper College Provided Training For Employees	No Response	14	6.7%	14	12.6%	28	8.7%
	No	183	87.1%	89	80.2%	272	84.7%
	Yes	3	1.4%	4	3.6%	7	2.2%
	Do not know	10	4.8%	4	3.6%	14	4.4%
	Total	210	100.0%	111	100.0%	321	100.0%
Rationale For Not Using Harper College To Provide Training To Employees	CLASSES NEEDED ARE NOT OFFERED	7	3.8%	3	3.4%	10	3.7%
	CORPORATE DECIDES	1	.5%	0	.0%	1	.4%
	CORPORATE DECISION	1	.5%	5	5.6%	6	2.2%
	DID NOT KNOW ABOUT IT	0	.0%	1	1.1%	1	.4%
	DO ANNUAL SEMINARS	1	.5%	0	.0%	1	.4%
	DO IN-HOUSE	6	3.3%	5	5.6%	11	4.0%
	DO NOT KNOW	6	3.3%	1	1.1%	7	2.6%
	DO OUR OWN TRAINING	1	.5%	0	.0%	1	.4%
	HAD NO INFORMATION/ NO NEED NOW	1	.5%	0	.0%	1	.4%
	HAVE IN-HOUSE TRAINING	2	1.1%	2	2.2%	4	1.5%
	HOME OFFICE PROVIDES TRAINING	1	.5%	0	.0%	1	.4%
	IT IS UP TO THE EMPLOYEE	2	1.1%	0	.0%	2	.7%
	NEVER CAME UP	3	1.6%	3	3.4%	6	2.2%
	NEVER CONSIDERED IT	1	.5%	0	.0%	1	.4%
	NEW TO AREA	1	.5%	0	.0%	1	.4%
	NO - WE DO IT	1	.5%	0	.0%	1	.4%
	NO INSURANCE CLASSES	1	.5%	0	.0%	1	.4%
	NO INTEREST	1	.5%	2	2.2%	3	1.1%
	NO NEED	104	56.8%	52	58.4%	156	57.4%
	NOT AWARE OF ANY PROGRAMS	1	.5%	3	3.4%	4	1.5%
NOT BENEFICIAL/ NO EDUCATION BENEFITS	1	.5%	0	.0%	1	.4%	
NOT IN THE BUDGET	1	.5%	0	.0%	1	.4%	

TABLE 10-A. Usage Of Harper College By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Rationale For Not Using Harper College To Provide Training To Employees	NOT NECESSARY	38	20.8%	11	12.4%	49	18.0%
	TOO FAR	0	.0%	1	1.1%	1	.4%
	WE USE CORPORATE TRAINING	1	.5%	0	.0%	1	.4%
	Total	183	100.0%	89	100.0%	272	100.0%
Training Offered	DO NOT KNOW	1	33.3%	2	50.0%	3	42.9%
	DO NOT REMEMBER	0	.0%	1	25.0%	1	14.3%
	ELECTRICIAN/ HVAC	0	.0%	1	25.0%	1	14.3%
	HVAC	1	33.3%	0	.0%	1	14.3%
	TAPE CLASS	1	33.3%	0	.0%	1	14.3%
	Total	3	100.0%	4	100.0%	7	100.0%
Location Of Training	Harper College location	2	66.7%	4	100.0%	6	85.7%
	On-site at business	1	33.3%	0	.0%	1	14.3%
	Total	3	100.0%	4	100.0%	7	100.0%
Satisfaction With Training Program	Satisfied	3	100.0%	3	75.0%	6	85.7%
	Do not know	0	.0%	1	25.0%	1	14.3%
	Total	3	100.0%	4	100.0%	7	100.0%

