

Community College Of Philadelphia

Employer Scan

Tabular Results By Employer Size

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

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
SHORTAGE OF QUALIFIED JOB CANDIDATES	No	69	50.0%	99	37.8%	168	42.0%
	Yes	63	45.7%	158	60.3%	221	55.3%
	Don't Know	6	4.3%	5	1.9%	11	2.8%
Total		138	100.0%	262	100.0%	400	100.0%

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		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CAUSE OF SHORTAGE	Number Of Applicants	6	9.5%	15	9.5%	21	9.5%
	Lack Of Applicants With Skills	48	76.2%	119	75.3%	167	75.6%
	Both	9	14.3%	24	15.2%	33	14.9%
Total		63	100.0%	158	100.0%	221	100.0%

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		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
JOB SERVICE AGENCY	Yes	2	13.3%	14	35.9%	16	29.6%
	No	13	86.7%	25	64.1%	38	70.4%
Total		15	100.0%	39	100.0%	54	100.0%
NEWSPAPER ADS	Yes	10	66.7%	28	71.8%	38	70.4%
	No	5	33.3%	11	28.2%	16	29.6%
Total		15	100.0%	39	100.0%	54	100.0%

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		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
COLLEGES AND/ OR UNIVERSITIES	No Response			1	2.6%	1	1.9%
	Yes	5	33.3%	26	66.7%	31	57.4%
	No	10	66.7%	12	30.8%	22	40.7%
Total		15	100.0%	39	100.0%	54	100.0%
COLLEGES AND/ OR UNIVERSITIES CITED - FIRST RESPONSE	ABINGTON COLLEGE			1	3.8%	1	3.2%
	ALL LOCAL COLLEGES			1	3.8%	1	3.2%
	BUCKS COUNTY COMMUNITY COLLEGE			2	7.7%	2	6.5%
	CHESTNUT HILL COLLEGE			1	3.8%	1	3.2%
	COMMUNITY COLLEGE OF PHILADELPHIA	2	40.0%	6	23.1%	8	25.8%
	COOP PROGRAM			1	3.8%	1	3.2%
	DELAWARE COUNTY COMMUNITY COLLEGE			1	3.8%	1	3.2%
	DON'T KNOW			1	3.8%	1	3.2%
	DREXEL UNIVERSITY			4	15.4%	4	12.9%
	GWYNEDD-MERCY COLLEGE			1	3.8%	1	3.2%
	HARCUM UNIVERSITY	1	20.0%			1	3.2%
	LANSDALE SCHOOL OF BUSINESS	1	20.0%			1	3.2%
	MONTGOMERY COUNTY COMMUNITY COLLEGE	1	20.0%			1	3.2%
	NO RESPONSE			1	3.8%	1	3.2%
	RESTRAINT SCHOOL			1	3.8%	1	3.2%
	TECHNICAL COLLEGE OF THE ARTS			1	3.8%	1	3.2%
	TEMPLE UNIVERSITY			2	7.7%	2	6.5%
	UNIVERSITY OF DELAWARE			1	3.8%	1	3.2%
	UNIVERSITY OF PENNSYLVANIA			1	3.8%	1	3.2%
Total		5	100.0%	26	100.0%	31	100.0%

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		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
COLLEGES AND/ OR UNIVERSITIES CITED - SECOND RESPONSE	ALL COLLEGES IN THE AREA			1	6.3%	1	5.6%
	ARCADIA COLLEGE			1	6.3%	1	5.6%
	BUCKS COUNTY COMMUNITY COLLEGE	1	50.0%	1	6.3%	2	11.1%
	DREXEL UNIVERSITY			3	18.8%	3	16.7%
	EMBRY-RIDDLE UNIVERSITY			1	6.3%	1	5.6%
	HOLY FAMILY UNIVERSITY			1	6.3%	1	5.6%
	IMMACULATA UNIVERSITY			1	6.3%	1	5.6%
	LASALLE UNIVERSITY	1	50.0%			1	5.6%
	MONTGOMERY COUNTY COMMUNITY COLLEGE			1	6.3%	1	5.6%
	PENN STATE			1	6.3%	1	5.6%
	SAINT JOSEPH'S UNIVERSITY			1	6.3%	1	5.6%
	TEMPLE UNIVERSITY			1	6.3%	1	5.6%
	VILLANOVA UNIVERSITY			1	6.3%	1	5.6%
	WAGNER COLLEGE			1	6.3%	1	5.6%
	WEST CHESTER UNIVERSITY			1	6.3%	1	5.6%
Total		2	100.0%	16	100.0%	18	100.0%
COLLEGES AND/ OR UNIVERSITIES CITED - THIRD RESPONSE	BUCKS COUNTY COMMUNITY COLLEGE			1	12.5%	1	11.1%
	DREXEL UNIVERSITY			1	12.5%	1	11.1%
	GWYNEDD-MERCY COLLEGE			1	12.5%	1	11.1%
	IMMACULATA UNIVERSITY			1	12.5%	1	11.1%
	LEHIGH CARBON COMMUNITY COLLEGE	1	100.0%			1	11.1%
	PHILADELPHIA UNIVERSITY			1	12.5%	1	11.1%
	TEMPLE UNIVERSITY			1	12.5%	1	11.1%
	VILLANOVA UNIVERSITY			2	25.0%	2	22.2%
Total		1	100.0%	8	100.0%	9	100.0%
WEB SITE OR ONLINE SEARCH	Yes	5	33.3%	31	79.5%	36	66.7%
	No	10	66.7%	8	20.5%	18	33.3%
Total		15	100.0%	39	100.0%	54	100.0%
OTHER SOURCE	No Response			2	5.1%	2	3.7%
	Yes	11	73.3%	24	61.5%	35	64.8%
	No	4	26.7%	13	33.3%	17	31.5%
Total		15	100.0%	39	100.0%	54	100.0%

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		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
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OTHER SOURCE CITED	CIVIL SERVICE			1	4.2%	1	2.9%
	EMPLOYEE REFERRALS			1	4.2%	1	2.9%
	HIGH SCHOOLS			1	4.2%	1	2.9%
	IN-HOUSE SEARCH			1	4.2%	1	2.9%
	IN-STORE ADS	1	9.1%			1	2.9%
	INTERNAL			1	4.2%	1	2.9%
	INTERNAL REFERRALS/ STAFFING INSTITUTES			1	4.2%	1	2.9%
	JOB FAIR			4	16.7%	4	11.4%
	JOB FAIRS/ REFERRALS			1	4.2%	1	2.9%
	NEWSPAPERS/ CITY OF PHILADELPHIA/ CENTRAL PERSONNEL			1	4.2%	1	2.9%
	NURSING MANAGER			1	4.2%	1	2.9%
	NURSING SPECTRUM			1	4.2%	1	2.9%
	OFF THE STREET			1	4.2%	1	2.9%
	POSTINGS	1	9.1%			1	2.9%
	REFERRALS			1	4.2%	1	2.9%
	SEND LETTER			1	4.2%	1	2.9%
	SIGN IN THE WINDOW			1	4.2%	1	2.9%
	STATEWIDE RECRUITER	1	9.1%			1	2.9%
	TEMP SERVICE	1	9.1%			1	2.9%
	UNION	1	9.1%	1	4.2%	2	5.7%
	WALK-IN	2	18.2%			2	5.7%
	WORD OF MOUTH	3	27.3%	5	20.8%	8	22.9%
	WORK	1	9.1%			1	2.9%
Total		11	100.0%	24	100.0%	35	100.0%

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SKILL SETS MISSING IN APPLICANTS	ACCOUNTING			1	.7%	1	.5%
	ACCOUNTING AND FINANCE			1	.7%	1	.5%
	ACCOUNTING/ DATA ENTRY			1	.7%	1	.5%
	ADMINISTRATIVE/ CLERICAL			1	.7%	1	.5%

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SKILL SETS MISSING IN APPLICANTS	APPEARANCE/ WORK ETHICS/ ABILITY TO TAKE DIRECTIONS AND FOLL	1	1.8%			1	.5%
	ARCHITECT DEGREES AND EXPERIENCE			1	.7%	1	.5%
	ARCHITECTURE AND DESIGN			1	.7%	1	.5%
	ASP			1	.7%	1	.5%
	AUTO TECHNICAL			1	.7%	1	.5%
	AVAILABILITY/ LEADERSHIP/ WORK ETHICS	1	1.8%			1	.5%
	AVIATION MANAGEMENT			1	.7%	1	.5%
	BASED ON JOB EXPERIENCE			1	.7%	1	.5%
	BASIC COMPUTERS			1	.7%	1	.5%
	BASIC EDUCATION			2	1.4%	2	1.0%
	BASIC EDUCATION/ READING/ WRITING/ MATH/ SPELLING/ SHOW UP/			1	.7%	1	.5%
	BASIC GRAMMAR	1	1.8%			1	.5%
	BASIC MANNERS/ INTERVIEWING/ CUSTOMER SERVICE			1	.7%	1	.5%
	BASIC MATH			1	.7%	1	.5%
	BASIC SKILLS			1	.7%	1	.5%
	BASIC SKILLS EDUCATION/ SIMPLE MATH SKILLS			1	.7%	1	.5%
	BASIC SKILLS/ IMMUNOLOGY			1	.7%	1	.5%
	BASIC SKILLS/ READ/ WRITE/ TECHNICAL SKILLS			1	.7%	1	.5%
	BASIC STUFF	1	1.8%			1	.5%
	BASIC STUFF/ PEOPLE SKILLS			1	.7%	1	.5%
	BASIC STUFF/ READING/ WRITING/ WORK ETHICS			1	.7%	1	.5%
	BASIC WAREHOUSE/ FORKLIFT/ SALES/ MARKETING	1	1.8%			1	.5%
	BASIC WORK SKILLS/ READ/ COMPREHENSION/ WORK ETHICS			1	.7%	1	.5%
	BASICS/ DEGREES AND LABOR SKILLS			1	.7%	1	.5%
	BASICS/ READING/ WRITING/ FOLLOW DIRECTIONS/ TRAINABLE			1	.7%	1	.5%
	BASICS/ READING/ WRITING/ MATH/ COMMUNICATIONS/ WORK ETHICS			1	.7%	1	.5%

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SKILL SETS MISSING IN APPLICANTS	BASICS/ READING/ WRITING/ PEOPLE SKILLS/ WORK ETHICS			1	.7%	1	.5%
	BOILER OPERATOR/ TECHNICAL	1	1.8%			1	.5%
	CABINET MAKERS/ ASSEMBLY LINE	1	1.8%			1	.5%
	CARPENTRY	1	1.8%			1	.5%
	CATERING/ COOKING/ SERVING/ PERSONALITY	1	1.8%			1	.5%
	CHILD CARE/ COLLEGE CREDIT			1	.7%	1	.5%
	CIVIL ENGINEERS/ BUSINESS WRITING			1	.7%	1	.5%
	CLINIC SKILLS			1	.7%	1	.5%
	COMMON SENSE/ MATH/ ENGLISH	1	1.8%			1	.5%
	COMMON SENSE/ WORK ETHICS/ COMPUTERS/ DRESS PROPERLY			1	.7%	1	.5%
	COMMUNICATIONS/ CUSTOMER SERVICE			1	.7%	1	.5%
	COMMUNICATIONS/ GRAMMAR	1	1.8%			1	.5%
	COMMUNICATIONS/ HOSPITALITY/ CUSTOMER SERVICE			1	.7%	1	.5%
	COMMUNICATIONS/ NURSING/ PEOPLE SKILLS			1	.7%	1	.5%
	COMMUNICATIONS/ WRITING/ INTERVIEWING			1	.7%	1	.5%
	COMMUNICATIONS/ WRITTEN/ ORAL/ WORK ETHICS/ TIME MANAGEMENT	1	1.8%			1	.5%
	COMPUTER OPERATOR/ GRAPHIC ARTS	1	1.8%			1	.5%
	COMPUTER SKILLS/ COMMUNICATIONS/ PROFESSIONAL ATTITUDE	1	1.8%			1	.5%
	COMPUTERS			3	2.1%	3	1.5%
	COMPUTERS/ CERTIFICATION/ TECHNICAL/ COMMUNICATION			1	.7%	1	.5%
	COMPUTERS/ TYPING/ PEOPLE SKILLS			1	.7%	1	.5%
	COUNSELOR'S MASTER'S DEGREE	1	1.8%			1	.5%
	CUSTOMER SERVICE/ COMPUTER SKILLS/ WRITING	1	1.8%			1	.5%

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		Count	Col %	Count	Col %		
SKILL SETS MISSING IN APPLICANTS	CUSTOMER SERVICE/ COMPUTERS			1	.7%	1	.5%
	CUSTOMER SERVICE/ CULINARY SERVICE			1	.7%	1	.5%
	CUSTOMER SERVICE/ EXPERIENCE IN SALES			1	.7%	1	.5%
	CUSTOMER SERVICE/ PEOPLE SKILLS			1	.7%	1	.5%
	CUSTOMER SERVICES/ INTERPERSONAL SKILLS			1	.7%	1	.5%
	DATA ENTRY	1	1.8%			1	.5%
	DEFINED CHEMISTRY SKILLS			1	.7%	1	.5%
	DEGREE IN ACCOUNTING			1	.7%	1	.5%
	DEPENDABILITY/ DESIRE TO WORK	1	1.8%			1	.5%
	DEPENDS ON POSITION			1	.7%	1	.5%
	DISCIPLINE/ BASIC SKILLS/ MANAGEMENT/ LEADERSHIP			1	.7%	1	.5%
	DOCK WORKERS			1	.7%	1	.5%
	DON'T HAVE COMPUTER SKILLS OR PEOPLE SKILLS			1	.7%	1	.5%
	DON'T KNOW			2	1.4%	2	1.0%
	DRIVERS/ CLEAN DRIVING RECORD/ BACKGROUND	1	1.8%			1	.5%
	DRIVING			1	.7%	1	.5%
	EDUCATION IN FITNESS/ COMMUNICATIONS/ WORK ETHICS	1	1.8%			1	.5%
	EDUCATION/ EXPERIENCE OF FITNESS			1	.7%	1	.5%
	EDUCATION/ LICENSES			1	.7%	1	.5%
	EDUCATION/ PEOPLE SKILLS			1	.7%	1	.5%
	ELECTRICAL/ PLUMBER			1	.7%	1	.5%
	EXAMS/ EMISSION LICENSES			1	.7%	1	.5%
	EXPERIENCE			3	2.1%	3	1.5%
	EXPERIENCE AND DEGREES			1	.7%	1	.5%
	EXPERIENCE IN CARPENTRY	1	1.8%			1	.5%
	EXPERIENCE IN HEALTH CARE			1	.7%	1	.5%
	EXPERIENCE IN NURSING			1	.7%	1	.5%
	EXPERIENCE IN RETAIL/ HANDS-ON FOR A BUILDING STORE			1	.7%	1	.5%
	EXPERIENCE/ COMMITMENT			1	.7%	1	.5%

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		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
SKILL SETS MISSING IN APPLICANTS	EXPERIENCE/ WORKING WITH INDIVIDUALS WHO ARE MENTALLY CHALLE			1	.7%	1	.5%
	EXPERIENCED TV PRODUCTION/ REPORTERS			1	.7%	1	.5%
	FINANCIAL	1	1.8%			1	.5%
	FINANCIAL BACKGROUND	1	1.8%			1	.5%
	FIRE PROTECTION/ SENIOR DATA NET SKILLS/ LEGACY SYSTEMS			1	.7%	1	.5%
	FLOORING/ MILL WORK/ ELECTRICAL			1	.7%	1	.5%
	FORMAL SCHOOLING/ TRANSFERABLE SKILLS/ MATH TASKING			1	.7%	1	.5%
	GOOD BASICS/ READING/ WRITING/ MATH			1	.7%	1	.5%
	GUEST SERVICES/ PERSONALITY/ HOW TO TREAT GUESTS WITH A SMIL			1	.7%	1	.5%
	HANDS-ON EXPERIENCE	1	1.8%			1	.5%
	HARD WORKERS/ WORK ETHICS	1	1.8%			1	.5%
	HIGH SCHOOL DIPLOMA OR GED/ SKILLED NURSES/ BOTH RN AND LPN			1	.7%	1	.5%
	HIGHER LEVEL COMMUNICATIONS/ WRITING ABILITY AND COMPUTERS/			1	.7%	1	.5%
	HOSTESS EXPERIENCE IS NEEDED			1	.7%	1	.5%
	INSURANCE AND FINANCIAL PLANNING/ ESTATE PLANNING	1	1.8%			1	.5%
	INTELLECTUAL PROPERTY/ ENGINEERING SKILLS	1	1.8%			1	.5%
	INTERPERSONAL SKILLS/ SELF-ESTEEM			1	.7%	1	.5%
	JOB SKILLS/ ON TIME/ CLEAN AND NEAT			1	.7%	1	.5%
	KNOWLEDGE OF PROPER ETIQUETTE/ HOW TO DRESS/ SPEAK/ NOT PREP			1	.7%	1	.5%
	LABOR	1	1.8%			1	.5%
	LABOR/ ELECTRICIAN			1	.7%	1	.5%

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		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
SKILL SETS MISSING IN APPLICANTS	LACKING EXPERIENCE FOR OUR NEEDS/ NURSES/ SOCIAL WORKERS/ PS			1	.7%	1	.5%
	LANGUAGE SKILLS/ ENGLISH LANGUAGE	1	1.8%			1	.5%
	LICENSED REGISTERED NURSES	1	1.8%			1	.5%
	LIFE SKILLS/ WRITING SKILLS/ INTERVIEWING SKILLS	1	1.8%			1	.5%
	MACHINING			1	.7%	1	.5%
	MAINTENANCE MECHANICS			1	.7%	1	.5%
	MANUFACTURING/ MACHINE OPERATORS			1	.7%	1	.5%
	MATH/ FACTORY ENVIRONMENT/ PRODUCTION WORK			1	.7%	1	.5%
	MEAT AND DELI WEIGHING AND WRAPPING			1	.7%	1	.5%
	MECHANICAL	1	1.8%			1	.5%
	MECHANICAL/ ELECTRICAL			1	.7%	1	.5%
	MECHANICS			1	.7%	1	.5%
	MEDICAL DEVICES/ ANESTHESIA EQUIPMENT			1	.7%	1	.5%
	MEDICAL/ COMPUTERS/ COMMUNICATIONS	1	1.8%			1	.5%
	MOTOR SKILLS/ ALL BASICS ESPECIALLY MATH	1	1.8%			1	.5%
	NO WRITING SKILLS/ NO COMPUTER SKILLS	1	1.8%			1	.5%
	NONPROFIT ORGANIZATIONAL EXPERIENCE IN BROADCASTING			1	.7%	1	.5%
	NURSES/ RN/ LPN			1	.7%	1	.5%
	NURSING			4	2.8%	4	2.0%
	NURSING ASSISTANT/ NONDEGREED CLINICAL JOBS			1	.7%	1	.5%
	NURSING DEGREE/ CERTIFICATIONS			1	.7%	1	.5%
	NURSING SKILLS/ ALL LEVELS			1	.7%	1	.5%
	NURSING/ CRITICAL CARE			1	.7%	1	.5%
	NURSING/ DOCUMENTS/ READING/ WRITING/ IN DIETING			1	.7%	1	.5%
	NURSING/ NURSING ASSISTANT			1	.7%	1	.5%

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		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
SKILL SETS MISSING IN APPLICANTS	OFFICE SKILLS/ WORK ETHICS/ BASIC SPEECH/ SPELLING/ GRAMMAR	1	1.8%			1	.5%
	PEOPLE SKILLS			2	1.4%	2	1.0%
	PEOPLE SKILLS/ BASIC EDUCATION			1	.7%	1	.5%
	PEOPLE SKILLS/ BUSINESS	1	1.8%			1	.5%
	PERSONAL AND MEDICAL/ WOUND CARE	1	1.8%			1	.5%
	PETRO CHEMICAL/ TECHNICAL			1	.7%	1	.5%
	POOR WRITING AND READING			1	.7%	1	.5%
	PREVIOUS EXPERIENCE/ PHONE SKILLS/ CUSTOMER SERVICE			1	.7%	1	.5%
	PRODUCT KNOWLEDGE/ CUSTOMER SERVICE			1	.7%	1	.5%
	PROFESSIONAL AND COMMON SENSE			1	.7%	1	.5%
	PROFESSIONAL SOCIAL WORKERS FOR CHILD WELFARE			1	.7%	1	.5%
	PROFESSIONALISM/ THEY DON'T USE THEIR HEAD	1	1.8%			1	.5%
	QUALITY CONTROL PEOPLE/ BELOW BA	1	1.8%			1	.5%
	READING			1	.7%	1	.5%
	READING/ WORK ETHICS	1	1.8%			1	.5%
	READING/ WRITING			3	2.1%	3	1.5%
	RECEPTIONIST/ JOB SKILLS	1	1.8%			1	.5%
	RESTAURANT EXPERIENCED WAITERS	1	1.8%			1	.5%
	RETAIL EXPERIENCE/ ELECTRICAL/ PLUMBING/ CARPENTRY/ RETAIL M			1	.7%	1	.5%
	SALES/ DISTRIBUTION/ COMPUTERS/ COMMUNICATIONS			1	.7%	1	.5%
	SELF-DISCIPLINE	1	1.8%			1	.5%
	SKILLED LABOR ON ENVELOPE EQUIPMENT/ BINDING/ PRESS MACHINE			1	.7%	1	.5%
	SOCIAL WORK/ PROFESSIONALS	1	1.8%			1	.5%
	SOCIAL WORKERS/ CHILD CARE PROVIDERS	1	1.8%			1	.5%

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		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
SKILL SETS MISSING IN APPLICANTS	SOCIAL WORKERS/ MISSING DEGREES	1	1.8%			1	.5%
	SOFT SKILLS AND MATH/ TIME MANAGEMENT/ ELECTRICAL			1	.7%	1	.5%
	SPEECH THERAPIST			1	.7%	1	.5%
	SPELLING BASICS	1	1.8%			1	.5%
	STANDARD SHIFT DRIVER			1	.7%	1	.5%
	STATE CAN'T COMPETE WITH PRIVATE COMPANIES WHO PAY MORE/ NUR			1	.7%	1	.5%
	SUPERVISING SKILLS			1	.7%	1	.5%
	SUPERVISORY			1	.7%	1	.5%
	TECHNICAL EDUCATION	1	1.8%			1	.5%
	TECHNICAL SKILLS	1	1.8%			1	.5%
	TECHNICAL SKILLS SUCH AS SPECIFIC HANDS-ON			1	.7%	1	.5%
	TECHNICAL SKILLS/ A LOT OF VARIOUS MACHINES			1	.7%	1	.5%
	TECHNICAL SKILLS/ RADIOLOGY/ NURSING			1	.7%	1	.5%
	TECHNICAL/ ENGINEERS			1	.7%	1	.5%
	TECHNICAL/ MECHANICS/ AUTO DETAIL ENGINES/ DIESEL MECHANICS	1	1.8%			1	.5%
	TECHNOLOGY/ INTERPERSONAL/ CUSTOMER SERVICE			1	.7%	1	.5%
	TOO MANY JOBS/ TOO MUCH JOB HOPPING/ A SHORT AMOUNT OF TIME			1	.7%	1	.5%
	TOO MANY TO MENTION			1	.7%	1	.5%
	TRAINING AND DEALING WITH PEOPLE	1	1.8%			1	.5%
	TRAINING IN BILL COLLECTING			1	.7%	1	.5%
	TRAINING IN HOSPITALITY INDUSTRY			1	.7%	1	.5%
	TRAINING IN MAINTENANCE OF OUR RENTALS	1	1.8%			1	.5%
	TWO YEARS PAST GRADUATE/ SOCIAL SERVICES/ HUMAN SERVICES			1	.7%	1	.5%
	TYPIST			1	.7%	1	.5%
	URBAN DESIGN SKILLS			1	.7%	1	.5%
	VERBAL SKILLS/ READING/ LOGIC	1	1.8%			1	.5%

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

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
SKILL SETS MISSING IN APPLICANTS	WE HAVE HARBOR TUGS/WE NEED PEOPLE WITH COAST GUARD DOCUMEN	1	1.8%			1	.5%
	WORK ETHICS			2	1.4%	2	1.0%
	WORK ETHICS/ COMMUNICATION SKILLS/ LIFE SKILLS			1	.7%	1	.5%
	WORK ETHICS/ COMPUTERS/ ENGLISH			1	.7%	1	.5%
	WORK ETHICS/ MATH/ READING/ LANGUAGE SKILLS			1	.7%	1	.5%
	WORK ETHICS/ READING/ MATH/ WRITING	1	1.8%			1	.5%
	WORK ETHICS/ RELIABLE			1	.7%	1	.5%
	WORK EXPERIENCE	1	1.8%			1	.5%
	WRITING/ COMMUNICATIONS/ COMMON SENSE			1	.7%	1	.5%
	Total	57	100.0%	143	100.0%	200	100.0%

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TABLE 2-A. Training Programs Conducted By Outside Vendor In The Last Year By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CURRENT TRAINING PROGRAMS BY OUTSIDE VENDORS	None/ No Response	100	72.5%	172	65.6%	272	68.0%
	Yes, Offered	38	27.5%	90	34.4%	128	32.0%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 2-B. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
OUTSIDE VENDOR TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	ACCOUNTING	1	1.7%			1	.5%
	ADVANCED LIFE SUPPORT			1	.6%	1	.5%
	ADVERTISING			1	.6%	1	.5%
	AIR CONDITIONING	1	1.7%			1	.5%
	AIRFIELD LIGHTING MAINTENANCE			1	.6%	1	.5%
	AIRPORT OPERATIONS CERTIFICATE			1	.6%	1	.5%
	APPRENTICE PROGRAM	1	1.7%			1	.5%
	ASSESSMENT TESTING			1	.6%	1	.5%
	BEREAVEMENT			1	.6%	1	.5%
	BIOTERRORISM			1	.6%	1	.5%
	BRAKES			1	.6%	1	.5%
	BUSINESS WRITING			1	.6%	1	.5%
	CAD			1	.6%	1	.5%
	CASE MANAGEMENT SKILLS FOR WELFARE WORKERS			1	.6%	1	.5%
	CDA (CHILD CARE)	1	1.7%			1	.5%
	CEREBRAL PALSY	1	1.7%			1	.5%
	CHILD ABUSE	1	1.7%			1	.5%
	CHILDREN IN SUCCESSFUL COMMUNITY	1	1.7%			1	.5%
	CNA			2	1.3%	2	.9%
	COACHING EMPLOYEES			1	.6%	1	.5%
	CODE RESEARCH			1	.6%	1	.5%
	COMMUNICATION CENTER CERTIFICATION			1	.6%	1	.5%
	COMMUNICATIONS	1	1.7%	2	1.3%	3	1.4%
	COMPLIANCE			1	.6%	1	.5%
	COMPUTER CONTROLS	1	1.7%			1	.5%
	COMPUTERS	1	1.7%	1	.6%	2	.9%
	CONFIDENTIALITY			1	.6%	1	.5%
	CONTINUING EDUCATION			1	.6%	1	.5%
	COUNSELING MASTER'S	1	1.7%			1	.5%
	CPR	4	6.7%	4	2.6%	8	3.7%
	CREATING A RESPECTFUL WORKPLACE			1	.6%	1	.5%
	CREATIVITY			1	.6%	1	.5%
	CRISIS MANAGEMENT			2	1.3%	2	.9%
	CULTURAL			1	.6%	1	.5%
	CULTURAL AWARENESS	1	1.7%			1	.5%

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TABLE 2-B. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
OUTSIDE VENDOR TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	CUSTOMER SERVICE	3	5.0%	4	2.6%	7	3.2%
	DEPRESSION IN CHILDREN	1	1.7%			1	.5%
	DEWALT TOOLS			1	.6%	1	.5%
	DIAGNOSTICS			1	.6%	1	.5%
	DIFFICULTY			1	.6%	1	.5%
	DISABILITY TOPICS			1	.6%	1	.5%
	DIVERSITY	2	3.3%	1	.6%	3	1.4%
	DOMESTIC VIOLENCE	1	1.7%			1	.5%
	DRUG AND ALCOHOL COUNSELING			2	1.3%	2	.9%
	EAP			1	.6%	1	.5%
	EDITING			1	.6%	1	.5%
	ELECTRICAL	1	1.7%	2	1.3%	3	1.4%
	EMPLOYMENT LAW MANAGEMENT			1	.6%	1	.5%
	ENGINEERING	1	1.7%			1	.5%
	EQUIPMENT SALES FORCE			1	.6%	1	.5%
	ESL			1	.6%	1	.5%
	EXCEL			2	1.3%	2	.9%
	EXECUTIVE MANAGEMENT			1	.6%	1	.5%
	FALL PREVENTION			1	.6%	1	.5%
	FEDERAL POLICIES			1	.6%	1	.5%
	FIRE SAFETY	1	1.7%			1	.5%
	FIREFIGHTING AND FIRST AID	1	1.7%			1	.5%
	FIRST AID			3	1.9%	3	1.4%
	FIRST AID/ CPR	1	1.7%			1	.5%
	FIRST LINE SUPERVISION			1	.6%	1	.5%
	FORKLIFT TRAINING	1	1.7%			1	.5%
	GENERAL MANAGEMENT/ SUPERVISORY			1	.6%	1	.5%
	GPS AUTOCAD MAPPING			1	.6%	1	.5%
	HAZMAT			2	1.3%	2	.9%
	HEALTH AND SAFETY			1	.6%	1	.5%
	HEALTH CARE CONSULTING ISSUES	1	1.7%			1	.5%
	HEALTH CARE MANAGEMENT			1	.6%	1	.5%
	HEARING CERTIFICATE	1	1.7%			1	.5%
	HIPAA			1	.6%	1	.5%
	HIV/ AIDS			1	.6%	1	.5%
	HOSPICE			1	.6%	1	.5%
	HUMAN RESOURCES	2	3.3%			2	.9%

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TABLE 2-B. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
OUTSIDE VENDOR TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	HUMAN RESOURCES ABOUT LABOR LAWS			1	.6%	1	.5%
	HUMAN SERVICES			1	.6%	1	.5%
	HVAC			1	.6%	1	.5%
	INTERIOR DESIGN			1	.6%	1	.5%
	INTERPERSONAL MANAGEMENT/ COMMUNICATIONS			1	.6%	1	.5%
	IT CLASSES/ IN MICROSOFT OFFICE			1	.6%	1	.5%
	JOB SITE PRODUCTIVITY	1	1.7%			1	.5%
	LABOR RELATIONS			1	.6%	1	.5%
	LEADERSHIP	2	3.3%	7	4.5%	9	4.2%
	LEAN PROGRAM			1	.6%	1	.5%
	LIFE SKILLS IN A PLACEMENT SETTING			1	.6%	1	.5%
	LIFE SUPPORT	1	1.7%			1	.5%
	LIQUOR	1	1.7%			1	.5%
	LISTENING			1	.6%	1	.5%
	LITERACY	1	1.7%			1	.5%
	LPN			2	1.3%	2	.9%
	MANAGEMENT	1	1.7%	13	8.3%	14	6.5%
	MANAGING UNDER PRESSURE			1	.6%	1	.5%
	MARKETING			2	1.3%	2	.9%
	MATH/ SCIENCE	1	1.7%			1	.5%
	MEAL PREPARATION AND HANDLING			1	.6%	1	.5%
	MENTAL HEALTH			1	.6%	1	.5%
	MICROSOFT OFFICE	1	1.7%			1	.5%
	NEW PRODUCTS			1	.6%	1	.5%
	ON-THE-JOB TRAINING			1	.6%	1	.5%
	ONLINE CRITICAL CARE			1	.6%	1	.5%
	OSHA			2	1.3%	2	.9%
	PARKINSON'S DISEASE	1	1.7%			1	.5%
	PAYROLL			1	.6%	1	.5%
	PENSION LEGISLATION	1	1.7%			1	.5%
	PERSONAL SKILLS			1	.6%	1	.5%
	PERSONAL TRAINER			1	.6%	1	.5%
	PERSONALITY ORIENTATION	1	1.7%			1	.5%
	PHONE COMMUNICATIONS			1	.6%	1	.5%
	PLUMBING			1	.6%	1	.5%

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TABLE 2-B. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
OUTSIDE VENDOR TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	PRESENTATIONS			2	1.3%	2	.9%
	PROJECT MANAGEMENT			1	.6%	1	.5%
	REAL ESTATE			1	.6%	1	.5%
	RESPIRATORY THERAPY	1	1.7%			1	.5%
	ROOM ARRANGEMENT	1	1.7%			1	.5%
	SAFETY			2	1.3%	2	.9%
	SAFETY TECHNICIANS			1	.6%	1	.5%
	SAFETY/ FORKLIFT			1	.6%	1	.5%
	SALES	2	3.3%	5	3.2%	7	3.2%
	SERVE SAFE			2	1.3%	2	.9%
	SERVICE MAINTENANCE			1	.6%	1	.5%
	SEXUAL HARASSMENT			4	2.6%	4	1.9%
	SKILLED TRADES			1	.6%	1	.5%
	SMART SELLING			1	.6%	1	.5%
	SOFTWARE/ WORDPERFECT	1	1.7%			1	.5%
	SPANISH			1	.6%	1	.5%
	STAFF MORALE	1	1.7%			1	.5%
	STANDARD SOFT SKILLS			1	.6%	1	.5%
	STRATEGIC STAFFING			1	.6%	1	.5%
	STRESS MANAGEMENT			1	.6%	1	.5%
	SUCCESSFUL COMMUNICATIONS			1	.6%	1	.5%
	SUPERVISORS	1	1.7%	5	3.2%	6	2.8%
	TACT AND FINESSE	1	1.7%			1	.5%
	TEAMWORK	1	1.7%			1	.5%
	TECHNICAL	1	1.7%	1	.6%	2	.9%
	TECHNICAL SOFTWARE			1	.6%	1	.5%
	TIPS ALCOHOL TRAINING	1	1.7%	2	1.3%	3	1.4%
	TITLE EXAMINATION			1	.6%	1	.5%
	TITLE SEARCHING			1	.6%	1	.5%
	TRADE COURSES/ PLUMBING AND ELECTRICAL			1	.6%	1	.5%
	TRAIN THE TRAINER			1	.6%	1	.5%
	WOUND CARE	2	3.3%			2	.9%
	WRITING			2	1.3%	2	.9%
	YOUTH DEVELOPMENT	2	3.3%			2	.9%
Total		60	100.0%	156	100.0%	216	100.0%

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TABLE 2-B. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
NUMBER OF EMPLOYEES TRAINED BY OUTSIDE VENDOR - MULTIPLE RESPONSES	No Response	130	68.4%	304	67.6%	434	67.8%
	1	2	1.1%	2	.4%	4	.6%
	2	1	.5%	1	.2%	2	.3%
	3	3	1.6%	7	1.6%	10	1.6%
	4			3	.7%	3	.5%
	5	5	2.6%	7	1.6%	12	1.9%
	6	4	2.1%	4	.9%	8	1.3%
	8	2	1.1%	2	.4%	4	.6%
	9	1	.5%	1	.2%	2	.3%
	10			7	1.6%	7	1.1%
	12	2	1.1%			2	.3%
	13			1	.2%	1	.2%
	15	4	2.1%	12	2.7%	16	2.5%
	17	1	.5%	2	.4%	3	.5%
	18			2	.4%	2	.3%
	19			1	.2%	1	.2%
	20	7	3.7%	17	3.8%	24	3.8%
	23	1	.5%			1	.2%
	25			7	1.6%	7	1.1%
	26			1	.2%	1	.2%
	30	5	2.6%	3	.7%	8	1.3%
	35	1	.5%	2	.4%	3	.5%
	38	1	.5%			1	.2%
	40	5	2.6%	9	2.0%	14	2.2%
	45	1	.5%	1	.2%	2	.3%
	48	1	.5%			1	.2%
	50	1	.5%	9	2.0%	10	1.6%
	56	1	.5%			1	.2%
	60			3	.7%	3	.5%
	70			1	.2%	1	.2%
	80	1	.5%	1	.2%	2	.3%
	90	6	3.2%	1	.2%	7	1.1%
	100	2	1.1%	8	1.8%	10	1.6%
	120			1	.2%	1	.2%
	150			5	1.1%	5	.8%
	200	1	.5%	4	.9%	5	.8%
	250			3	.7%	3	.5%
	300			3	.7%	3	.5%
	325			1	.2%	1	.2%
	350			1	.2%	1	.2%

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TABLE 2-B. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
NUMBER OF EMPLOYEES TRAINED BY OUTSIDE VENDOR - MULTIPLE RESPONSES	450			1	.2%	1	.2%
	500			2	.4%	2	.3%
	540			1	.2%	1	.2%
	600			1	.2%	1	.2%
	900			1	.2%	1	.2%
	1000	1	.5%	1	.2%	2	.3%
	2000			1	.2%	1	.2%
	4000			4	.9%	4	.6%
	6000			1	.2%	1	.2%
Total		190	100.0%	450	100.0%	640	100.0%

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TABLE 2-B. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PROVIDER OF TRAINING - MULTIPLE RESPONSES	AACN			1	.7%	1	.5%
	ALBERTSONS			1	.7%	1	.5%
	ALL SAFETY TRAINING			1	.7%	1	.5%
	AMERICAN ASSOCIATION OF AIRPORT EXECUTIVES			3	2.0%	3	1.4%
	AMERICAN PARKINSON'S DISEASE ASSOCIATION	1	1.8%			1	.5%
	APTA/ OTHER SCHOOLS/ OUTSIDE SOURCES			1	.7%	1	.5%
	ARENA SOLUTIONS			1	.7%	1	.5%
	ATTORNEYS			1	.7%	1	.5%
	BAKIUS/ MARYN/ LEU			1	.7%	1	.5%
	BECKETT APOTHECARY AND HOME CARE	1	1.8%			1	.5%
	BEER DISTRIBUTORS/ DON'T KNOW	1	1.8%			1	.5%
	BUCKS COUNTY COMMUNITY COLLEGE			1	.7%	1	.5%
	C SERVE			1	.7%	1	.5%
	CARSON VALLEY SCHOOLS			1	.7%	1	.5%
	CCYFS	1	1.8%			1	.5%
	CHESAPEAKE BARIN TRAINING INSTITUTE	1	1.8%			1	.5%
	CHILDREN AND YOUTH STATE POLICE	1	1.8%			1	.5%
	COMMUNITY COLLEGE			1	.7%	1	.5%
	COMPASSIONATE CARE			1	.7%	1	.5%
	CONFERENCE OF CONSULTING ACTUARIES	2	3.5%			2	1.0%
	CONSULTANT/ DON'T KNOW THE NAME			1	.7%	1	.5%
	CONTACT			1	.7%	1	.5%
	CONTRACT			1	.7%	1	.5%
	CORDON GROUP			1	.7%	1	.5%
	CORNELL UNIVERSITY	1	1.8%	1	.7%	2	1.0%
	CORPORATE OFFICE			1	.7%	1	.5%
	CPR INSTRUCTOR			1	.7%	1	.5%
	DALE CARNEGIE			3	2.0%	3	1.4%
	DEALERSHIP	1	1.8%			1	.5%
	DEWALT			2	1.3%	2	1.0%
	DHS REGIONAL			1	.7%	1	.5%