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TABLE 10-B. Utilization Of Harper College For Recruiting Employees By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Recruited Graduates Or Students From Harper College For Employment	Yes	50	23.8%	47	42.3%	97	30.2%
	No	142	67.6%	52	46.8%	194	60.4%
	Do not know	18	8.6%	12	10.8%	30	9.3%
	Total	210	100.0%	111	100.0%	321	100.0%
Posted Job On Harper College's Website	Yes	32	64.0%	36	76.6%	68	70.1%
	Did not know about it	7	14.0%	3	6.4%	10	10.3%
	No	11	22.0%	8	17.0%	19	19.6%
	Total	50	100.0%	47	100.0%	97	100.0%
Hired The Graduate Or Student	No	11	34.4%	11	30.6%	22	32.4%
	Yes	14	43.8%	17	47.2%	31	45.6%
	Do not know	7	21.9%	8	22.2%	15	22.1%
	Total	32	100.0%	36	100.0%	68	100.0%
Rationale For Not Hiring Graduate Or Student	DID NOT NEED THAT POSITION	1	9.1%	0	.0%	1	4.5%
	DIDN'T GET A STRONG RESPONSE	1	9.1%	0	.0%	1	4.5%
	DO NOT KNOW	0	.0%	1	9.1%	1	4.5%
	NO ONE APPLIED	3	27.3%	2	18.2%	5	22.7%
	NO OPENING	1	9.1%	0	.0%	1	4.5%
	NO RESPONSE	4	36.4%	5	45.5%	9	40.9%
	NOT A GOOD FIT	0	.0%	1	9.1%	1	4.5%
	NOT ENOUGH RESPONSES	1	9.1%	0	.0%	1	4.5%
	NOT QUALIFIED	0	.0%	1	9.1%	1	4.5%
	WORK HOURS DIDN'T SUIT HIM	0	.0%	1	9.1%	1	4.5%
Total	11	100.0%	11	100.0%	22	100.0%	
Satisfaction With Individual As An Employee	Very Dissatisfied	1	7.1%	0	.0%	1	3.2%
	Dissatisfied	0	.0%	1	5.9%	1	3.2%
	Satisfied	2	14.3%	4	23.5%	6	19.4%
	Very Satisfied	9	64.3%	9	52.9%	18	58.1%
	Do not know/ Cannot recall	2	14.3%	3	17.6%	5	16.1%
	Total	14	100.0%	17	100.0%	31	100.0%
Rationale For Dissatisfaction	DID NOT SHOW UP	1	100.0%	0	.0%	1	50.0%
	NOT PREPARED FOR JOB	0	.0%	1	100.0%	1	50.0%
	Total	1	100.0%	1	100.0%	2	100.0%
Interest In Posting Jobs On Harper College's Website	Yes	117	73.1%	53	82.8%	170	75.9%
	No	25	15.6%	6	9.4%	31	13.8%
	Did not know about it	18	11.3%	5	7.8%	23	10.3%
	Total	160	100.0%	64	100.0%	224	100.0%

TABLE 11. Willingness To Partner With Harper College To Assisst Students In Gaining Real Work Experience By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Serve On A Program Advisory Group	Yes	29	13.8%	24	21.6%	53	16.5%
	No	121	57.6%	47	42.3%	168	52.3%
	Do not know	46	21.9%	26	23.4%	72	22.4%
	No Response	14	6.7%	14	12.6%	28	8.7%
	Total	210	100.0%	111	100.0%	321	100.0%
Offer Apprenticeships To New Hires	Yes	62	29.5%	34	30.6%	96	29.9%
	No	90	42.9%	36	32.4%	126	39.3%
	Do not know	44	21.0%	27	24.3%	71	22.1%
	No Response	14	6.7%	14	12.6%	28	8.7%
	Total	210	100.0%	111	100.0%	321	100.0%
Provide Internships To Students - Paid, Unpaid Or Both	Yes	71	33.8%	35	31.5%	106	33.0%
	No	83	39.5%	30	27.0%	113	35.2%
	Do not know	42	20.0%	32	28.8%	74	23.1%
	No Response	14	6.7%	14	12.6%	28	8.7%
	Total	210	100.0%	111	100.0%	321	100.0%
Allow Students To Job Shadow Your Employees	Yes	74	35.2%	34	30.6%	108	33.6%
	No	81	38.6%	33	29.7%	114	35.5%
	Do not know	41	19.5%	30	27.0%	71	22.1%
	No Response	14	6.7%	14	12.6%	28	8.7%
	Total	210	100.0%	111	100.0%	321	100.0%
You Or Your Employees Make Presentations To Middle School, High School, And College Students About Job Requirements And General Career Field Information	Yes	62	29.5%	36	32.4%	98	30.5%
	No	94	44.8%	33	29.7%	127	39.6%
	Do not know	40	19.0%	28	25.2%	68	21.2%
	No Response	14	6.7%	14	12.6%	28	8.7%
	Total	210	100.0%	111	100.0%	321	100.0%
Give Presentations To Students On Skills Needed In The Workforce, Resume Building, And Interview Skills	Yes	59	28.1%	33	29.7%	92	28.7%
	No	97	46.2%	36	32.4%	133	41.4%
	Do not know	40	19.0%	28	25.2%	68	21.2%
	No Response	14	6.7%	14	12.6%	28	8.7%
	Total	210	100.0%	111	100.0%	321	100.0%
Create Scholarships For Employees Or New Hires	Yes	38	18.1%	26	23.4%	64	19.9%
	No	116	55.2%	40	36.0%	156	48.6%
	Do not know	42	20.0%	31	27.9%	73	22.7%
	No Response	14	6.7%	14	12.6%	28	8.7%
	Total	210	100.0%	111	100.0%	321	100.0%