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TABLE 2-B. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PROVIDER OF TRAINING - MULTIPLE RESPONSES	DISTRICT COUNSEL 1199C/ HEALTH CARE UNION			2	1.3%	2	1.0%
	DON'T KNOW	7	12.3%	30	20.0%	37	17.9%
	DON'T KNOW/ LAWYERS			1	.7%	1	.5%
	DON'T KNOW/ VARIOUS			1	.7%	1	.5%
	DON'T REMEMBER			2	1.3%	2	1.0%
	DR. PASLEY	1	1.8%			1	.5%
	DREXEL UNIVERSITY			2	1.3%	2	1.0%
	DUKE UNIVERSITY/ FALLS RIVER DDI			1	.7%	1	.5%
	DUVAL COLLEGE			1	.7%	1	.5%
	EAGLEVILLE CLINIC			1	.7%	1	.5%
	EASTERN COLLEGE			1	.7%	1	.5%
	EQUAL OPPORTUNITIES COMMISSION			1	.7%	1	.5%
	ESTOMAIC INSTITUTION/ TEMPLE UNIVERSITY	1	1.8%			1	.5%
	FAMILY SERVICES	1	1.8%			1	.5%
	FIRST CALL			1	.7%	1	.5%
	FISHER AND PHIL			1	.7%	1	.5%
	FRANKFORD HOSPITAL	2	3.5%			2	1.0%
	FRED PRYOR-TYPE COMPANY	1	1.8%			1	.5%
	FRED PRYOR	1	1.8%			1	.5%
	FREIGHTLINER	2	3.5%	4	2.7%	6	2.9%
	GLIDDEN PAINT			1	.7%	1	.5%
	GRAPH VALLEY			1	.7%	1	.5%
	GREATER NATIONAL ASSOCIATION OF WORK DEVELOPMENT	1	1.8%			1	.5%
	GREATER PHILADELPHIA HOTEL ASSOCIATION	1	1.8%			1	.5%
	GREATER PHILLY HOTEL ASSOCIATION			1	.7%	1	.5%
	HARRISBURG COMMUNITY COLLEGE	1	1.8%			1	.5%
	HARSHA CLINIC			1	.7%	1	.5%
	HEAD START REGIONAL OFFICE	1	1.8%			1	.5%
	HOSPICE			1	.7%	1	.5%
	HUMAN MANAGEMENT SERVICES			1	.7%	1	.5%

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TABLE 2-B. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PROVIDER OF TRAINING - MULTIPLE RESPONSES	INDEPENDENT CORPORATIONS			1	.7%	1	.5%
	INDIVIDUAL TRAINERS/ DON'T KNOW	1	1.8%			1	.5%
	INDUSTRY			1	.7%	1	.5%
	INTERNATIONAL	1	1.8%			1	.5%
	JAMES BROWN'S COMPANY			2	1.3%	2	1.0%
	JEWSH EMPLOYMENT	1	1.8%			1	.5%
	KB WORLD			1	.7%	1	.5%
	KEN BILER	1	1.8%			1	.5%
	KING OF PRUSSIA			1	.7%	1	.5%
	LASALLE UNIVERSITY	1	1.8%			1	.5%
	MACHINIST CONTRACTOR'S ASSOCIATION	1	1.8%			1	.5%
	MEA			2	1.3%	2	1.0%
	MED ATLANTIC TRAINING CENTER			1	.7%	1	.5%
	MERCER			2	1.3%	2	1.0%
	MIKE MCDANIEL			1	.7%	1	.5%
	MIKE POWELL	1	1.8%			1	.5%
	MIN BASDUR/ CONSULTANT			1	.7%	1	.5%
	MITCH HAMMER/ CONSULTANT			1	.7%	1	.5%
	MONTGOMERY COUNTY COMMUNITY COLLEGE	1	1.8%			1	.5%
	MULTI TRAINERS			1	.7%	1	.5%
	NAHMA	1	1.8%			1	.5%
	NAN MCKAY AND VIA SATELLITE			1	.7%	1	.5%
	NETWORKS			1	.7%	1	.5%
	NEW YORK/ BUT DON'T KNOW THE NAME			1	.7%	1	.5%
	NICOLE MOTLEY	1	1.8%			1	.5%
	NO RESPONSE			4	2.7%	4	1.9%
	NURSE	1	1.8%			1	.5%
	ORLEANS TECHNICAL INSTITUTE			3	2.0%	3	1.4%
	OSHA			1	.7%	1	.5%
	OUTSIDE CONSULTANTS/ DON'T KNOW			2	1.3%	2	1.0%
	PENN HILL			1	.7%	1	.5%
	PENN PATHWAY	1	1.8%			1	.5%
	PENN STATE			2	1.3%	2	1.0%

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TABLE 2-B. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PROVIDER OF TRAINING - MULTIPLE RESPONSES	PHYSICS CORPORATION			1	.7%	1	.5%
	PLTA/ PENNSYLVANIA LAND AND TITLE ASSOCIATION			2	1.3%	2	1.0%
	PRIVATE SOURCES	1	1.8%			1	.5%
	PRODUCTION			1	.7%	1	.5%
	PROFESSIONALS	3	5.3%			3	1.4%
	QUAKERTOWN LEARNING CENTER	1	1.8%			1	.5%
	RANOS FORKLIFT			1	.7%	1	.5%
	RED CHEETAH	1	1.8%			1	.5%
	RED CROSS	1	1.8%	2	1.3%	3	1.4%
	REFUSED			2	1.3%	2	1.0%
	RUCKHERST			1	.7%	1	.5%
	SAFETY MANAGEMENT			1	.7%	1	.5%
	SIGNATURE	1	1.8%			1	.5%
	SKILL PATH			4	2.7%	4	1.9%
	SKILLCRAFT			1	.7%	1	.5%
	SOFTWARE COMPANY	1	1.8%			1	.5%
	SOUL PSYCH/ MANDT/ CPI			1	.7%	1	.5%
	STATE			2	1.3%	2	1.0%
	TEMPLE UNIVERSITY			1	.7%	1	.5%
	TIPS			1	.7%	1	.5%
	TRAINING CORPORATIONS			1	.7%	1	.5%
	UNITED CEREBRAL PALSY ASSOCIATION	1	1.8%			1	.5%
	UNITED WAY	3	5.3%			3	1.4%
	UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY	1	1.8%			1	.5%
	UNIVERSITY OF PENNSYLVANIA			2	1.3%	2	1.0%
	VARIOUS TRAINING COMPANIES			2	1.3%	2	1.0%
	VARIOUS VENDORS	1	1.8%	4	2.7%	5	2.4%
	VENDORS			1	.7%	1	.5%
	VILLANOVA UNIVERSITY			1	.7%	1	.5%
	W.D. COMPANY			1	.7%	1	.5%
	WILSON LEARNING			1	.7%	1	.5%
	WOHR ASSOCIATES			1	.7%	1	.5%
	WOLF BLOCK INSTITUTE			1	.7%	1	.5%
Total		57	100.0%	150	100.0%	207	100.0%

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Report

**NUMBER OF EMPLOYEES
TRAINED BY OUTSIDE VENDOR -
MULTIPLE RESPONSES**

EMPLOYER SIZE	Sum	Mean
Less Than 100	2993	49.88
100 Or More	35734	244.75
Total	38727	188.00

TABLE 2-C. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

PROVIDER OF TRAINING - MULTIPLE RESPONSES				EMPLOYER SIZE			
				Less Than 100		100 Or More	
				Count	Col %	Count	Col %
PROVIDER OF TRAINING - MULTIPLE RESPONSES	AACN	TRAINING CONDUCTED	ONLINE CRITICAL CARE			1	.7%
	ALBERTSONS	TRAINING CONDUCTED	MEAL PREPARATION AND HANDLING			1	.7%
	ALL SAFETY TRAINING	TRAINING CONDUCTED	CPR			1	.7%
	AMERICAN ASSOCIATION OF AIRPORT EXECUTIVES	TRAINING CONDUCTED	AIRFIELD LIGHTING MAINTENANCE			1	.7%
			AIRPORT OPERATIONS CERTIFICATE			1	.7%
			COMMUNICATION CENTER CERTIFICATION			1	.7%
	AMERICAN PARKINSON'S DISEASE ASSOCIATION	TRAINING CONDUCTED	PARKINSON'S DISEASE	1	1.8%		
	APTA/ OTHER SCHOOLS/ OUTSIDE SOURCES	TRAINING CONDUCTED	CONTINUING EDUCATION			1	.7%
	ARENA SOLUTIONS	TRAINING CONDUCTED	SALES			1	.7%
	ATTORNEYS	TRAINING CONDUCTED	SEXUAL HARASSMENT			1	.7%
	BAKIUS/ MARYN/ LEU	TRAINING CONDUCTED	SEXUAL HARASSMENT			1	.7%
	BECKETT APOTHECARY AND HOME CARE	TRAINING CONDUCTED	RESPIRATORY THERAPY	1	1.8%		
	BEER DISTRIBUTORS/ DON'T KNOW	TRAINING CONDUCTED	TIPS ALCOHOL TRAINING	1	1.8%		
	BUCKS COUNTY COMMUNITY COLLEGE	TRAINING CONDUCTED	CPR			1	.7%
	C SERVE	TRAINING CONDUCTED	HAZMAT			1	.7%
	CARSON VALLEY SCHOOLS	TRAINING CONDUCTED	CASE MANAGEMENT SKILLS FOR WELFARE WORKERS			1	.7%
	CCYFS	TRAINING CONDUCTED	DEPRESSION IN CHILDREN	1	1.8%		
	CHESAPEAKE BARIN TRAINING INSTITUTE	TRAINING CONDUCTED	FIREFIGHTING AND FIRST AID	1	1.8%		
	CHILDREN AND YOUTH STATE POLICE	TRAINING CONDUCTED	CHILD ABUSE	1	1.8%		
	COMMUNITY COLLEGE	TRAINING CONDUCTED	FIRST AID			1	.7%
	COMPASSIONATE CARE	TRAINING CONDUCTED	HOSPICE			1	.7%
	CONFERENCE OF CONSULTING ACTUARIES	TRAINING CONDUCTED	HEALTH CARE CONSULTING ISSUES	1	1.8%		
			PENSION LEGISLATION	1	1.8%		
	CONSULTANT/ DON'T KNOW THE NAME	TRAINING CONDUCTED	LEADERSHIP			1	.7%
	CONTACT	TRAINING CONDUCTED	SALES			1	.7%
	CONTRACT	TRAINING CONDUCTED	MANAGEMENT			1	.7%
	CORDON GROUP	TRAINING CONDUCTED	SALES			1	.7%
	CORNELL UNIVERSITY	TRAINING CONDUCTED	HUMAN RESOURCES	1	1.8%		
			STRATEGIC STAFFING			1	.7%
	CORPORATE OFFICE	TRAINING CONDUCTED	SMART SELLING			1	.7%
	CPR INSTRUCTOR	TRAINING CONDUCTED	CPR			1	.7%
	DALE CARNEGIE	TRAINING CONDUCTED	LEADERSHIP			1	.7%
			MANAGEMENT			2	1.3%
	DEALERSHIP	TRAINING CONDUCTED	SALES	1	1.8%		
	DEWALT	TRAINING CONDUCTED	DEWALT TOOLS			1	.7%
			SAFETY			1	.7%

TABLE 2-C. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

				EMPLOYER SIZE			
				Less Than 100		100 Or More	
				Count	Col %	Count	Col %
PROVIDER OF TRAINING - MULTIPLE RESPONSES	DHS REGIONAL	TRAINING CONDUCTED	SUPERVISORS			1	.7%
	DISTRICT COUNSEL 1199C/ HEALTH CARE UNION	TRAINING CONDUCTED	CNA			1	.7%
			LPN			1	.7%
	DON'T KNOW	TRAINING CONDUCTED	ASSESSMENT TESTING			1	.7%
			BIOTERRORISM			1	.7%
			CAD			1	.7%
			CODE RESEARCH			1	.7%
			COMPLIANCE			1	.7%
			CPR	1	1.8%		
			EXCEL			1	.7%
			FEDERAL POLICIES			1	.7%
			FIRST AID			1	.7%
			FORKLIFT TRAINING	1	1.8%		
			GPS AUTOCAD MAPPING			1	.7%
			HAZMAT			1	.7%
			HEALTH AND SAFETY			1	.7%
			HEARING CERTIFICATE	1	1.8%		
			INTERPERSONAL MANAGEMENT/ COMMUNICATIONS			1	.7%
			LABOR RELATIONS			1	.7%
			LEADERSHIP			2	1.3%
			LEAN PROGRAM			1	.7%
			LISTENING			1	.7%
			MANAGEMENT			3	2.0%
			MARKETING			1	.7%
			ON-THE-JOB TRAINING			1	.7%
			PERSONAL SKILLS			1	.7%
			PERSONALITY ORIENTATION	1	1.8%		
			PRESENTATIONS			1	.7%
			PROJECT MANAGEMENT			1	.7%
			ROOM ARRANGEMENT	1	1.8%		
			SALES	1	1.8%		
			SPANISH			1	.7%
			SUPERVISORS			1	.7%
			TECHNICAL	1	1.8%		
			TECHNICAL SOFTWARE			1	.7%
			TIPS ALCOHOL TRAINING			1	.7%
			TRAIN THE TRAINER			1	.7%
	DON'T KNOW/ LAWYERS	TRAINING CONDUCTED	SEXUAL HARASSMENT			1	.7%
	DON'T KNOW/ VARIOUS	TRAINING CONDUCTED	INTERIOR DESIGN			1	.7%

TABLE 2-C. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

				EMPLOYER SIZE			
				Less Than 100		100 Or More	
				Count	Col %	Count	Col %
PROVIDER OF TRAINING - MULTIPLE RESPONSES	DON'T REMEMBER	TRAINING CONDUCTED	ESL			1	.7%
			IT CLASSES/ IN MICROSOFT OFFICE			1	.7%
	DR. PASLEY	TRAINING CONDUCTED	LITERACY	1	1.8%		
	DREXEL UNIVERSITY	TRAINING CONDUCTED	ADVANCED LIFE SUPPORT			1	.7%
			EXECUTIVE MANAGEMENT			1	.7%
	DUKE UNIVERSITY/ FALLS RIVER DDI	TRAINING CONDUCTED	COACHING EMPLOYEES			1	.7%
	DUVAL COLLEGE	TRAINING CONDUCTED	SERVE SAFE			1	.7%
	EAGLEVILLE CLINIC	TRAINING CONDUCTED	DRUG AND ALCOHOL COUNSELING			1	.7%
	EASTERN COLLEGE	TRAINING CONDUCTED	LPN			1	.7%
	EQUAL OPPORTUNITIES COMMISSION	TRAINING CONDUCTED	CREATING A RESPECTFUL WORKPLACE			1	.7%
	ESTOMAIC INSTITUTION/ TEMPLE UNIVERSITY	TRAINING CONDUCTED	DIVERSITY	1	1.8%		
	FAMILY SERVICES	TRAINING CONDUCTED	DOMESTIC VIOLENCE	1	1.8%		
	FIRST CALL	TRAINING CONDUCTED	MANAGEMENT			1	.7%
	FISHER AND PHIL	TRAINING CONDUCTED	HUMAN RESOURCES ABOUT LABOR LAWS			1	.7%
	FRANKFORD HOSPITAL	TRAINING CONDUCTED	CPR	1	1.8%		
			WOUND CARE	1	1.8%		
	FRED PRYOR-TYPE COMPANY	TRAINING CONDUCTED	SOFTWARE/ WORDPERFECT	1	1.8%		
	FRED PRYOR	TRAINING CONDUCTED	TACT AND FINESSE	1	1.8%		
	FREIGHTLINER	TRAINING CONDUCTED	AIR CONDITIONING	1	1.8%		
			BRAKES			1	.7%
			COMPUTER CONTROLS	1	1.8%		
			DIAGNOSTICS			1	.7%
			ELECTRICAL			1	.7%
			SERVICE MAINTENANCE			1	.7%
	GLIDDEN PAINT	TRAINING CONDUCTED	NEW PRODUCTS			1	.7%
	GRAPH VALLEY	TRAINING CONDUCTED	EDITING			1	.7%
	GREATER NATIONAL ASSOCIATION OF WORK DEVELOPMENT	TRAINING CONDUCTED	YOUTH DEVELOPMENT	1	1.8%		
	GREATER PHILADELPHIA HOTEL ASSOCIATION	TRAINING CONDUCTED	CPR	1	1.8%		
			SERVE SAFE			1	.7%
	HARRISBURG COMMUNITY COLLEGE	TRAINING CONDUCTED	LIFE SUPPORT	1	1.8%		
	HARSHA CLINIC	TRAINING CONDUCTED	DRUG AND ALCOHOL COUNSELING			1	.7%
	HEAD START REGIONAL OFFICE	TRAINING CONDUCTED	COMMUNICATIONS	1	1.8%		
	HOSPICE	TRAINING CONDUCTED	BEREAVEMENT			1	.7%
	HUMAN MANAGEMENT SERVICES	TRAINING CONDUCTED	EAP			1	.7%
	INDEPENDENT CORPORATIONS	TRAINING CONDUCTED	HUMAN SERVICES			1	.7%
	INDIVIDUAL TRAINERS/ DON'T KNOW	TRAINING CONDUCTED	DIVERSITY	1	1.8%		
	INDUSTRY	TRAINING CONDUCTED	SALES			1	.7%

TABLE 2-C. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

				EMPLOYER SIZE			
				Less Than 100		100 Or More	
				Count	Col %	Count	Col %
PROVIDER OF TRAINING - MULTIPLE RESPONSES	INTERNATIONAL	TRAINING CONDUCTED	ELECTRICAL	1	1.8%		
	JAMES BROWN'S COMPANY	TRAINING CONDUCTED	LIFE SKILLS IN A PLACEMENT SETTING			1	.7%
			SAFETY TECHNICIANS			1	.7%
	JEWISH EMPLOYMENT	TRAINING CONDUCTED	CHILDREN IN SUCCESSFUL COMMUNITY	1	1.8%		
	KB WORLD	TRAINING CONDUCTED	COMPUTERS			1	.7%
	KEN BILER	TRAINING CONDUCTED	LEADERSHIP	1	1.8%		
	KING OF PRUSSIA	TRAINING CONDUCTED	MANAGING UNDER PRESSURE			1	.7%
	LASALLE UNIVERSITY	TRAINING CONDUCTED	SUPERVISORS	1	1.8%		
	MACHINIST CONTRACTOR'S ASSOCIATION	TRAINING CONDUCTED	JOB SITE PRODUCTIVITY	1	1.8%		
	MEA	TRAINING CONDUCTED	DIFFICULTY			1	.7%
			SUCCESSFUL COMMUNICATIONS			1	.7%
	MERCER	TRAINING CONDUCTED	DIVERSITY			1	.7%
			HIPAA			1	.7%
	MID-ATLANTIC TRAINING CENTER	TRAINING CONDUCTED	MANAGEMENT			1	.7%
	MIKE MCDANIEL	TRAINING CONDUCTED	LEADERSHIP			1	.7%
	MIKE POWELL	TRAINING CONDUCTED	FIRE SAFETY	1	1.8%		
	MIN BASDUR/ CONSULTANT	TRAINING CONDUCTED	CREATIVITY			1	.7%
	MITCH HAMMER/ CONSULTANT	TRAINING CONDUCTED	CULTURAL			1	.7%
	MONTGOMERY COUNTY COMMUNITY COLLEGE	TRAINING CONDUCTED	MATH/ SCIENCE	1	1.8%		
	MULTI TRAINERS	TRAINING CONDUCTED	CRISIS MANAGEMENT			1	.7%
	NAHMA	TRAINING CONDUCTED	MANAGEMENT	1	1.8%		
	NAN MCKAY AND VIA SATELLITE	TRAINING CONDUCTED	REAL ESTATE			1	.7%
	NETWORKS	TRAINING CONDUCTED	DISABILITY TOPICS			1	.7%
	NEW YORK/ BUT DON'T KNOW THE NAME	TRAINING CONDUCTED	PERSONAL TRAINER			1	.7%
	NICOLE MOTLEY	TRAINING CONDUCTED	LEADERSHIP	1	1.8%		
	NO RESPONSE	TRAINING CONDUCTED	CNA			1	.7%
			CUSTOMER SERVICE			1	.7%
			GENERAL MANAGEMENT/ SUPERVISORY			1	.7%
			MANAGEMENT			1	.7%
	NURSE	TRAINING CONDUCTED	WOUND CARE	1	1.8%		
	ORLEANS TECHNICAL INSTITUTE	TRAINING CONDUCTED	ELECTRICAL			1	.7%
			HVAC			1	.7%
			PLUMBING			1	.7%
	OSHA	TRAINING CONDUCTED	OSHA			1	.7%
	OUTSIDE CONSULTANTS/ DON'T KNOW	TRAINING CONDUCTED	BUSINESS WRITING			1	.7%
			SUPERVISORS			1	.7%
	PENN HILL	TRAINING CONDUCTED	CUSTOMER SERVICE			1	.7%
	PENN PATHWAY	TRAINING CONDUCTED	CDA (CHILD CARE)	1	1.8%		

TABLE 2-C. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

				EMPLOYER SIZE			
				Less Than 100		100 Or More	
				Count	Col %	Count	Col %
PROVIDER OF TRAINING - MULTIPLE RESPONSES	PENN STATE	TRAINING CONDUCTED	MANAGEMENT			1	.7%
			MARKETING			1	.7%
	PHYSICS CORPORATION	TRAINING CONDUCTED	SKILLED TRADES			1	.7%
	PLTA/ PENNSYLVANIA LAND AND TITLE ASSOCIATION	TRAINING CONDUCTED	TITLE EXAMINATION			1	.7%
			TITLE SEARCHING			1	.7%
	PRIVATE SOURCES	TRAINING CONDUCTED	LIQUOR	1	1.8%		
	PRODUCTION	TRAINING CONDUCTED	SUPERVISORS			1	.7%
	PROFESSIONALS	TRAINING CONDUCTED	CUSTOMER SERVICE	1	1.8%		
			STAFF MORALE	1	1.8%		
			TEAMWORK	1	1.8%		
	QUAKERTOWN LEARNING CENTER	TRAINING CONDUCTED	MICROSOFT OFFICE	1	1.8%		
	RANOS FORKLIFT	TRAINING CONDUCTED	SAFETY/ FORKLIFT			1	.7%
	RED CHEETAH	TRAINING CONDUCTED	CUSTOMER SERVICE	1	1.8%		
	RED CROSS	TRAINING CONDUCTED	CPR	1	1.8%	1	.7%
			FIRST AID			1	.7%
	REFUSED	TRAINING CONDUCTED	CUSTOMER SERVICE			1	.7%
			HEALTH CARE MANAGEMENT			1	.7%
	RUCKHERST	TRAINING CONDUCTED	EXCEL			1	.7%
	SAFETY MANAGEMENT	TRAINING CONDUCTED	OSHA			1	.7%
	SIGNATURE	TRAINING CONDUCTED	CUSTOMER SERVICE	1	1.8%		
	SKILL PATH	TRAINING CONDUCTED	FIRST LINE SUPERVISION			1	.7%
			LEADERSHIP			1	.7%
			MANAGEMENT			1	.7%
			PAYROLL			1	.7%
	SKILLCRAFT	TRAINING CONDUCTED	WRITING			1	.7%
	SOFTWARE COMPANY	TRAINING CONDUCTED	COMPUTERS	1	1.8%		
	SOUL PSYCH/ MANDT/ CPI	TRAINING CONDUCTED	CRISIS MANAGEMENT			1	.7%
	STATE	TRAINING CONDUCTED	CONFIDENTIALITY			1	.7%
			HIV/ AIDS			1	.7%
	TEMPLE UNIVERSITY	TRAINING CONDUCTED	WRITING			1	.7%
	TIPS	TRAINING CONDUCTED	TIPS ALCOHOL TRAINING			1	.7%
	TRAINING CORPORATIONS	TRAINING CONDUCTED	PRESENTATIONS			1	.7%
	UNITED CEREBRAL PALSY ASSOCIATION	TRAINING CONDUCTED	CEREBRAL PALSY	1	1.8%		
	UNITED WAY	TRAINING CONDUCTED	CULTURAL AWARENESS	1	1.8%		
			FIRST AID/ CPR	1	1.8%		
			YOUTH DEVELOPMENT	1	1.8%		
	UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY	TRAINING CONDUCTED	COUNSELING MASTER'S	1	1.8%		
	UNIVERSITY OF PENNSYLVANIA	TRAINING CONDUCTED	COMMUNICATIONS			1	.7%
			FALL PREVENTION			1	.7%
	VARIOUS TRAINING COMPANIES	TRAINING CONDUCTED	STANDARD SOFT SKILLS			1	.7%
			TRADE COURSES/ PLUMBING AND ELECTRICAL			1	.7%

TABLE 2-C. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

				EMPLOYER SIZE			
				Less Than 100		100 Or More	
				Count	Col %	Count	Col %
PROVIDER OF TRAINING - MULTIPLE RESPONSES	VARIOUS VENDORS	TRAINING CONDUCTED	ENGINEERING	1	1.8%		
			EQUIPMENT SALES FORCE			1	.7%
			MENTAL HEALTH			1	.7%
			SAFETY			1	.7%
			TECHNICAL			1	.7%
	VENDORS	TRAINING CONDUCTED	MANAGEMENT			1	.7%
	VILLANOVA UNIVERSITY	TRAINING CONDUCTED	CUSTOMER SERVICE			1	.7%
	W.D. COMPANY	TRAINING CONDUCTED	COMMUNICATIONS			1	.7%
	WILSON LEARNING	TRAINING CONDUCTED	SALES			1	.7%
	WOHR ASSOCIATES	TRAINING CONDUCTED	MANAGEMENT			1	.7%
	WOLF BLOCK INSTITUTE	TRAINING CONDUCTED	EMPLOYMENT LAW MANAGEMENT			1	.7%
	Total			57	100.0%	150	100.0%

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TABLE 2-C. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

				Total	
				Count	Col %
PROVIDER OF TRAINING - MULTIPLE RESPONSES	AACN	TRAINING CONDUCTED	ONLINE CRITICAL CARE	1	.5%
	ALBERTSONS	TRAINING CONDUCTED	MEAL PREPARATION AND HANDLING	1	.5%
	ALL SAFETY TRAINING	TRAINING CONDUCTED	CPR	1	.5%
	AMERICAN ASSOCIATION OF AIRPORT EXECUTIVES	TRAINING CONDUCTED	AIRFIELD LIGHTING MAINTENANCE	1	.5%
			AIRPORT OPERATIONS CERTIFICATE	1	.5%
			COMMUNICATION CENTER CERTIFICATION	1	.5%
	AMERICAN PARKINSON'S DISEASE ASSOCIATION	TRAINING CONDUCTED	PARKINSON'S DISEASE	1	.5%
	APTA/ OTHER SCHOOLS/ OUTSIDE SOURCES	TRAINING CONDUCTED	CONTINUING EDUCATION	1	.5%
	ARENA SOLUTIONS	TRAINING CONDUCTED	SALES	1	.5%
	ATTORNEYS	TRAINING CONDUCTED	SEXUAL HARASSMENT	1	.5%
	BAKIUS/ MARYN/ LEU	TRAINING CONDUCTED	SEXUAL HARASSMENT	1	.5%
	BECKETT APOTHECARY AND HOME CARE	TRAINING CONDUCTED	RESPIRATORY THERAPY	1	.5%
	BEER DISTRIBUTORS/ DON'T KNOW	TRAINING CONDUCTED	TIPS ALCOHOL TRAINING	1	.5%
	BUCKS COUNTY COMMUNITY COLLEGE	TRAINING CONDUCTED	CPR	1	.5%
	C SERVE	TRAINING CONDUCTED	HAZMAT	1	.5%
	CARSON VALLEY SCHOOLS	TRAINING CONDUCTED	CASE MANAGEMENT SKILLS FOR WELFARE WORKERS	1	.5%
	CCYFS	TRAINING CONDUCTED	DEPRESSION IN CHILDREN	1	.5%
	CHESAPEAKE BARIN TRAINING INSTITUTE	TRAINING CONDUCTED	FIREFIGHTING AND FIRST AID	1	.5%
	CHILDREN AND YOUTH STATE POLICE	TRAINING CONDUCTED	CHILD ABUSE	1	.5%
	COMMUNITY COLLEGE	TRAINING CONDUCTED	FIRST AID	1	.5%
	COMPASSIONATE CARE	TRAINING CONDUCTED	HOSPICE	1	.5%
	CONFERENCE OF CONSULTING ACTUARIES	TRAINING CONDUCTED	HEALTH CARE CONSULTING ISSUES	1	.5%
			PENSION LEGISLATION	1	.5%
	CONSULTANT/ DON'T KNOW THE NAME	TRAINING CONDUCTED	LEADERSHIP	1	.5%
	CONTACT	TRAINING CONDUCTED	SALES	1	.5%
	CONTRACT	TRAINING CONDUCTED	MANAGEMENT	1	.5%
	CORDON GROUP	TRAINING CONDUCTED	SALES	1	.5%
	CORNELL UNIVERSITY	TRAINING CONDUCTED	HUMAN RESOURCES	1	.5%
			STRATEGIC STAFFING	1	.5%
	CORPORATE OFFICE	TRAINING CONDUCTED	SMART SELLING	1	.5%
	CPR INSTRUCTOR	TRAINING CONDUCTED	CPR	1	.5%
	DALE CARNEGIE	TRAINING CONDUCTED	LEADERSHIP	1	.5%
			MANAGEMENT	2	1.0%
	DEALERSHIP	TRAINING CONDUCTED	SALES	1	.5%
	DEWALT	TRAINING CONDUCTED	DEWALT TOOLS	1	.5%
			SAFETY	1	.5%

TABLE 2-C. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

				Total	
				Count	Col %
PROVIDER OF TRAINING - MULTIPLE RESPONSES	DHS REGIONAL	TRAINING CONDUCTED	SUPERVISORS	1	.5%
	DISTRICT COUNSEL 1199C/ HEALTH CARE UNION	TRAINING CONDUCTED	CNA	1	.5%
			LPN	1	.5%
	DON'T KNOW	TRAINING CONDUCTED	ASSESSMENT TESTING	1	.5%
			BIOTERRORISM	1	.5%
			CAD	1	.5%
			CODE RESEARCH	1	.5%
			COMPLIANCE	1	.5%
			CPR	1	.5%
			EXCEL	1	.5%
			FEDERAL POLICIES	1	.5%
			FIRST AID	1	.5%
			FORKLIFT TRAINING	1	.5%
			GPS AUTOCAD MAPPING	1	.5%
			HAZMAT	1	.5%
			HEALTH AND SAFETY	1	.5%
			HEARING CERTIFICATE	1	.5%
			INTERPERSONAL MANAGEMENT/ COMMUNICATIONS	1	.5%
			LABOR RELATIONS	1	.5%
			LEADERSHIP	2	1.0%
			LEAN PROGRAM	1	.5%
			LISTENING	1	.5%
			MANAGEMENT	3	1.4%
			MARKETING	1	.5%
			ON-THE-JOB TRAINING	1	.5%
			PERSONAL SKILLS	1	.5%
			PERSONALITY ORIENTATION	1	.5%
			PRESENTATIONS	1	.5%
			PROJECT MANAGEMENT	1	.5%
			ROOM ARRANGEMENT	1	.5%
			SALES	1	.5%
			SPANISH	1	.5%
			SUPERVISORS	1	.5%
			TECHNICAL	1	.5%
			TECHNICAL SOFTWARE	1	.5%
			TIPS ALCOHOL TRAINING	1	.5%
			TRAIN THE TRAINER	1	.5%
	DON'T KNOW/ LAWYERS	TRAINING CONDUCTED	SEXUAL HARASSMENT	1	.5%
	DON'T KNOW/ VARIOUS	TRAINING CONDUCTED	INTERIOR DESIGN	1	.5%

TABLE 2-C. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

				Total	
				Count	Col %
PROVIDER OF TRAINING - MULTIPLE RESPONSES	DON'T REMEMBER	TRAINING CONDUCTED	ESL	1	.5%
			IT CLASSES/ IN MICROSOFT OFFICE	1	.5%
	DR. PASLEY	TRAINING CONDUCTED	LITERACY	1	.5%
	DREXEL UNIVERSITY	TRAINING CONDUCTED	ADVANCED LIFE SUPPORT	1	.5%
			EXECUTIVE MANAGEMENT	1	.5%
	DUKE UNIVERSITY/ FALLS RIVER DDI	TRAINING CONDUCTED	COACHING EMPLOYEES	1	.5%
	DUVAL COLLEGE	TRAINING CONDUCTED	SERVE SAFE	1	.5%
	EAGLEVILLE CLINIC	TRAINING CONDUCTED	DRUG AND ALCOHOL COUNSELING	1	.5%
	EASTERN COLLEGE	TRAINING CONDUCTED	LPN	1	.5%
	EQUAL OPPORTUNITIES COMMISSION	TRAINING CONDUCTED	CREATING A RESPECTFUL WORKPLACE	1	.5%
	ESTOMAIC INSTITUTION/ TEMPLE UNIVERSITY	TRAINING CONDUCTED	DIVERSITY	1	.5%
	FAMILY SERVICES	TRAINING CONDUCTED	DOMESTIC VIOLENCE	1	.5%
	FIRST CALL	TRAINING CONDUCTED	MANAGEMENT	1	.5%
	FISHER AND PHIL	TRAINING CONDUCTED	HUMAN RESOURCES ABOUT LABOR LAWS	1	.5%
	FRANKFORD HOSPITAL	TRAINING CONDUCTED	CPR	1	.5%
			WOUND CARE	1	.5%
	FRED PRYOR-TYPE COMPANY	TRAINING CONDUCTED	SOFTWARE/ WORDPERFECT	1	.5%
	FRED PRYOR	TRAINING CONDUCTED	TACT AND FINESSE	1	.5%
	FREIGHTLINER	TRAINING CONDUCTED	AIR CONDITIONING	1	.5%
			BRAKES	1	.5%
			COMPUTER CONTROLS	1	.5%
			DIAGNOSTICS	1	.5%
			ELECTRICAL	1	.5%
			SERVICE MAINTENANCE	1	.5%
	GLIDDEN PAINT	TRAINING CONDUCTED	NEW PRODUCTS	1	.5%
	GRAPH VALLEY	TRAINING CONDUCTED	EDITING	1	.5%
	GREATER NATIONAL ASSOCIATION OF WORK DEVELOPMENT	TRAINING CONDUCTED	YOUTH DEVELOPMENT	1	.5%
	GREATER PHILADELPHIA HOTEL ASSOCIATION	TRAINING CONDUCTED	CPR	1	.5%
			SERVE SAFE	1	.5%
	HARRISBURG COMMUNITY COLLEGE	TRAINING CONDUCTED	LIFE SUPPORT	1	.5%
	HARSHA CLINIC	TRAINING CONDUCTED	DRUG AND ALCOHOL COUNSELING	1	.5%
	HEAD START REGIONAL OFFICE	TRAINING CONDUCTED	COMMUNICATIONS	1	.5%
	HOSPICE	TRAINING CONDUCTED	BEREAVEMENT	1	.5%
	HUMAN MANAGEMENT SERVICES	TRAINING CONDUCTED	EAP	1	.5%
	INDEPENDENT CORPORATIONS	TRAINING CONDUCTED	HUMAN SERVICES	1	.5%
	INDIVIDUAL TRAINERS/ DON'T KNOW	TRAINING CONDUCTED	DIVERSITY	1	.5%
	INDUSTRY	TRAINING CONDUCTED	SALES	1	.5%