TABLE 11. Willingness To Partner With Harper College To Assisst Students In Gaining Real Work Experience By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Collaborate With Harper To Invest In Industry-Specific Equipment To Be Used For Employee Training	Yes	23	11.0%	17	15.3%	40	12.5%
	No	131	62.4%	51	45.9%	182	56.7%
	Do not know	42	20.0%	29	26.1%	71	22.1%
	No Response	14	6.7%	14	12.6%	28	8.7%
	Total	210	100.0%	111	100.0%	321	100.0%

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TABLE 12. Interest In Contact By Harper College By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Best Contact Method To Stay Informed	Other	2	1.0%	0	.0%	2	.6%
	Email	131	62.4%	70	63.1%	201	62.6%
	Mail	16	7.6%	6	5.4%	22	6.9%
	Telephone	9	4.3%	11	9.9%	20	6.2%
	Website	4	1.9%	0	.0%	4	1.2%
	Do not send	34	16.2%	10	9.0%	44	13.7%
	No Response	14	6.7%	14	12.6%	28	8.7%
	Total	210	100.0%	111	100.0%	321	100.0%
Other Contact Methods Cited	CONTACT CORPORATE	2	100.0%	0	.0%	2	100.0%
	Total	2	100.0%	0	.0%	2	100.0%
Interest In Assistance From Harper College	No	63	30.0%	20	18.0%	83	25.9%
	Do not know	4	1.9%	1	.9%	5	1.6%
	Yes	129	61.4%	76	68.5%	205	63.9%
	No Response	14	6.7%	14	12.6%	28	8.7%
	Total	210	100.0%	111	100.0%	321	100.0%

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TABLE 13. Demographic Characteristics Of Businesses By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Company Structure	Non-Profit	8	3.8%	10	9.0%	18	5.6%
	Government	6	2.9%	18	16.2%	24	7.5%
	Sole Proprietorship	7	3.3%	2	1.8%	9	2.8%
	Partnership	9	4.3%	3	2.7%	12	3.7%
	Corporation	162	77.1%	63	56.8%	225	70.1%
	Do not know	4	1.9%	1	.9%	5	1.6%
	No Response	14	6.7%	14	12.6%	28	8.7%
	Total	210	100.0%	111	100.0%	321	100.0%
Ownership	Privately owned	126	77.8%	41	65.1%	167	74.2%
	Publicly traded	28	17.3%	20	31.7%	48	21.3%
	Do not know	8	4.9%	2	3.2%	10	4.4%
	Total	162	100.0%	63	100.0%	225	100.0%
City	ARLINGTON HEIGHTS	34	16.2%	15	13.5%	49	15.3%
	BARRINGTON	5	2.4%	2	1.8%	7	2.2%
	BLOOMINGDALE	0	.0%	1	.9%	1	.3%
	BUFFALO GROVE	10	4.8%	4	3.6%	14	4.4%
	CARPENTERSVILLE	1	.5%	0	.0%	1	.3%
	DEER PARK	2	1.0%	0	.0%	2	.6%
	DES PLAINES	18	8.6%	13	11.7%	31	9.7%
	ELGIN	0	.0%	1	.9%	1	.3%
	ELK GROVE VILLAGE	26	12.4%	11	9.9%	37	11.5%
	GLENVIEW	0	.0%	1	.9%	1	.3%
	HANOVER PARK	3	1.4%	1	.9%	4	1.2%
	HOFFMAN ESTATES	13	6.2%	3	2.7%	16	5.0%
	INVERNESS	0	.0%	1	.9%	1	.3%
	LAKE BARRINGTON	5	2.4%	0	.0%	5	1.6%
	LAKEFOREST	1	.5%	0	.0%	1	.3%
	LOMBARD	0	.0%	1	.9%	1	.3%
	MT PROSPECT	10	4.8%	4	3.6%	14	4.4%
	No Response	16	7.6%	15	13.5%	31	9.7%
	NORTH BARRINGTON	2	1.0%	0	.0%	2	.6%
	PALATINE	12	5.7%	6	5.4%	18	5.6%
	PARK RIDGE	1	.5%	1	.9%	2	.6%
	PROSPECT HEIGHTS	2	1.0%	2	1.8%	4	1.2%
	RIVER FOREST	1	.5%	0	.0%	1	.3%
ROLLING MEADOWS	7	3.3%	1	.9%	8	2.5%	
ROSELLE	4	1.9%	5	4.5%	9	2.8%	