TABLE 2-C. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

				Total	
				Count	Col %
PROVIDER OF TRAINING - MULTIPLE RESPONSES	INTERNATIONAL	TRAINING CONDUCTED	ELECTRICAL	1	.5%
	JAMES BROWN'S COMPANY	TRAINING CONDUCTED	LIFE SKILLS IN A PLACEMENT SETTING	1	.5%
			SAFETY TECHNICIANS	1	.5%
	JEWISH EMPLOYMENT	TRAINING CONDUCTED	CHILDREN IN SUCCESSFUL COMMUNITY	1	.5%
	KB WORLD	TRAINING CONDUCTED	COMPUTERS	1	.5%
	KEN BILER	TRAINING CONDUCTED	LEADERSHIP	1	.5%
	KING OF PRUSSIA	TRAINING CONDUCTED	MANAGING UNDER PRESSURE	1	.5%
	LASALLE UNIVERSITY	TRAINING CONDUCTED	SUPERVISORS	1	.5%
	MACHINIST CONTRACTOR'S ASSOCIATION	TRAINING CONDUCTED	JOB SITE PRODUCTIVITY	1	.5%
	MEA	TRAINING CONDUCTED	DIFFICULTY	1	.5%
			SUCCESSFUL COMMUNICATIONS	1	.5%
	MERCER	TRAINING CONDUCTED	DIVERSITY	1	.5%
			HIPAA	1	.5%
	MID-ATLANTIC TRAINING CENTER	TRAINING CONDUCTED	MANAGEMENT	1	.5%
	MIKE MCDANIEL	TRAINING CONDUCTED	LEADERSHIP	1	.5%
	MIKE POWELL	TRAINING CONDUCTED	FIRE SAFETY	1	.5%
	MIN BASDUR/ CONSULTANT	TRAINING CONDUCTED	CREATIVITY	1	.5%
	MITCH HAMMER/ CONSULTANT	TRAINING CONDUCTED	CULTURAL	1	.5%
	MONTGOMERY COUNTY COMMUNITY COLLEGE	TRAINING CONDUCTED	MATH/ SCIENCE	1	.5%
	MULTI TRAINERS	TRAINING CONDUCTED	CRISIS MANAGEMENT	1	.5%
	NAHMA	TRAINING CONDUCTED	MANAGEMENT	1	.5%
	NAN MCKAY AND VIA SATELLITE	TRAINING CONDUCTED	REAL ESTATE	1	.5%
	NETWORKS	TRAINING CONDUCTED	DISABILITY TOPICS	1	.5%
	NEW YORK/ BUT DON'T KNOW THE NAME	TRAINING CONDUCTED	PERSONAL TRAINER	1	.5%
	NICOLE MOTLEY	TRAINING CONDUCTED	LEADERSHIP	1	.5%
	NO RESPONSE	TRAINING CONDUCTED	CNA	1	.5%
			CUSTOMER SERVICE	1	.5%
			GENERAL MANAGEMENT/ SUPERVISORY	1	.5%
			MANAGEMENT	1	.5%
	NURSE	TRAINING CONDUCTED	WOUND CARE	1	.5%
	ORLEANS TECHNICAL INSTITUTE	TRAINING CONDUCTED	ELECTRICAL	1	.5%
			HVAC	1	.5%
			PLUMBING	1	.5%
	OSHA	TRAINING CONDUCTED	OSHA	1	.5%
	OUTSIDE CONSULTANTS/ DON'T KNOW	TRAINING CONDUCTED	BUSINESS WRITING	1	.5%
			SUPERVISORS	1	.5%
	PENN HILL	TRAINING CONDUCTED	CUSTOMER SERVICE	1	.5%
	PENN PATHWAY	TRAINING CONDUCTED	CDA (CHILD CARE)	1	.5%

TABLE 2-C. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

				Total	
				Count	Col %
PROVIDER OF TRAINING - MULTIPLE RESPONSES	PENN STATE	TRAINING CONDUCTED	MANAGEMENT	1	.5%
			MARKETING	1	.5%
	PHYSICS CORPORATION	TRAINING CONDUCTED	SKILLED TRADES	1	.5%
	PLTA/ PENNSYLVANIA LAND AND TITLE ASSOCIATION	TRAINING CONDUCTED	TITLE EXAMINATION	1	.5%
			TITLE SEARCHING	1	.5%
	PRIVATE SOURCES	TRAINING CONDUCTED	LIQUOR	1	.5%
	PRODUCTION	TRAINING CONDUCTED	SUPERVISORS	1	.5%
	PROFESSIONALS	TRAINING CONDUCTED	CUSTOMER SERVICE	1	.5%
			STAFF MORALE	1	.5%
			TEAMWORK	1	.5%
	QUAKERTOWN LEARNING CENTER	TRAINING CONDUCTED	MICROSOFT OFFICE	1	.5%
	RANOS FORKLIFT	TRAINING CONDUCTED	SAFETY/ FORKLIFT	1	.5%
	RED CHEETAH	TRAINING CONDUCTED	CUSTOMER SERVICE	1	.5%
	RED CROSS	TRAINING CONDUCTED	CPR	2	1.0%
			FIRST AID	1	.5%
	REFUSED	TRAINING CONDUCTED	CUSTOMER SERVICE	1	.5%
			HEALTH CARE MANAGEMENT	1	.5%
	RUCKHERST	TRAINING CONDUCTED	EXCEL	1	.5%
	SAFETY MANAGEMENT	TRAINING CONDUCTED	OSHA	1	.5%
	SIGNATURE	TRAINING CONDUCTED	CUSTOMER SERVICE	1	.5%
	SKILL PATH	TRAINING CONDUCTED	FIRST LINE SUPERVISION	1	.5%
			LEADERSHIP	1	.5%
			MANAGEMENT	1	.5%
			PAYROLL	1	.5%
	SKILLCRAFT	TRAINING CONDUCTED	WRITING	1	.5%
	SOFTWARE COMPANY	TRAINING CONDUCTED	COMPUTERS	1	.5%
	SOUL PSYCH/ MANDT/ CPI	TRAINING CONDUCTED	CRISIS MANAGEMENT	1	.5%
	STATE	TRAINING CONDUCTED	CONFIDENTIALITY	1	.5%
			HIV/ AIDS	1	.5%
	TEMPLE UNIVERSITY	TRAINING CONDUCTED	WRITING	1	.5%
	TIPS	TRAINING CONDUCTED	TIPS ALCOHOL TRAINING	1	.5%
	TRAINING CORPORATIONS	TRAINING CONDUCTED	PRESENTATIONS	1	.5%
	UNITED CEREBRAL PALSY ASSOCIATION	TRAINING CONDUCTED	CEREBRAL PALSY	1	.5%
	UNITED WAY	TRAINING CONDUCTED	CULTURAL AWARENESS	1	.5%
			FIRST AID/ CPR	1	.5%
			YOUTH DEVELOPMENT	1	.5%
	UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY	TRAINING CONDUCTED	COUNSELING MASTER'S	1	.5%
	UNIVERSITY OF PENNSYLVANIA	TRAINING CONDUCTED	COMMUNICATIONS	1	.5%
			FALL PREVENTION	1	.5%
	VARIOUS TRAINING COMPANIES	TRAINING CONDUCTED	STANDARD SOFT SKILLS	1	.5%
			TRADE COURSES/ PLUMBING AND ELECTRICAL	1	.5%

TABLE 2-C. Specific Training Conducted By Outside Vendor In The Last Year By Employer Size (Multiple Responses Tabulated)

				Total	
				Count	Col %
PROVIDER OF TRAINING - MULTIPLE RESPONSES	VARIOUS VENDORS	TRAINING CONDUCTED	ENGINEERING	1	.5%
			EQUIPMENT SALES FORCE	1	.5%
			MENTAL HEALTH	1	.5%
			SAFETY	1	.5%
			TECHNICAL	1	.5%
	VENDORS	TRAINING CONDUCTED	MANAGEMENT	1	.5%
	VILLANOVA UNIVERSITY	TRAINING CONDUCTED	CUSTOMER SERVICE	1	.5%
	W.D. COMPANY	TRAINING CONDUCTED	COMMUNICATIONS	1	.5%
	WILSON LEARNING	TRAINING CONDUCTED	SALES	1	.5%
	WOHR ASSOCIATES	TRAINING CONDUCTED	MANAGEMENT	1	.5%
	WOLF BLOCK INSTITUTE	TRAINING CONDUCTED	EMPLOYMENT LAW MANAGEMENT	1	.5%
Total				207	100.0%