TABLE 13. Demographic Characteristics Of Businesses By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
City	ROSEMONT	11	5.2%	7	6.3%	18	5.6%
	SCHAUMBURG	14	6.7%	6	5.4%	20	6.2%
	SOUTH BARRINGTON	2	1.0%	3	2.7%	5	1.6%
	WAUCONDA	2	1.0%	3	2.7%	5	1.6%
	WHEELING	8	3.8%	4	3.6%	12	3.7%
	Total	210	100.0%	111	100.0%	321	100.0%
Zip	Refused	16	7.6%	15	13.5%	31	9.7%
	60004	16	7.6%	7	6.3%	23	7.2%
	60005	17	8.1%	6	5.4%	23	7.2%
	60006	1	.5%	2	1.8%	3	.9%
	60007	27	12.9%	11	9.9%	38	11.8%
	60008	7	3.3%	2	1.8%	9	2.8%
	60010	16	7.6%	5	4.5%	21	6.5%
	60016	6	2.9%	4	3.6%	10	3.1%
	60018	21	10.0%	16	14.4%	37	11.5%
	60025	0	.0%	1	.9%	1	.3%
	60045	1	.5%	0	.0%	1	.3%
	60056	10	4.8%	4	3.6%	14	4.4%
	60067	10	4.8%	5	4.5%	15	4.7%
	60068	1	.5%	1	.9%	2	.6%
	60070	2	1.0%	2	1.8%	4	1.2%
	60074	2	1.0%	1	.9%	3	.9%
	60084	2	1.0%	3	2.7%	5	1.6%
	60089	10	4.8%	4	3.6%	14	4.4%
	60090	8	3.8%	4	3.6%	12	3.7%
	60108	0	.0%	1	.9%	1	.3%
	60110	1	.5%	0	.0%	1	.3%
	60123	0	.0%	1	.9%	1	.3%
	60133	3	1.4%	1	.9%	4	1.2%
	60148	0	.0%	1	.9%	1	.3%
	60167	1	.5%	0	.0%	1	.3%
	60169	7	3.3%	2	1.8%	9	2.8%
	60172	4	1.9%	5	4.5%	9	2.8%
	60173	1	.5%	0	.0%	1	.3%
	60178	1	.5%	0	.0%	1	.3%
	60191	0	.0%	1	.9%	1	.3%
	60192	6	2.9%	1	.9%	7	2.2%

TABLE 13. Demographic Characteristics Of Businesses By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Zip	60193	6	2.9%	1	.9%	7	2.2%
	60194	1	.5%	3	2.7%	4	1.2%
	60195	5	2.4%	1	.9%	6	1.9%
	60305	1	.5%	0	.0%	1	.3%
	Total	210	100.0%	111	100.0%	321	100.0%
SIC Code	01-14 Agriculture/ Mining	5	2.4%	1	.9%	6	1.9%
	15-17 Construction	13	6.2%	4	3.6%	17	5.3%
	20-39 Manufacturing	12	5.7%	3	2.7%	15	4.7%
	40-49 Transportation, Communications, Electric, Gas, And Sanitary Services	9	4.3%	4	3.6%	13	4.0%
	50-51 Wholesale Trade	13	6.2%	1	.9%	14	4.4%
	52-59 Retail Trade	18	8.6%	15	13.5%	33	10.3%
	60-67 Finance, Insurance, And Real Estate (Business And Professional Services)	24	11.4%	7	6.3%	31	9.7%
	70-79 Business & Personal Services	39	18.6%	22	19.8%	61	19.0%
	80 Health Services	25	11.9%	10	9.0%	35	10.9%
	81 Legal Services	4	1.9%	0	.0%	4	1.2%
	82-83 Educational/ Social Services	5	2.4%	11	9.9%	16	5.0%
	84-86 Art & Membership Organizations	3	1.4%	5	4.5%	8	2.5%
	87 Engineering & Accounting & Management Services	15	7.1%	7	6.3%	22	6.9%
	88-89 Miscellaneous Services NEC	2	1.0%	0	.0%	2	.6%
	91-97 Government (Public Administration)	1	.5%	4	3.6%	5	1.6%
	99 Nonclassified Establishments	6	2.9%	2	1.8%	8	2.5%
	No Response	16	7.6%	15	13.5%	31	9.7%
	Total	210	100.0%	111	100.0%	321	100.0%

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TABLE 13. Demographic Characteristics Of Businesses By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Current Number Of Employees	2	1	.5%	0	.0%	1	.3%
	3	1	.5%	0	.0%	1	.3%
	10	13	6.2%	0	.0%	13	4.0%
	11	1	.5%	0	.0%	1	.3%
	12	10	4.8%	0	.0%	10	3.1%
	13	5	2.4%	0	.0%	5	1.6%
	14	3	1.4%	0	.0%	3	.9%
	15	12	5.7%	0	.0%	12	3.7%
	16	2	1.0%	0	.0%	2	.6%
	17	4	1.9%	0	.0%	4	1.2%
	18	5	2.4%	0	.0%	5	1.6%
	19	1	.5%	0	.0%	1	.3%
	20	12	5.7%	0	.0%	12	3.7%
	21	2	1.0%	0	.0%	2	.6%
	22	3	1.4%	0	.0%	3	.9%
	23	3	1.4%	0	.0%	3	.9%
	25	18	8.6%	0	.0%	18	5.6%
	26	4	1.9%	0	.0%	4	1.2%
	27	3	1.4%	0	.0%	3	.9%
	28	3	1.4%	0	.0%	3	.9%
	30	17	8.1%	0	.0%	17	5.3%
	31	1	.5%	0	.0%	1	.3%
	32	1	.5%	0	.0%	1	.3%
	33	1	.5%	0	.0%	1	.3%
	35	5	2.4%	0	.0%	5	1.6%
	36	1	.5%	0	.0%	1	.3%
	37	2	1.0%	0	.0%	2	.6%
	40	12	5.7%	0	.0%	12	3.7%
	41	2	1.0%	0	.0%	2	.6%
	42	1	.5%	0	.0%	1	.3%
43	1	.5%	0	.0%	1	.3%	
44	1	.5%	0	.0%	1	.3%	
45	10	4.8%	0	.0%	10	3.1%	
48	1	.5%	0	.0%	1	.3%	
50	16	7.6%	0	.0%	16	5.0%	
54	1	.5%	0	.0%	1	.3%	
56	1	.5%	0	.0%	1	.3%	

TABLE 13. Demographic Characteristics Of Businesses By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Current Number Of Employees	60	4	1.9%	0	.0%	4	1.2%
	62	3	1.4%	0	.0%	3	.9%
	63	1	.5%	0	.0%	1	.3%
	65	1	.5%	0	.0%	1	.3%
	67	1	.5%	0	.0%	1	.3%
	70	7	3.3%	0	.0%	7	2.2%
	72	1	.5%	0	.0%	1	.3%
	75	1	.5%	0	.0%	1	.3%
	80	1	.5%	0	.0%	1	.3%
	85	2	1.0%	0	.0%	2	.6%
	90	4	1.9%	0	.0%	4	1.2%
	92	1	.5%	0	.0%	1	.3%
	95	1	.5%	0	.0%	1	.3%
	97	1	.5%	0	.0%	1	.3%
	99	1	.5%	0	.0%	1	.3%
	100	0	.0%	18	16.2%	18	5.6%
	110	0	.0%	2	1.8%	2	.6%
	114	0	.0%	1	.9%	1	.3%
	115	0	.0%	1	.9%	1	.3%
	118	0	.0%	1	.9%	1	.3%
	120	0	.0%	3	2.7%	3	.9%
	124	0	.0%	2	1.8%	2	.6%
	125	0	.0%	2	1.8%	2	.6%
	130	0	.0%	4	3.6%	4	1.2%
	135	0	.0%	2	1.8%	2	.6%
	140	0	.0%	1	.9%	1	.3%
	146	0	.0%	1	.9%	1	.3%
	150	0	.0%	10	9.0%	10	3.1%
	155	0	.0%	1	.9%	1	.3%
	160	0	.0%	3	2.7%	3	.9%
165	0	.0%	1	.9%	1	.3%	
170	0	.0%	3	2.7%	3	.9%	
174	0	.0%	1	.9%	1	.3%	
175	0	.0%	1	.9%	1	.3%	
176	0	.0%	1	.9%	1	.3%	
185	0	.0%	1	.9%	1	.3%	
197	0	.0%	1	.9%	1	.3%	