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TABLE 3-A. Training Programs Conducted In-House In The Last Year By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CURRENT IN-HOUSE TRAINING PROGRAMS	None/ No Response	43	31.2%	52	19.8%	95	23.8%
	Yes, Offered	95	68.8%	210	80.2%	305	76.3%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	ABUSE			1	.2%	1	.2%
	ABUSE AND NEGLECT	1	.5%	1	.2%	2	.3%
	ACCESS			1	.2%	1	.2%
	ACCOUNT EXECUTIVE/ ADS	1	.5%			1	.2%
	ADDICTION	1	.5%			1	.2%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	ADS/ INTERNET POSTING	1	.5%			1	.2%
	ADULT CPR AND FIRST AID			1	.2%	1	.2%
	ADVANCED DIRECTIVE			1	.2%	1	.2%
	ADVANCED TAX PREPARATION	1	.5%			1	.2%
	AED (AUTOMATED EXTERNAL DEFIBRILLATOR)			1	.2%	1	.2%
	AGING			1	.2%	1	.2%
	AIDS SERVICES	1	.5%			1	.2%
	AIE DOCUMENTS (ARCHITECTURE FIRM)	1	.5%			1	.2%
	AIR BRAKE QUALITY TESTING	1	.5%			1	.2%
	AIRFIELD LIGHTING MAINTENANCE			1	.2%	1	.2%
	AIRPORT OPERATION CERTIFICATION			1	.2%	1	.2%
	ALCOHOL	1	.5%			1	.2%
	ALCOHOL AWARENESS	1	.5%	1	.2%	2	.3%
	ALZHEIMER'S TRAINING	1	.5%			1	.2%
	ANNUAL TRAINING			1	.2%	1	.2%
	APPRENTICESHIP			1	.2%	1	.2%
	ARCADING	1	.5%			1	.2%
	ASSERTIVE DISCIPLINE	1	.5%			1	.2%
	ASSOCIATE CURRICULUM			1	.2%	1	.2%
	ATTORNEYS			1	.2%	1	.2%
	BACK INJURY			1	.2%	1	.2%
	BARTENDERS	1	.5%			1	.2%
	BASIC LIFE SUPPORT			1	.2%	1	.2%
	BATHROOM SANITATION	1	.5%			1	.2%
	BATTERY CABLES			1	.2%	1	.2%
	BEHAVIOR INTERVENTION			1	.2%	1	.2%
	BEHAVIOR MODIFICATION	1	.5%	1	.2%	2	.3%
	BEHAVIORAL HEALTH TOPICS			1	.2%	1	.2%
	BLOOD			1	.2%	1	.2%
	BLOOD BORNE PATHOGENS			2	.5%	2	.3%
	BLOOD PASSAGE			1	.2%	1	.2%
	BLUEPRINT READING			1	.2%	1	.2%
	BODY MECHANICS			1	.2%	1	.2%
	BOILER PRODUCTS/ WE ARE MANUFACTURING	1	.5%			1	.2%
	BROKER'S CLASS			1	.2%	1	.2%
	BULLYING			1	.2%	1	.2%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	BUSINESS PRACTICES	1	.5%			1	.2%
	CAD	1	.5%			1	.2%
	CARDIOLOGY			1	.2%	1	.2%
	CARPENTRY			2	.5%	2	.3%
	CASE MANAGEMENT	1	.5%	1	.2%	2	.3%
	CASHIERS	1	.5%	6	1.4%	7	1.2%
	CATERING	1	.5%			1	.2%
	CDC (SOCIAL SERVICES)	1	.5%			1	.2%
	CEO	1	.5%			1	.2%
	CERTIFIED NURSE'S ASSISTANT TRAINING			1	.2%	1	.2%
	CERTIFIED NURSING ASSISTANT/ INCLUDES SIX DIFFERENT CLASSE			1	.2%	1	.2%
	CHARGE ENTRY/ ACCOUNTS RECEIVABLE			1	.2%	1	.2%
	CHILD PROTECTIVE SERVICE LAWS			1	.2%	1	.2%
	CHILDREN WITH STRESS	1	.5%			1	.2%
	CIVIL ENGINEER PROGRAM	1	.5%			1	.2%
	CNA			1	.2%	1	.2%
	CODE RESEARCH			1	.2%	1	.2%
	COLLECTIONS			1	.2%	1	.2%
	COMMUNICATION COURSES/ META MESSAGES			1	.2%	1	.2%
	COMMUNICATIONS			2	.5%	2	.3%
	COMMUNITY CENTER CERTIFICATION			1	.2%	1	.2%
	COMPETENCY NURSING			1	.2%	1	.2%
	COMPUTER PROGRAMS/ NEW PEOPLE ORIENTATION	1	.5%			1	.2%
	COMPUTER/ INPATIENT USE			1	.2%	1	.2%
	COMPUTERS	7	3.8%	14	3.4%	21	3.5%
	COMPUTERS/ SAP			1	.2%	1	.2%
	CONVOY	1	.5%			1	.2%
	COOKS	1	.5%			1	.2%
	COOPERATION			1	.2%	1	.2%
	CORPORATE COMPLIANCE			1	.2%	1	.2%
	CORPORATE CURRICULUM			1	.2%	1	.2%
	COST COMPLETE	1	.5%			1	.2%
	COURIER ORIENTATION	1	.5%			1	.2%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	COURTESY			1	.2%	1	.2%
	CPA TRAINING IN FINANCIAL GOODS	1	.5%			1	.2%
	CPH (SOCIAL WORK)			1	.2%	1	.2%
	CPI (HEALTH CARE)			1	.2%	1	.2%
	CPR	2	1.1%	12	2.9%	14	2.3%
	CPR/ FIRST AID/ BLOOD BORNE PATHOGENS			1	.2%	1	.2%
	CRC (HEALTH CARE)			1	.2%	1	.2%
	CRISIS MANAGEMENT			2	.5%	2	.3%
	CULTURAL COMPETENCE			1	.2%	1	.2%
	CURRICULUM	1	.5%			1	.2%
	CUSTOMER SERVICE	10	5.4%	16	3.9%	26	4.3%
	CUSTOMER SERVICE AND SALES			1	.2%	1	.2%
	DATA	1	.5%			1	.2%
	DATA MANAGEMENT			1	.2%	1	.2%
	DEFENSIVE DRIVING	1	.5%			1	.2%
	DEMENTIA TRAINING			2	.5%	2	.3%
	DEPARTMENT PLUMBING			1	.2%	1	.2%
	DEPARTMENT TRAINING			1	.2%	1	.2%
	DIABETES IN-SERVICE FOR NURSING			1	.2%	1	.2%
	DIAGNOSTIC IMAGING			1	.2%	1	.2%
	DIE SETTER			1	.2%	1	.2%
	DIESEL MECHANICS	1	.5%			1	.2%
	DIETARY			1	.2%	1	.2%
	DISASTER	1	.5%			1	.2%
	DISCIPLINE			1	.2%	1	.2%
	DIVERSITY			2	.5%	2	.3%
	DIVERSITY TRAINING			1	.2%	1	.2%
	DNA COUNSELING	1	.5%			1	.2%
	DON'T KNOW	1	.5%			1	.2%
	DRIVER	1	.5%			1	.2%
	DRIVER TRAINING	1	.5%			1	.2%
	DRUGS ON THE STREET			1	.2%	1	.2%
	E-LEARNING			1	.2%	1	.2%
	EAP/ CHILD DEVELOPMENT			1	.2%	1	.2%
	EDUCATIONAL TECHNOLOGY	1	.5%			1	.2%
	ELECTRICAL KNOWLEDGE			1	.2%	1	.2%
	ELITE (LEGAL TRAINING)			1	.2%	1	.2%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	EMERGENCY	1	.5%			1	.2%
	EMPLOYEE COMPLIANCE			1	.2%	1	.2%
	EMPLOYEE DISCIPLINE			1	.2%	1	.2%
	EMT TRAINING	1	.5%			1	.2%
	ENGINEERING			1	.2%	1	.2%
	ENVIRONMENTAL	1	.5%			1	.2%
	EQUIPMENT ASPECT	1	.5%			1	.2%
	ERGONOMICS	1	.5%			1	.2%
	ETHICS			2	.5%	2	.3%
	EXCEL	1	.5%	1	.2%	2	.3%
	EXECUTIVES	1	.5%			1	.2%
	FAMOUS DAVE'S SPECIFIC TRAINING			1	.2%	1	.2%
	FINANCIAL			1	.2%	1	.2%
	FINANCIAL ADVISOR DEVELOPMENT PROGRAM	1	.5%			1	.2%
	FINANCIAL COLLECTION	1	.5%			1	.2%
	FIRE GRADING	1	.5%			1	.2%
	FIRE SAFETY	3	1.6%	4	1.0%	7	1.2%
	FIRE SAFETY AND HAZMAT			1	.2%	1	.2%
	FIRST AID	1	.5%	4	1.0%	5	.8%
	FIRST TIME SUPERVISOR			1	.2%	1	.2%
	FITNESS TRAINING	1	.5%			1	.2%
	FIVE-DAY TRAINING			1	.2%	1	.2%
	FOLLOW THE RULES			1	.2%	1	.2%
	FOOD SAFETY	4	2.2%	1	.2%	5	.8%
	FOOD SERVICE	1	.5%	1	.2%	2	.3%
	FORKLIFT	1	.5%	3	.7%	4	.7%
	FORKLIFT CERTIFICATION			1	.2%	1	.2%
	FRONT DESK	1	.5%			1	.2%
	FRONT LINE LEADERSHIP			1	.2%	1	.2%
	GAUGE READING			1	.2%	1	.2%
	GED			1	.2%	1	.2%
	GENERAL OFFICE CLEANING	1	.5%			1	.2%
	GLOBAL			1	.2%	1	.2%
	GOVERNMENT REGULATIONS	1	.5%			1	.2%
	GRANT WRITING			1	.2%	1	.2%
	GRAPHICS			1	.2%	1	.2%
	GRIEVANCE			1	.2%	1	.2%
	GUEST RELATIONS			1	.2%	1	.2%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	GUEST SERVICES	1	.5%			1	.2%
	HARASSMENT			2	.5%	2	.3%
	HARASSMENT PREVENTION			1	.2%	1	.2%
	HEALTH CARE CONSULTING	1	.5%			1	.2%
	HEALTH CARE/ ALL KINDS OF PROGRAMS			1	.2%	1	.2%
	HEALTH TOPICS			1	.2%	1	.2%
	HILTON HONORS	1	.5%			1	.2%
	HIPAA			2	.5%	2	.3%
	HOLIDAY STRESS	1	.5%			1	.2%
	HOUSEKEEPING	1	.5%			1	.2%
	HOW TO DO BACKGROUND CHECK			1	.2%	1	.2%
	HOW TO DO SALES AND SERVICES			1	.2%	1	.2%
	HOW TO FINGERPRINT			1	.2%	1	.2%
	HOW TO RUN MACHINES			1	.2%	1	.2%
	HOW TO TEST PSYCHOLOGICALLY			1	.2%	1	.2%
	HOW TO TRAIN VOLUNTEERS	1	.5%			1	.2%
	HUMAN			1	.2%	1	.2%
	HUMAN RESOURCES/ LEGAL UPDATE			1	.2%	1	.2%
	IN-SERVICE/ ABUSE/ RIGHTS/ ETC.			1	.2%	1	.2%
	INFECTION CONTROL	2	1.1%	5	1.2%	7	1.2%
	INFORMATION TECHNOLOGY ON ARCHITECTURE SOFTWARE			1	.2%	1	.2%
	INSURANCE 101/ BASICS OF BUSINESS AND LIFE INSURANCE	1	.5%			1	.2%
	INTEGRITY			1	.2%	1	.2%
	INTERPERSONAL			1	.2%	1	.2%
	INTERVIEWING			1	.2%	1	.2%
	INVENTORY			1	.2%	1	.2%
	IT DEPARTMENT/ COMPUTERS	1	.5%	1	.2%	2	.3%
	IV THERAPY			1	.2%	1	.2%
	JANITORIAL			1	.2%	1	.2%
	JB HUNT PRESENTATION			1	.2%	1	.2%
	JOB FUNCTION			1	.2%	1	.2%
	JOB PERFORMANCE	1	.5%			1	.2%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	JOB SKILLS			1	.2%	1	.2%
	KITCHEN DESIGN			1	.2%	1	.2%
	LABOR	1	.5%			1	.2%
	LAW OF CONTRACTS	1	.5%			1	.2%
	LEAD	1	.5%			1	.2%
	LEAD TRAINING/ ENVIRONMENTAL BUILDING CERTIFICATION			1	.2%	1	.2%
	LEADERSHIP	1	.5%	8	1.9%	9	1.5%
	LIFE SAVER	1	.5%			1	.2%
	LIVING WILLS	1	.5%			1	.2%
	LOCKOUT/ TAGOUT			1	.2%	1	.2%
	LOGISTICS			1	.2%	1	.2%
	LOVE THEM OR LOSE THEM			1	.2%	1	.2%
	LPN			1	.2%	1	.2%
	MACHINE OPERATOR			1	.2%	1	.2%
	MACHINE OPERATORS/ CRANES	1	.5%			1	.2%
	MAINTENANCE			2	.5%	2	.3%
	MAINTENANCE SAFETY	1	.5%			1	.2%
	MAKE IT HAPPEN			1	.2%	1	.2%
	MANAGEMENT	2	1.1%	8	1.9%	10	1.7%
	MANAGEMENT BEHAVIORAL			1	.2%	1	.2%
	MARKETING			1	.2%	1	.2%
	MASTER SECURITY OFFICER			1	.2%	1	.2%
	MEDICAL ADMINISTRATION			1	.2%	1	.2%
	MEDICAL TECHNIQUES			1	.2%	1	.2%
	MEDICAL TERMINOLOGY			1	.2%	1	.2%
	MEDICATIONS			1	.2%	1	.2%
	MEMBERSHIP	1	.5%	2	.5%	3	.5%
	MENTAL HEALTH	1	.5%			1	.2%
	MICROSOFT	1	.5%			1	.2%
	MICROSOFT EXCEL			1	.2%	1	.2%
	MICROSOFT OFFICE			1	.2%	1	.2%
	MICROSOFT WORD			1	.2%	1	.2%
	MILL TRAINING			1	.2%	1	.2%
	MODELING	1	.5%			1	.2%
	MONTHLY/ FOREMAN SAFETY POLICY			1	.2%	1	.2%
	MULTILINGUAL SERVICE CUSTOMER			1	.2%	1	.2%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	NEW AUTOCAD			1	.2%	1	.2%
	NEW CLOTHING LINES			1	.2%	1	.2%
	NEW EMPLOYEE TRAINING			1	.2%	1	.2%
	NEW HIRES			1	.2%	1	.2%
	NEW POLICIES AND PROCEDURES ABOUT PERMANENCY	1	.5%			1	.2%
	NEW SOFTWARE	1	.5%			1	.2%
	NEW STAFF ORIENTATION			1	.2%	1	.2%
	NO RESPONSE			1	.2%	1	.2%
	NO TIME TO TELL YOU ALL THE TOPICS			1	.2%	1	.2%
	NURSE INTERNS			1	.2%	1	.2%
	NURSING			1	.2%	1	.2%
	OASIS COMPETENCY			1	.2%	1	.2%
	OFFICE PROTOCOL	1	.5%			1	.2%
	ON-THE-FLOOR TRAINING	1	.5%			1	.2%
	ON-THE-JOB TRAINING			2	.5%	2	.3%
	ON-THE-JOB TRAININGS/ VARIOUS FOR RESTAURANT			1	.2%	1	.2%
	ONE-ON-ONE			1	.2%	1	.2%
	ONGOING	1	.5%			1	.2%
	ONLINE TRAINING	1	.5%			1	.2%
	OPERATING PROCEDURES			1	.2%	1	.2%
	OPERATIONS	1	.5%			1	.2%
	ORIENTATION	2	1.1%	10	2.4%	12	2.0%
	ORIENTATION/ FRESHNESS ROTATION			1	.2%	1	.2%
	ORIENTATIONS			1	.2%	1	.2%
	OSHA	1	.5%	3	.7%	4	.7%
	OUR OWN VISION SOFTWARE PROGRAM			1	.2%	1	.2%
	OUTLOOK			1	.2%	1	.2%
	PACKAGING EQUIPMENT	1	.5%			1	.2%
	PAINT MANAGEMENT			1	.2%	1	.2%
	PARTS	1	.5%			1	.2%
	PATIENT SAFETY FAIR			1	.2%	1	.2%
	PATROL TRAINING			1	.2%	1	.2%
	PENSION LEGISLATION	1	.5%			1	.2%
	PENSION PLANNING			1	.2%	1	.2%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	PERFORMANCE DEVELOPMENT			1	.2%	1	.2%
	PERFORMANCE MANAGEMENT			2	.5%	2	.3%
	PERFORMANCE REVIEWS			1	.2%	1	.2%
	PGA TRAINING	1	.5%			1	.2%
	PHLEBOTOMY			1	.2%	1	.2%
	PHONE SKILLS/ SALES			1	.2%	1	.2%
	PHONES	1	.5%	3	.7%	4	.7%
	PHOTOGRAPHY			1	.2%	1	.2%
	PLUMBING			2	.5%	2	.3%
	PM SERVICE (TRUCK RENTAL)	1	.5%			1	.2%
	POLICY			1	.2%	1	.2%
	POLICY ORIENTATION			1	.2%	1	.2%
	POSITIVE APPROACH			2	.5%	2	.3%
	POSITIVE INTERVENTION			1	.2%	1	.2%
	PRE-RETIREMENT			1	.2%	1	.2%
	PRESENTATIONS			1	.2%	1	.2%
	PREVENTIVE MAINTENANCE	1	.5%			1	.2%
	PROCEDURES			1	.2%	1	.2%
	PROCESSING EQUIPMENT	1	.5%			1	.2%
	PRODUCE KNOWLEDGE			1	.2%	1	.2%
	PRODUCT KNOWLEDGE	1	.5%			1	.2%
	PRODUCT MANAGEMENT			1	.2%	1	.2%
	PRODUCTS			1	.2%	1	.2%
	PROGRESSION			1	.2%	1	.2%
	PROJECT MANAGEMENT	2	1.1%	2	.5%	4	.7%
	PUBLIC ACCOUNTING	1	.5%			1	.2%
	PUBLIC SPEAKING			1	.2%	1	.2%
	PUNCTUALITY			1	.2%	1	.2%
	PYXIS MEDICATION SYSTEM			1	.2%	1	.2%
	QUALITY MANAGEMENT			1	.2%	1	.2%
	QUARTERLY REORIENTATION	1	.5%			1	.2%
	REAL ESTATE CLASSES	1	.5%			1	.2%
	RECAP/ MONTH TO MONTH PHARMACY MEDICATION			1	.2%	1	.2%
	RECOVERY	1	.5%			1	.2%
	RECRUITMENT			1	.2%	1	.2%
	RED CROSS			1	.2%	1	.2%
	REGISTRATION			1	.2%	1	.2%
	REGULATED TRAINING			1	.2%	1	.2%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	REGULATORY REQUIREMENTS			1	.2%	1	.2%
	RESIDENCE RIGHTS			1	.2%	1	.2%
	RESIDENT RIGHTS			2	.5%	2	.3%
	RESISTANCE ABUSE	1	.5%			1	.2%
	RESPECT IN THE WORKPLACE			1	.2%	1	.2%
	RESPIRATORY THERAPY			1	.2%	1	.2%
	RESPONSE TRAINING	1	.5%			1	.2%
	RESPONSIBLE ALCOHOL SERVICE	1	.5%			1	.2%
	ROBOT MANUFACTURING FOR WELDING	1	.5%			1	.2%
	ROOM ARRANGEMENT	1	.5%			1	.2%
	RUDIMENTARY SAFETY			1	.2%	1	.2%
	RULES AND REGULATIONS			1	.2%	1	.2%
	SAFETY	6	3.2%	22	5.3%	28	4.7%
	SAFETY POWER EQUIPMENT			1	.2%	1	.2%
	SALES	8	4.3%	7	1.7%	15	2.5%
	SALES AND CUSTOMER SERVICE			1	.2%	1	.2%
	SANITATION	1	.5%	1	.2%	2	.3%
	SCHEDULING			1	.2%	1	.2%
	SEARS TRAINING FOR NEW EMPLOYEES			1	.2%	1	.2%
	SECURITY	3	1.6%	2	.5%	5	.8%
	SECURITY OFFICER BASIC TRAINING			1	.2%	1	.2%
	SELLING FOR SUCCESS	1	.5%	1	.2%	2	.3%
	SELLING METHODS			1	.2%	1	.2%
	SENSITIVITY			3	.7%	3	.5%
	SERVE SAFE	1	.5%	2	.5%	3	.5%
	SERVERS	3	1.6%			3	.5%
	SERVICE	1	.5%	1	.2%	2	.3%
	SERVICE REPRESENTATIVE	1	.5%			1	.2%
	SEXUAL HARASSMENT	1	.5%	7	1.7%	8	1.3%
	SIGNATURE TRAINING			1	.2%	1	.2%
	SIX SIGMA			1	.2%	1	.2%
	SKILLED NURSING			1	.2%	1	.2%
	SOCIAL NEED			1	.2%	1	.2%
	SOFT SKILLS			2	.5%	2	.3%
	SOFT SKILLS/ COACHING/ INTERPERSONAL			1	.2%	1	.2%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	SOFTWARE/ EXCEL/ WORD	1	.5%			1	.2%
	SPANISH LANGUAGE	1	.5%			1	.2%
	SPECIALIZED TRAINING	1	.5%			1	.2%
	STAFF DEVELOPMENT	1	.5%			1	.2%
	STAFF DEVELOPMENT AND EDUCATION/ IN-SERVICE			1	.2%	1	.2%
	STAND DOWN			1	.2%	1	.2%
	STAR SERVICE			1	.2%	1	.2%
	STATE CASE FURNITURE	1	.5%			1	.2%
	STATE SOFTWARE	1	.5%			1	.2%
	STEM TO STERN MENU	1	.5%			1	.2%
	STOCK TRAINING	1	.5%			1	.2%
	STOCKING			2	.5%	2	.3%
	STRESS MANAGEMENT			3	.7%	3	.5%
	STROKE PREVENTION	1	.5%			1	.2%
	SUICIDE PREVENTION			1	.2%	1	.2%
	SUICIDE PREVENTION TRAINING			1	.2%	1	.2%
	SUPERVISORS			7	1.7%	7	1.2%
	SUPPORTING MENTAL HEALTH			1	.2%	1	.2%
	SYSTEM CONVERSION	1	.5%			1	.2%
	SYSTEMS AND TECHNOLOGY			1	.2%	1	.2%
	SYSTEMS/ POLICIES/ PROCEDURES			1	.2%	1	.2%
	TEACHING JOB READINESS			1	.2%	1	.2%
	TEAM BUILDING			2	.5%	2	.3%
	TEAM LEADERS			1	.2%	1	.2%
	TEAMWORK	1	.5%			1	.2%
	TECHNICAL BUILDING			1	.2%	1	.2%
	TECHNICAL OIL PIPELINE			1	.2%	1	.2%
	TECHNICAL SKILLS/ AUDITING			1	.2%	1	.2%
	TECHNICAL SKILLS/ TAXES			1	.2%	1	.2%
	TENANT HEALTH/ ONLINE EDUCATION SYSTEM			1	.2%	1	.2%
	TEXTILES TWISTING	1	.5%			1	.2%
	TEXTILES WINDING	1	.5%			1	.2%
	TIME MANAGEMENT	1	.5%	2	.5%	3	.5%
	TIPS ALCOHOL TRAINING			2	.5%	2	.3%
	TITLE VII			1	.2%	1	.2%
	TOOL BOX			1	.2%	1	.2%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	TRADE COURSES/ PLUMBING AND			1	.2%	1	.2%
	TRAINING GUIDELINES			1	.2%	1	.2%
	TWO-DAY ORIENTATION	1	.5%			1	.2%
	UNDERWRITING INSURANCE CLAIMS			1	.2%	1	.2%
	UNION ENVIRONMENT			1	.2%	1	.2%
	UPDATED BANK SYSTEM			1	.2%	1	.2%
	VENDING	1	.5%			1	.2%
	VIDEO CUSTOMERS			1	.2%	1	.2%
	VIOLENCE IN WORK			1	.2%	1	.2%
	WAREHOUSE MECHANICAL EQUIPMENT	1	.5%			1	.2%
	WE HAVE SMART UNIVERSITY ONLINE/ OFFER 340 COURSES			1	.2%	1	.2%
	WEB SITE UPDATE	1	.5%			1	.2%
	WELLNESS			1	.2%	1	.2%
	WIRE HARNESS			1	.2%	1	.2%
	WORK POLICY	1	.5%			1	.2%
	YES YOU CAN			1	.2%	1	.2%
Total		185	100.0%	414	100.0%	599	100.0%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
NUMBER OF EMPLOYEES TRAINED IN-HOUSE - MULTIPLE RESPONSES	No Response	302	63.6%	672	64.0%	974	63.9%
	1			1	.1%	1	.1%
	2	2	.4%			2	.1%
	3	6	1.3%	2	.2%	8	.5%
	4			3	.3%	3	.2%
	5	3	.6%	4	.4%	7	.5%
	6			3	.3%	3	.2%
	7	3	.6%	3	.3%	6	.4%
	8	2	.4%	1	.1%	3	.2%
	10	21	4.4%	8	.8%	29	1.9%
	12	1	.2%	1	.1%	2	.1%
	13	1	.2%	1	.1%	2	.1%
	15	7	1.5%	9	.9%	16	1.0%
	16			3	.3%	3	.2%
	17			5	.5%	5	.3%
	18			1	.1%	1	.1%
	20	15	3.2%	16	1.5%	31	2.0%
	23			2	.2%	2	.1%
	24			1	.1%	1	.1%
	25	3	.6%	9	.9%	12	.8%
	26	3	.6%	1	.1%	4	.3%
	30	8	1.7%	12	1.1%	20	1.3%
	35	6	1.3%	4	.4%	10	.7%
	36	2	.4%			2	.1%
	39	1	.2%			1	.1%
	40	10	2.1%	16	1.5%	26	1.7%
	43	3	.6%			3	.2%
	45	1	.2%	2	.2%	3	.2%
	48	1	.2%	2	.2%	3	.2%
	50	15	3.2%	40	3.8%	55	3.6%
	53	1	.2%			1	.1%
	60	12	2.5%	7	.7%	19	1.2%
	63	3	.6%			3	.2%
	65	9	1.9%			9	.6%
	67	4	.8%			4	.3%
	70	3	.6%	6	.6%	9	.6%
	75	1	.2%	7	.7%	8	.5%
	80	2	.4%	8	.8%	10	.7%
	85			1	.1%	1	.1%
	90	5	1.1%	2	.2%	7	.5%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
NUMBER OF EMPLOYEES TRAINED IN-HOUSE - MULTIPLE RESPONSES	93	3	.6%			3	.2%
	100	5	1.1%	28	2.7%	33	2.2%
	103			1	.1%	1	.1%
	120			9	.9%	9	.6%
	125			2	.2%	2	.1%
	129			1	.1%	1	.1%
	130			3	.3%	3	.2%
	140	2	.4%	1	.1%	3	.2%
	150	5	1.1%	7	.7%	12	.8%
	160			2	.2%	2	.1%
	185			2	.2%	2	.1%
	190			3	.3%	3	.2%
	200			23	2.2%	23	1.5%
	210			1	.1%	1	.1%
	220			4	.4%	4	.3%
	225			2	.2%	2	.1%
	230			2	.2%	2	.1%
	240			1	.1%	1	.1%
	250			11	1.0%	11	.7%
	251			4	.4%	4	.3%
	300			20	1.9%	20	1.3%
	303			1	.1%	1	.1%
	330			3	.3%	3	.2%
	350			5	.5%	5	.3%
	400			15	1.4%	15	1.0%
	413			1	.1%	1	.1%
	420			4	.4%	4	.3%
	450			6	.6%	6	.4%
	500			7	.7%	7	.5%
	518			1	.1%	1	.1%
	620			1	.1%	1	.1%
	650			1	.1%	1	.1%
	700			2	.2%	2	.1%
	800			6	.6%	6	.4%
	900			2	.2%	2	.1%
	1000	1	.2%	5	.5%	6	.4%
	1200	3	.6%	2	.2%	5	.3%
	2000			1	.1%	1	.1%
	3200			1	.1%	1	.1%
	4000			2	.2%	2	.1%

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TABLE 3-B. Specific Training Conducted In-House In The Last Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
NUMBER OF EMPLOYEES TRAINED IN-HOUSE -	5000			1	.1%	1	.1%
	6000			1	.1%	1	.1%
	8000			2	.2%	2	.1%
Total		475	100.0%	1050	100.0%	1525	100.0%

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Report

**NUMBER OF EMPLOYEES
TRAINED IN-HOUSE - MULTIPLE
RESPONSES**

EMPLOYER SIZE	Sum	Mean
Less Than 100	11919	68.90
100 Or More	105234	278.40
Total	117153	212.62

TABLE 3-C. Consideration Of Contracting Out Delivery Of In-House Training By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
WOULD CONSIDER CONTRACTING OUT DELIVERY OF IN-HOUSE PROGRAMS	No Response	1	1.1%	1	.5%	2	.7%
	Yes	18	18.9%	31	14.8%	49	16.1%
	No	72	75.8%	156	74.3%	228	74.8%
	Don't Know	4	4.2%	22	10.5%	26	8.5%
Total		95	100.0%	210	100.0%	305	100.0%

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TABLE 3-C. Consideration Of Contracting Out Delivery Of In-House Training By Employer Size

				EMPLOYER SIZE				Total	
				Less Than 100		100 Or More		Count	Col %
				Count	Col %	Count	Col %		
WOULD CONSIDER CONTRACTING OUT DELIVERY OF IN-HOUSE PROGRAMS	Yes	RATIONALE FOR RESPONSE	ADVANCED LIFE SUPPORT/ NO ONE QUALIFIED ON STAFF TO DO IT			1	.5%	1	.3%
			BECAUSE OF CHILD CARE			1	.5%	1	.3%
			BETTER RATE			1	.5%	1	.3%
			CONSIDERED/ CCP GRANT			1	.5%	1	.3%
			COST			1	.5%	1	.3%
			DANGEROUS GOODS TRAINING/ WE JUST DO IT THAT WAY	1	1.1%			1	.3%
			DEPENDING ON TIME AND MONEY			1	.5%	1	.3%
			DON'T HAVE ENOUGH RESOURCES			1	.5%	1	.3%
			DON'T HAVE THE MANPOWER	1	1.1%			1	.3%
			DON'T KNOW/ IT WOULD BE CASE BY CASE			1	.5%	1	.3%
			EXPERTS ON CONTAINER	1	1.1%			1	.3%
			FOR A TOPIC I WOULD NOT BE QUALIFIED TO TEACH	1	1.1%			1	.3%
			GREAT REVENUE SOURCE/ GOOD PR			1	.5%	1	.3%
			I NEED SOMEONE TO DEAL WITH ESL	1	1.1%			1	.3%
			IF IT WAS REASONABLE	1	1.1%			1	.3%
			IN THE PAST			1	.5%	1	.3%
			IT IS GETTING HARD TO GET PEOPLE ON STAFF TO TEACH THEM			1	.5%	1	.3%
			IT IS GETTING TOO MUCH TO DO			1	.5%	1	.3%
			IT WOULD DEPEND ON TRAINING WE NEEDED	1	1.1%			1	.3%
			LANGUAGE TRAINING/ SPANISH/ ESL			1	.5%	1	.3%
			MACHINERY/ NEW EQUIPMENT FROM MANUFACTURERS	1	1.1%			1	.3%
			MY GENERAL MANAGER TOO CHEAP			1	.5%	1	.3%
			NEED MORE IN-DEPTH CLASSES ON COMPUTER AND LEADERSHIP	1	1.1%			1	.3%
			NO RESOURCES			1	.5%	1	.3%
			NO RESPONSE			3	1.4%	3	1.0%
			ONLY FOR AQUATICS	1	1.1%			1	.3%