TABLE 13. Demographic Characteristics Of Businesses By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Current Number Of Employees	200	0	.0%	5	4.5%	5	1.6%
	210	0	.0%	4	3.6%	4	1.2%
	230	0	.0%	1	.9%	1	.3%
	240	0	.0%	1	.9%	1	.3%
	250	0	.0%	3	2.7%	3	.9%
	260	0	.0%	1	.9%	1	.3%
	275	0	.0%	1	.9%	1	.3%
	287	0	.0%	1	.9%	1	.3%
	300	0	.0%	7	6.3%	7	2.2%
	320	0	.0%	2	1.8%	2	.6%
	330	0	.0%	1	.9%	1	.3%
	350	0	.0%	1	.9%	1	.3%
	400	0	.0%	1	.9%	1	.3%
	425	0	.0%	1	.9%	1	.3%
	450	0	.0%	1	.9%	1	.3%
	500	0	.0%	1	.9%	1	.3%
	570	0	.0%	2	1.8%	2	.6%
	600	0	.0%	2	1.8%	2	.6%
	700	0	.0%	4	3.6%	4	1.2%
	900	0	.0%	1	.9%	1	.3%
	1000	0	.0%	1	.9%	1	.3%
	1200	0	.0%	4	3.6%	4	1.2%
	2500	0	.0%	1	.9%	1	.3%
	3000	0	.0%	1	.9%	1	.3%
3500	0	.0%	1	.9%	1	.3%	
4000	0	.0%	1	.9%	1	.3%	
	Total	210	100.0%	111	100.0%	321	100.0%
Future Employment	Increasing	84	40.0%	31	27.9%	115	35.8%
	Decreasing	0	.0%	0	.0%	0	.0%
	Stay the same	86	41.0%	40	36.0%	126	39.3%
	Do not know	16	7.6%	19	17.1%	35	10.9%
	No response	24	11.4%	21	18.9%	45	14.0%
		Total	210	100.0%	111	100.0%	321

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TABLE 13. Demographic Characteristics Of Businesses By Size Of Employer

		Number Of Employees					
		Less Than 100 Employees		100 Or More Employees		Total	
		Count	Column N %	Count	Column N %	Count	Column N %
Increasing	Do not know	0	.0%	0	.0%	0	.0%
	No response	0	.0%	0	.0%	0	.0%
	1	3	3.6%	0	.0%	3	2.6%
	2	19	22.6%	1	3.2%	20	17.4%
	3	11	13.1%	0	.0%	11	9.6%
	4	8	9.5%	1	3.2%	9	7.8%
	5	14	16.7%	3	9.7%	17	14.8%
	6	3	3.6%	1	3.2%	4	3.5%
	8	3	3.6%	0	.0%	3	2.6%
	10	8	9.5%	9	29.0%	17	14.8%
	12	1	1.2%	0	.0%	1	.9%
	15	3	3.6%	3	9.7%	6	5.2%
	20	6	7.1%	4	12.9%	10	8.7%
	30	2	2.4%	4	12.9%	6	5.2%
	40	1	1.2%	0	.0%	1	.9%
	50	0	.0%	2	6.5%	2	1.7%
	90	1	1.2%	0	.0%	1	.9%
	100	0	.0%	1	3.2%	1	.9%
	250	0	.0%	1	3.2%	1	.9%
	500	0	.0%	1	3.2%	1	.9%
1000	1	1.2%	0	.0%	1	.9%	
Total	84	100.0%	31	100.0%	115	100.0%	
Decreasing	Do not know	0	.0%	0	.0%	0	.0%
	Total	0	.0%	0	.0%	0	.0%

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TABLE 13. Demographic Characteristics Of Businesses By Size Of Employer

	Number Of Employees					
	Less Than 100 Employees		100 Or More Employees		Total	
	Sum	Mean	Sum	Mean	Sum	Mean
Current Number Of Employees	7139	34	41935	378	49074	153
Increasing	1665		1312		2977	
Decreasing	.		.		.	

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