TABLE 3-C. Consideration Of Contracting Out Delivery Of In-House Training By Employer Size

				EMPLOYER SIZE				Total	
				Less Than 100		100 Or More		Count	Col %
				Count	Col %	Count	Col %		
WOULD CONSIDER CONTRACTING OUT DELIVERY OF IN-HOUSE PROGRAMS	Yes	RATIONALE FOR RESPONSE	ONLY IF WE LACKED EXPERTISE			1	.5%	1	.3%
			OUTSIDE SUBJECT MATTER WAS NECESSARY AT THE TIME	1	1.1%			1	.3%
			POSSIBLY PHONE SKILLS AND SALES	1	1.1%			1	.3%
			PRINTING OUTSOURCES/ ELECTRONICS	1	1.1%			1	.3%
			SAME LEVEL OF EXPERTISE WE CAN USE			1	.5%	1	.3%
			SEMINARS			1	.5%	1	.3%
			SO MANY TOPICS IT'S OVERWHELMING TO OFFER THEM ALL/ WOULD CO			1	.5%	1	.3%
			SOME CAN'T DO			1	.5%	1	.3%
			THE EXPERTISE OF THE COLLEGE			1	.5%	1	.3%
			THE RIGHT KIND OF TRAINING AVAILABLE BY A SCHOOL THAT I CAN			1	.5%	1	.3%
			TIME EXPENDED			1	.5%	1	.3%
			TO GET SOMETHING WE DON'T HAVE IN-HOUSE			1	.5%	1	.3%
			TRAINING NEEDED			1	.5%	1	.3%
			WE'RE NOT EXPERTS	1	1.1%			1	.3%
			WE'RE NOT TRAINED/ TEACHING PROFESSIONALS DELIVERY COULD BE	1	1.1%			1	.3%
			WE ARE GETTING LONGER AND GETTING HARDER TO DO			1	.5%	1	.3%
			WE ARE GETTING VERY BIG			1	.5%	1	.3%
			WE DON'T HAVE THE EXPERTISE IN-HOUSE			1	.5%	1	.3%
			WE JUST WENT INDEPENDENT	1	1.1%			1	.3%
			WE PARTNER WITH NATIONAL AUTOMATED MACHINE ASSOCIATION	1	1.1%			1	.3%
			WE WOULD CONSIDER IT IF PRICE IS RIGHT	1	1.1%			1	.3%

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TABLE 3-C. Consideration Of Contracting Out Delivery Of In-House Training By Employer Size

				EMPLOYER SIZE				Total	
				Less Than 100		100 Or More		Count	Col %
				Count	Col %	Count	Col %		
WOULD CONSIDER CONTRACTING OUT DELIVERY OF IN-HOUSE PROGRAMS	No	RATIONALE FOR RESPONSE	A LARGE COMPANY	1	1.1%			1	.3%
			ALL DONE IN-HOUSE	1	1.1%			1	.3%
			ALWAYS DONE IN-HOUSE			3	1.4%	3	1.0%
			ALWAYS LOOKING	1	1.1%			1	.3%
			BECAUSE WE CAN DO IT	1	1.1%			1	.3%
			BENNIGAN HAS OUR PROGRAM	1	1.1%			1	.3%
			BUDGET PROHIBITS IT			1	.5%	1	.3%
			CAN'T AFFORD IT			2	1.0%	2	.7%
			COMES FROM CORPORATE	1	1.1%			1	.3%
			COMPANY SPECIFIC/ COST			1	.5%	1	.3%
			COMPUTER ITSELF EXPLAINS IT TO THE EMPLOYEES	1	1.1%			1	.3%
			CORPORATE			1	.5%	1	.3%
			CORPORATE MAKES THAT DECISION			1	.5%	1	.3%
			CORPORATE TRAINED	1	1.1%			1	.3%
			CORPORATION STANDARDS DON'T ALLOW IT	1	1.1%			1	.3%
			COST	11	11.7%	23	11.0%	34	11.2%
			COST AND TIME	1	1.1%			1	.3%
			COST AND WE TRAIN AT ODD HOURS			1	.5%	1	.3%
			COST EFFECTIVE IT IS NOT	1	1.1%			1	.3%
			CULTURAL			1	.5%	1	.3%
			CUSTOMIZE FOR US			1	.5%	1	.3%
			DO OUR OWN TRAINING	1	1.1%			1	.3%
			DOING IT EFFECTIVELY NOW			1	.5%	1	.3%
			DON'T KNOW	3	3.2%	9	4.3%	12	4.0%
			DON'T KNOW/ JUST WOULDN'T			1	.5%	1	.3%
			DON'T NEED OUTSIDE RESOURCES			1	.5%	1	.3%
			DUE TO BUDGET			1	.5%	1	.3%
			EASIER IN-HOUSE			1	.5%	1	.3%
			FINANCES PROHIBIT IT/ NOT NEEDED			1	.5%	1	.3%
			GET FROM VENDORS	1	1.1%			1	.3%
			GOVERNMENT	1	1.1%			1	.3%
			HAVE A TRAINER			1	.5%	1	.3%
			HAVE OUR OWN			1	.5%	1	.3%
			HAVE OUR OWN TRAINER/ TRYING TO SAVE MONEY/ WANT WEB-BASED T			1	.5%	1	.3%

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TABLE 3-C. Consideration Of Contracting Out Delivery Of In-House Training By Employer Size

				EMPLOYER SIZE				Total	
				Less Than 100		100 Or More		Count	Col %
				Count	Col %	Count	Col %		
WOULD CONSIDER CONTRACTING OUT DELIVERY OF IN-HOUSE PROGRAMS	No	RATIONALE FOR RESPONSE	HAVE OUR OWN TRAINERS			1	.5%	1	.3%
			HAVE TRAINING	1	1.1%			1	.3%
			I AM QUALIFIED MYSELF AND HAVE IN-HOUSE TRAINERS			1	.5%	1	.3%
			IN-HOUSE	11	11.7%	16	7.7%	27	8.9%
			IN-HOUSE AND ECONOMIC			1	.5%	1	.3%
			IN ORDER FOR ME TO RUN MY HOTEL MY OWN STAFF WOULD BEST KNOW	1	1.1%			1	.3%
			INTERNAL	1	1.1%			1	.3%
			IT'S ALL CORPORATE/ THEY DO TRAINING	1	1.1%			1	.3%
			IT'S CORPORATE MANDATED	1	1.1%			1	.3%
			IT'S MY JOB/ JOB SECURITY			1	.5%	1	.3%
			IT'S SPECIALIZED	1	1.1%			1	.3%
			IT WOULD COST TOO MUCH	1	1.1%			1	.3%
			MARKET RESEARCH/ WE DO IN-HOUSE			1	.5%	1	.3%
			MIDDLE OF TRANSITION			1	.5%	1	.3%
			MONEY			2	1.0%	2	.7%
			MORE CONTROL IN-HOUSE			1	.5%	1	.3%
			NO RESPONSE	1	1.1%	4	1.9%	5	1.7%
			NO/ COST			1	.5%	1	.3%
			NO/ IT'S OUR DATABASE SYSTEM			1	.5%	1	.3%
			NONPROFIT ORGANIZATION/ ONLY OUTSIDE TRAIN IF ESSENTIAL OR W			1	.5%	1	.3%
			NOT COST-WISE			1	.5%	1	.3%
			NOT COST EFFECTIVE			1	.5%	1	.3%
			NOT COST EFFICIENT			1	.5%	1	.3%
			NOT COST PROHIBITIVE			1	.5%	1	.3%
			NOT FEASIBLE			1	.5%	1	.3%
			NOT MY DECISION			1	.5%	1	.3%
			NOT NECESSARY			1	.5%	1	.3%
			NOT NEEDED	8	8.5%	20	9.6%	28	9.2%
			NOT SURE			1	.5%	1	.3%
			OUR TRAINERS TAILOR TO OUR APPLICATIONS			1	.5%	1	.3%
			QUALITY			1	.5%	1	.3%
			SEARS IS BIG BUSINESS			1	.5%	1	.3%
			SPECIAL TO COMPANY/ WE TRAIN			1	.5%	1	.3%

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TABLE 3-C. Consideration Of Contracting Out Delivery Of In-House Training By Employer Size

				EMPLOYER SIZE				Total	
				Less Than 100		100 Or More		Count	Col %
				Count	Col %	Count	Col %		
WOULD CONSIDER CONTRACTING OUT DELIVERY OF IN-HOUSE PROGRAMS	No	RATIONALE FOR RESPONSE	STATE	1	1.1%			1	.3%
			TAKES TOO LONG TO TRAIN	1	1.1%			1	.3%
			THAT'S WHY IT'S CALLED ON-THE-JOB TRAINING			1	.5%	1	.3%
			THAT WOULD ELIMINATE JOBS			1	.5%	1	.3%
			TIME-WISE AND MONEY-WISE IT'S BETTER IN-HOUSE			1	.5%	1	.3%
			TOO EXPENSIVE/ WE ARE A NOT-FOR-PROFIT ORGANIZATION			1	.5%	1	.3%
			TOO MUCH MONEY			1	.5%	1	.3%
			TOO SPECIALIZED	1	1.1%			1	.3%
			TOO SPECIALIZED/ THEY NEED CLINICAL HANDS-ON			1	.5%	1	.3%
			TOO SPECIALIZED/ WE LIKE TO DO OUR OWN			1	.5%	1	.3%
			UNION DONE	1	1.1%			1	.3%
			VERY BRIEF			1	.5%	1	.3%
			WE'RE NOT REALLY COVERED TO SEND PEOPLE OUT FOR TRAINING/ WE			1	.5%	1	.3%
			WE'RE TOO PRODUCT SPECIFIC	1	1.1%			1	.3%
			WE ARE A CORPORATE INDUSTRY			1	.5%	1	.3%
			WE ARE NONPROFIT			1	.5%	1	.3%
			WE ARE NOT HAPPY WITH THE TRAINING	1	1.1%			1	.3%
			WE ARE SUCCESSFUL			1	.5%	1	.3%
			WE ARE TOO TECHNICAL	1	1.1%			1	.3%
			WE CAN DO IT BETTER			1	.5%	1	.3%
			WE CAN DO IT OURSELVES			1	.5%	1	.3%
			WE CAN HANDLE IT			1	.5%	1	.3%
			WE DO A GOOD JOB/ WE HAVE OUR OWN TRAINING			1	.5%	1	.3%
			WE DO EVERYTHING IN-HOUSE/ DON'T NEED OUTSIDE HELP			1	.5%	1	.3%
			WE DO IT	1	1.1%	1	.5%	2	.7%
			WE DO OKAY	1	1.1%	1	.5%	2	.7%
			WE DO OUR OWN			1	.5%	1	.3%
			WE DO OUR OWN AND DO ALL RIGHT			1	.5%	1	.3%
			WE DO OUR OWN TRAINING			1	.5%	1	.3%

TABLE 3-C. Consideration Of Contracting Out Delivery Of In-House Training By Employer Size

				EMPLOYER SIZE				Total	
				Less Than 100		100 Or More		Count	Col %
				Count	Col %	Count	Col %		
WOULD CONSIDER CONTRACTING OUT DELIVERY OF IN-HOUSE PROGRAMS	No	RATIONALE FOR RESPONSE	WE DON'T HAVE A BIG BUDGET			1	.5%	1	.3%
			WE DON'T NEED IT	1	1.1%	3	1.4%	4	1.3%
			WE DON'T SEND PEOPLE TO TRAIN OUTSIDE	1	1.1%			1	.3%
			WE HAVE A CONTRACT	1	1.1%			1	.3%
			WE HAVE A STAFF TO DO THAT	1	1.1%			1	.3%
			WE HAVE A TRAINER			3	1.4%	3	1.0%
			WE HAVE CAPABLE PEOPLE			1	.5%	1	.3%
			WE HAVE IN-HOUSE POLICIES THAT ARE JUST FOR US			1	.5%	1	.3%
			WE HAVE IN-HOUSE TRAINER			1	.5%	1	.3%
			WE HAVE OUR OWN HUMAN RESOURCES DEPARTMENT			1	.5%	1	.3%
			WE HAVE OUR OWN TRAINING DEPARTMENT			1	.5%	1	.3%
			WE HAVE PERSONS TO DO TRAINING	1	1.1%			1	.3%
			WE HAVE RESOURCES			1	.5%	1	.3%
			WE HAVE STAFF EDUCATOR ON-SITE			1	.5%	1	.3%
			WE HAVE TALENTED PEOPLE TO DO IT AND IT'S COST EFFECTIVE			1	.5%	1	.3%
			WE HAVE TRAINING SPECIFIC FOR OUR USE	1	1.1%			1	.3%
			WE LIKE TO HAVE CONTROL	1	1.1%			1	.3%
			WE MAY IN THE FUTURE			1	.5%	1	.3%
			WE WANT HANDS-ON APPROACH			1	.5%	1	.3%
			WE WORK WITH NATIONAL ORGANIZATIONS	1	1.1%			1	.3%

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TABLE 3-C. Consideration Of Contracting Out Delivery Of In-House Training By Employer Size

				EMPLOYER SIZE				Total	
				Less Than 100		100 Or More		Count	Col %
				Count	Col %	Count	Col %		
WOULD CONSIDER CONTRACTING OUT DELIVERY OF IN-HOUSE PROGRAMS	Don't Know	RATIONALE FOR RESPONSE	CORPORATE LEVEL ONLY			1	.5%	1	.3%
			CORPORATE OFFICE			1	.5%	1	.3%
			CORPORATION			1	.5%	1	.3%
			DEPENDS ON COST			1	.5%	1	.3%
			DEPENDS ON WHAT PROGRAMS	1	1.1%			1	.3%
			DON'T KNOW	1	1.1%	6	2.9%	7	2.3%
			HEADQUARTER'S DECISION			2	1.0%	2	.7%
			I AM NOT PREPARED TO ANSWER			1	.5%	1	.3%
			I NEVER THOUGHT ABOUT IT			1	.5%	1	.3%
			IT'S HANDLED BY THE INDIVIDUAL LOCATION AND IS CONTROLLED BY			1	.5%	1	.3%
			IT WOULD DEPEND ON COST AND WOULD HAVE TO GO THROUGH CORPORA			1	.5%	1	.3%
			JUST DON'T			1	.5%	1	.3%
			NO RESPONSE			1	.5%	1	.3%
			NO/ MY DECISION			1	.5%	1	.3%
			NOT SURE			1	.5%	1	.3%
			NOT UP TO ME	1	1.1%			1	.3%
			ONLY IF APPLICABLE AND NOT TOO SPECIFIC/ DIABETES AND PAIN A			1	.5%	1	.3%
			PLEASE TELL ME YOU DIDN'T ASK WHY I DON'T KNOW			1	.5%	1	.3%
			POSSIBLY/ NOT SURE	1	1.1%			1	.3%
Total				94	100.0%	209	100.0%	303	100.0%

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**TABLE 3-D. Programs Would Consider Contracting Out Delivery Of Current In-House Training By Employer Size
(Multiple Responses Tabulated)**

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	ADULT CPR AND FIRST AID			1	1.5%	1	.9%
	ADVANCED DIRECTIVE			1	1.5%	1	.9%
	AIDS SERVICES	1	2.4%			1	.9%
	AIRFIELD LIGHTING MAINTENANCE			1	1.5%	1	.9%
	AIRPORT OPERATION CERTIFICATION			1	1.5%	1	.9%
	BASIC LIFE SUPPORT			1	1.5%	1	.9%
	BEHAVIOR MODIFICATION	1	2.4%	1	1.5%	2	1.8%
	BEHAVIORAL HEALTH TOPICS			1	1.5%	1	.9%
	BLOOD			1	1.5%	1	.9%
	BLOOD PASSAGE			1	1.5%	1	.9%
	BLUEPRINT READING			1	1.5%	1	.9%
	CAD	1	2.4%			1	.9%
	CASHIERS			1	1.5%	1	.9%
	CDC (SOCIAL SERVICES)	1	2.4%			1	.9%
	CHILD PROTECTIVE SERVICE LAWS			1	1.5%	1	.9%
	COMMUNICATIONS			1	1.5%	1	.9%
	COMMUNITY CENTER CERTIFICATION			1	1.5%	1	.9%
	COMPETENCY NURSING			1	1.5%	1	.9%
	COMPUTERS	2	4.8%	2	2.9%	4	3.6%
	CPA TRAINING IN FINANCIAL GOODS	1	2.4%			1	.9%
	CPH (SOCIAL WORK)			1	1.5%	1	.9%
	CPR			1	1.5%	1	.9%
	CULTURAL COMPETENCE			1	1.5%	1	.9%
	CURRICULUM	1	2.4%			1	.9%
	CUSTOMER SERVICE	2	4.8%	2	2.9%	4	3.6%
	DATA	1	2.4%			1	.9%
	DEPARTMENT TRAINING			1	1.5%	1	.9%
	DIAGNOSTIC IMAGING			1	1.5%	1	.9%
	DON'T KNOW	1	2.4%			1	.9%
	EDUCATIONAL TECHNOLOGY	1	2.4%			1	.9%
	FIRE SAFETY			1	1.5%	1	.9%
	FIRST AID			1	1.5%	1	.9%
	FIRST TIME SUPERVISOR			1	1.5%	1	.9%
	FOOD SERVICE			1	1.5%	1	.9%
	FORKLIFT	1	2.4%			1	.9%
	GAUGE READING			1	1.5%	1	.9%

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**TABLE 3-D. Programs Would Consider Contracting Out Delivery Of Current In-House Training By Employer Size
(Multiple Responses Tabulated)**

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	GOVERNMENT REGULATIONS	1	2.4%			1	.9%
	GUEST RELATIONS			1	1.5%	1	.9%
	GUEST SERVICES	1	2.4%			1	.9%
	HEALTH CARE CONSULTING	1	2.4%			1	.9%
	HEALTH TOPICS			1	1.5%	1	.9%
	HOLIDAY STRESS	1	2.4%			1	.9%
	HUMAN			1	1.5%	1	.9%
	INFORMATION TECHNOLOGY ON ARCHITECTURE SOFTWARE			1	1.5%	1	.9%
	INSURANCE 101/ BASICS OF BUSINESS AND LIFE INSURANCE	1	2.4%			1	.9%
	INTERVIEWING			1	1.5%	1	.9%
	IT DEPARTMENT/ COMPUTERS	1	2.4%	1	1.5%	2	1.8%
	JOB SKILLS			1	1.5%	1	.9%
	LEAD	1	2.4%			1	.9%
	LEADERSHIP	1	2.4%	2	2.9%	3	2.7%
	LIVING WILLS	1	2.4%			1	.9%
	MAINTENANCE SAFETY	1	2.4%			1	.9%
	MANAGEMENT			2	2.9%	2	1.8%
	MEMBERSHIP			1	1.5%	1	.9%
	MENTAL HEALTH	1	2.4%			1	.9%
	MICROSOFT OFFICE			1	1.5%	1	.9%
	NEW POLICIES AND PROCEDURES ABOUT PERMANENCY	1	2.4%			1	.9%
	NO TIME TO TELL YOU ALL THE TOPICS			1	1.5%	1	.9%
	OPERATING PROCEDURES			1	1.5%	1	.9%
	OPERATIONS	1	2.4%			1	.9%
	ORIENTATION			2	2.9%	2	1.8%
	PACKAGING EQUIPMENT	1	2.4%			1	.9%
	PENSION LEGISLATION	1	2.4%			1	.9%
	PHONE SKILLS/ SALES			1	1.5%	1	.9%
	POLICY ORIENTATION			1	1.5%	1	.9%
	PRE-RETIREMENT			1	1.5%	1	.9%
	PRESENTATIONS			1	1.5%	1	.9%
	PROCESSING EQUIPMENT	1	2.4%			1	.9%
	PROJECT MANAGEMENT	1	2.4%			1	.9%
	PUBLIC SPEAKING			1	1.5%	1	.9%

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**TABLE 3-D. Programs Would Consider Contracting Out Delivery Of Current In-House Training By Employer Size
(Multiple Responses Tabulated)**

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
IN-HOUSE TRAINING TOPICS CONDUCTED - MULTIPLE RESPONSES	QUARTERLY REORIENTATION	1	2.4%			1	.9%
	RECOVERY	1	2.4%			1	.9%
	SAFETY	3	7.1%	2	2.9%	5	4.5%
	SALES	1	2.4%			1	.9%
	SECURITY	1	2.4%	1	1.5%	2	1.8%
	SEXUAL HARASSMENT	1	2.4%	1	1.5%	2	1.8%
	SOFT SKILLS			1	1.5%	1	.9%
	SOFT SKILLS/ COACHING/ INTERPERSONAL			1	1.5%	1	.9%
	SOFTWARE/ EXCEL/ WORD	1	2.4%			1	.9%
	STAND DOWN			1	1.5%	1	.9%
	STRESS MANAGEMENT			1	1.5%	1	.9%
	STROKE PREVENTION	1	2.4%			1	.9%
	SUPERVISORS			2	2.9%	2	1.8%
	SYSTEMS AND TECHNOLOGY			1	1.5%	1	.9%
	TECHNICAL SKILLS/ AUDITING			1	1.5%	1	.9%
	TECHNICAL SKILLS/ TAXES			1	1.5%	1	.9%
	TIME MANAGEMENT			2	2.9%	2	1.8%
	TRADE COURSES/ PLUMBING AND			1	1.5%	1	.9%
	UNDERWRITING INSURANCE CLAIMS			1	1.5%	1	.9%
	WORK POLICY	1	2.4%			1	.9%
Total		42	100.0%	68	100.0%	110	100.0%

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TABLE 4. Annual Employee Training Spent By Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
AMOUNT SPENT ON EMPLOYEE TRAINING EACH YEAR	0	101	73.2%	191	72.9%	292	73.0%
	100	1	.7%			1	.3%
	300			1	.4%	1	.3%
	500	1	.7%	1	.4%	2	.5%
	700			1	.4%	1	.3%
	1000	3	2.2%	6	2.3%	9	2.3%
	1500	3	2.2%	2	.8%	5	1.3%
	1553			1	.4%	1	.3%
	2000	5	3.6%	10	3.8%	15	3.8%
	2500	2	1.4%	1	.4%	3	.8%
	3000	4	2.9%	2	.8%	6	1.5%
	3600			1	.4%	1	.3%
	5000	4	2.9%	7	2.7%	11	2.8%
	6000			1	.4%	1	.3%
	7000	1	.7%	1	.4%	2	.5%
	8600	1	.7%			1	.3%
	9000			1	.4%	1	.3%
	10000	6	4.3%	11	4.2%	17	4.3%
	12000	1	.7%	1	.4%	2	.5%
	12500	1	.7%			1	.3%
	15000	1	.7%			1	.3%
	19000			1	.4%	1	.3%
	20000			5	1.9%	5	1.3%
	25000	1	.7%			1	.3%
	30000			1	.4%	1	.3%
	40000			4	1.5%	4	1.0%
	41000			1	.4%	1	.3%
	45000			1	.4%	1	.3%
	50000	1	.7%	1	.4%	2	.5%
	70000			1	.4%	1	.3%
	75000			1	.4%	1	.3%
	80000			1	.4%	1	.3%
	98000			1	.4%	1	.3%
	100000			2	.8%	2	.5%
	150000			1	.4%	1	.3%
	200000	1	.7%			1	.3%
	1000000			1	.4%	1	.3%
	65000000			1	.4%	1	.3%
Total		138	100.0%	262	100.0%	400	100.0%

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AMOUNT SPENT ON EMPLOYEE TRAINING EACH YEAR

EMPLOYER SIZE	Sum	Mean	N
Less Than 100	445200	12032.43	37
100 Or More	67341153	948466.94	71
Total	67786353	627651.42	108

TABLE 5-A. New Training Programs Planned For The Next Year By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
FUTURE TRAINING PROGRAMS PLANNED	No Response	3	2.2%	7	2.7%	10	2.5%
	Yes	38	27.5%	90	34.4%	128	32.0%
	None	96	69.6%	163	62.2%	259	64.8%
	Don't Know	1	.7%	2	.8%	3	.8%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 5-B. Specific Training Programs Planned For Next Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
FUTURE TRAINING TOPICS - MULTIPLE RESPONSES	ADMINISTRATIVE/ MANAGING PEOPLE			1	.7%	1	.5%
	ALCOHOL TRAINING	1	1.8%			1	.5%
	ASSEMBLY LINE			1	.7%	1	.5%
	ASSOCIATE ORIENTATION	1	1.8%			1	.5%
	AUTO DEALERSHIP SALES	1	1.8%			1	.5%
	AUTOCAD SYSTEM CALLED RIVIT SYSTEM			1	.7%	1	.5%
	AUTOMATIC DEFIBRILLATOR			1	.7%	1	.5%
	BALANCING WORKLOADS			1	.7%	1	.5%
	BIOMETRIC TIME AND ATTENDANCE SYSTEM	1	1.8%			1	.5%
	BODY/ PERSONAL	1	1.8%			1	.5%
	BOOKS/ HOW TO USE OUR READING PROGRAM			1	.7%	1	.5%

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TABLE 5-B. Specific Training Programs Planned For Next Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
FUTURE TRAINING TOPICS - MULTIPLE RESPONSES	BUSINESS WRITING/ CORRESPONDENCE	1	1.8%			1	.5%
	CAD TRAINING			1	.7%	1	.5%
	CASHIERS			1	.7%	1	.5%
	CHANGE MANAGEMENT			1	.7%	1	.5%
	CHILD DEVELOPMENT	1	1.8%			1	.5%
	CHRYSLER AND FORD			1	.7%	1	.5%
	CNA			1	.7%	1	.5%
	COACHING/ MANAGEMENT SUPERVISORY TRAINING			1	.7%	1	.5%
	COMMERCIAL WINDOW CLEANING			1	.7%	1	.5%
	COMMUNICATIONS	1	1.8%	1	.7%	2	1.0%
	COMPUTERS			6	4.3%	6	3.1%
	COMPUTERS/ EXCEL			1	.7%	1	.5%
	CONFLICTED			1	.7%	1	.5%
	CPR	1	1.8%	1	.7%	2	1.0%
	CREATIVE WRITING	1	1.8%			1	.5%
	CRISIS MANAGEMENT	1	1.8%			1	.5%
	CUSTOMER SERVICE	2	3.6%	3	2.2%	5	2.6%
	DATA INPUT	1	1.8%			1	.5%
	DATABASE SYSTEMS			1	.7%	1	.5%
	DEALING WITH VIOLENCE	1	1.8%			1	.5%
	DEPARTMENT HEADS			1	.7%	1	.5%
	DEVELOPMENT			1	.7%	1	.5%
	DIABETES PART 2			1	.7%	1	.5%
	DISABILITIES RELATED			1	.7%	1	.5%
	DIVERSITY			2	1.4%	2	1.0%
	DOCUMENTATION			1	.7%	1	.5%
	DON'T KNOW			1	.7%	1	.5%
	DRIVER SAFETY			1	.7%	1	.5%
	EMERGENCY RESPONSE TEAM			1	.7%	1	.5%
	EMPLOYEE'S FAMILY MATTERS			1	.7%	1	.5%
	EMPLOYEE MOTIVATION			1	.7%	1	.5%
	ENGINES/ COMPUTERS	1	1.8%			1	.5%
	ETHICS			1	.7%	1	.5%
	EXCEL			1	.7%	1	.5%
	FEDERAL GUIDELINES			1	.7%	1	.5%
	FEMA			1	.7%	1	.5%
	FIREFIGHTER I	1	1.8%			1	.5%

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TABLE 5-B. Specific Training Programs Planned For Next Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
FUTURE TRAINING TOPICS - MULTIPLE RESPONSES	FIREFIGHTER II	1	1.8%			1	.5%
	FIRST AID			1	.7%	1	.5%
	FIRST AID AND CPR	1	1.8%			1	.5%
	FLOOR CARE	1	1.8%			1	.5%
	FOOD SAFETY	1	1.8%			1	.5%
	FORKLIFTS			1	.7%	1	.5%
	FREIGHT REGULATIONS	1	1.8%			1	.5%
	HIPAA	1	1.8%			1	.5%
	HOSPITALITY			1	.7%	1	.5%
	HOUSEKEEPING	1	1.8%			1	.5%
	HOW TO BEGIN FIRST HOME			1	.7%	1	.5%
	HUMAN RESOURCES RELATED TRAINING	1	1.8%			1	.5%
	HUMAN SERVICES PROGRAMS			1	.7%	1	.5%
	INTRANET			1	.7%	1	.5%
	IT TECHNICAL			1	.7%	1	.5%
	LANGUAGE TRAINING			1	.7%	1	.5%
	LASER			1	.7%	1	.5%
	LAUNDRY SERVICE	1	1.8%			1	.5%
	LEADERSHIP			8	5.8%	8	4.1%
	LEADERSHIP TRAINING FOR MANAGERS	1	1.8%			1	.5%
	LIFE SKILLS			1	.7%	1	.5%
	LITERACY CURRICULUM	1	1.8%			1	.5%
	LPN TO RN			1	.7%	1	.5%
	MAINTENANCE	1	1.8%			1	.5%
	MANAGEMENT	3	5.5%	11	8.0%	14	7.3%
	MANAGEMENT/ LINE SUPERVISORS			1	.7%	1	.5%
	MANAGING ELDERLY			1	.7%	1	.5%
	MARKETING PROGRAM			1	.7%	1	.5%
	MECHANICS	1	1.8%			1	.5%
	MEDICAL	1	1.8%			1	.5%
	MEDICAL HISTORY			1	.7%	1	.5%
	MEDICATIONS			1	.7%	1	.5%
	MEDICINE/ UNDERSTANDING			1	.7%	1	.5%
	MENTAL HEALTH/ MENTAL RETARDATION CERTIFICATE	1	1.8%			1	.5%
	MENU TRAINING	1	1.8%			1	.5%
	MICRO GDS (ARCHITECTURE FIRM)	1	1.8%			1	.5%

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TABLE 5-B. Specific Training Programs Planned For Next Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
FUTURE TRAINING TOPICS - MULTIPLE RESPONSES	MICROSOFT WORD			1	.7%	1	.5%
	MORE BASIC SKILLS			1	.7%	1	.5%
	MORE INTENSE CUSTOMER SERVICE			1	.7%	1	.5%
	NEW LAWS FOR COMMERCIAL DRIVERS	1	1.8%			1	.5%
	NEW REGULATIONS			1	.7%	1	.5%
	NURSE'S AIDES			1	.7%	1	.5%
	NURSING UPGRADE			1	.7%	1	.5%
	NUTRITION			1	.7%	1	.5%
	OPERATIONS MODELS			1	.7%	1	.5%
	OSTOMY AND CONTINENCE			1	.7%	1	.5%
	PARENTING SKILLS			1	.7%	1	.5%
	PERFORMANCE MANAGEMENT			3	2.2%	3	1.6%
	PHOTOGRAPHY			1	.7%	1	.5%
	PROBLEMATIC EMPLOYEES			1	.7%	1	.5%
	PROCEDURES	1	1.8%			1	.5%
	PRODUCE PACKING			1	.7%	1	.5%
	PRODUCT KNOWLEDGE			1	.7%	1	.5%
	PRODUCTS	1	1.8%	1	.7%	2	1.0%
	PROPRIETARY SOFTWARE ACCOUNTING	1	1.8%			1	.5%
	REGULATIONS			1	.7%	1	.5%
	REGULATORY REQUIREMENTS			1	.7%	1	.5%
	RESTRAINT REDUCTION	1	1.8%			1	.5%
	SAFETY	2	3.6%	1	.7%	3	1.6%
	SAFETY MANAGEMENT			1	.7%	1	.5%
	SALES	2	3.6%	2	1.4%	4	2.1%
	SCHOOL VISITATIONS	1	1.8%			1	.5%
	SECURITY/ REMOVING THE REVOLVING DOOR			1	.7%	1	.5%
	SENSITIVITY			1	.7%	1	.5%
	SERVICES/ CALLED WARM THANK YOU			1	.7%	1	.5%
	SETTLEMENT OF PROPERTY REFINANCING			1	.7%	1	.5%
	SEXUAL HARASSMENT	2	3.6%	1	.7%	3	1.6%
	SIGN LANGUAGE			1	.7%	1	.5%
	SOFT SKILLS			1	.7%	1	.5%
	SOFTWARE/ ACCESS	1	1.8%			1	.5%

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TABLE 5-B. Specific Training Programs Planned For Next Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
FUTURE TRAINING TOPICS - MULTIPLE RESPONSES	SPANISH FOR HEALTH CARE WORKERS			1	.7%	1	.5%
	SPECIALIZED TRAINING	1	1.8%			1	.5%
	SUPERVISORS			3	2.2%	3	1.6%
	SUPERVISORY REFRESHER			1	.7%	1	.5%
	SYSTEM ENHANCEMENT			1	.7%	1	.5%
	SYSTEM UPDATE			1	.7%	1	.5%
	SYSTEM UPDATES/ COMPUTERS			1	.7%	1	.5%
	TEAM BUILDING			3	2.2%	3	1.6%
	TECHNOLOGY	2	3.6%			2	1.0%
	TEENAGE MINDS	1	1.8%			1	.5%
	TEMPORARY SERVICE TRAINING			1	.7%	1	.5%
	TIME MANAGEMENT	1	1.8%	2	1.4%	3	1.6%
	TRAIN THE TRAINER			1	.7%	1	.5%
	TRAINING FOR ALCOHOL AWARENESS			1	.7%	1	.5%
	TRAINING THAT CORPORATE DETERMINES			1	.7%	1	.5%
	UPDATE COMPUTERS			1	.7%	1	.5%
	UPDATED TRAINING			1	.7%	1	.5%
	URBANONICS			1	.7%	1	.5%
	USE OF INTERNET FOR SURVEYS			1	.7%	1	.5%
	WE NEED A ROUTE SALES PROGRAM			1	.7%	1	.5%
	WEB SITE TRAINING			1	.7%	1	.5%
	WORD			1	.7%	1	.5%
	WORK/ LIFE BALANCE			1	.7%	1	.5%
	WORKFORCE PROGRAM			1	.7%	1	.5%
	WOUND CARE			1	.7%	1	.5%
	WRITING			1	.7%	1	.5%
Total		55	100.0%	138	100.0%	193	100.0%

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TABLE 5-B. Specific Training Programs Planned For Next Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
TRAINING PROVIDED - MULTIPLE RESPONSES	In-House	37	67.3%	101	73.2%	138	71.5%
	Contract Out	15	27.3%	26	18.8%	41	21.2%
	Don't Know	3	5.5%	11	8.0%	14	7.3%
Total		55	100.0%	138	100.0%	193	100.0%

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TABLE 5-B. Specific Training Programs Planned For Next Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
NUMBER OF EMPLOYEES TO TRAIN - MULTIPLE RESPONSES	No Response	4	7.3%	17	12.3%	21	10.9%
	1	1	1.8%			1	.5%
	2	1	1.8%			1	.5%
	3	2	3.6%			2	1.0%
	5			2	1.4%	2	1.0%
	6	2	3.6%			2	1.0%
	8	2	3.6%	1	.7%	3	1.6%
	10	2	3.6%	5	3.6%	7	3.6%
	11	1	1.8%			1	.5%
	13			1	.7%	1	.5%
	14			1	.7%	1	.5%
	15	2	3.6%	4	2.9%	6	3.1%
	18			2	1.4%	2	1.0%
	20	3	5.5%	9	6.5%	12	6.2%
	24			1	.7%	1	.5%
	25	3	5.5%	8	5.8%	11	5.7%
	30	5	9.1%	5	3.6%	10	5.2%
	35	2	3.6%	1	.7%	3	1.6%
	38			1	.7%	1	.5%
	40	1	1.8%	3	2.2%	4	2.1%
	43	2	3.6%			2	1.0%
	45	2	3.6%	2	1.4%	4	2.1%
	48			2	1.4%	2	1.0%
	50	4	7.3%	9	6.5%	13	6.7%
	60	5	9.1%	2	1.4%	7	3.6%
	65	1	1.8%	1	.7%	2	1.0%
	70			1	.7%	1	.5%
	75			5	3.6%	5	2.6%
	80	2	3.6%	1	.7%	3	1.6%
	90	3	5.5%	1	.7%	4	2.1%
	93	2	3.6%			2	1.0%
	100	2	3.6%	11	8.0%	13	6.7%
	120			1	.7%	1	.5%
	125			1	.7%	1	.5%
	130			1	.7%	1	.5%
	150			9	6.5%	9	4.7%
	200	1	1.8%	7	5.1%	8	4.1%
	250			7	5.1%	7	3.6%
	300			5	3.6%	5	2.6%
	400			1	.7%	1	.5%

TABLE 5-B. Specific Training Programs Planned For Next Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
NUMBER OF EMPLOYEES TO TRAIN - MULTIPLE RESPONSES	450			1	.7%	1	.5%
	500			5	3.6%	5	2.6%
	750			1	.7%	1	.5%
	900			1	.7%	1	.5%
	1200			1	.7%	1	.5%
	2000			1	.7%	1	.5%
Total		55	100.0%	138	100.0%	193	100.0%

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NUMBER OF EMPLOYEES TO TRAIN - MULTIPLE RESPONSES

EMPLOYER SIZE	N	Sum	Mean
Less Than 100	51	2250	44.12
100 Or More	121	18049	149.17
Total	172	20299	118.02

TABLE 5-C. Specific Training Programs Planned To Contract Out Next Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
FUTURE TRAINING TOPICS PLANNED TO CONTRACT OUT - MULTIPLE RESPONSES	AUTOCAD SYSTEM CALLED RIVIT SYSTEM			1	3.8%	1	2.4%
	CHANGE MANAGEMENT			1	3.8%	1	2.4%
	CHILD DEVELOPMENT	1	6.7%			1	2.4%
	CHRYSLER AND FORD			1	3.8%	1	2.4%
	CNA			1	3.8%	1	2.4%
	COACHING/ MANAGEMENT SUPERVISORY TRAINING			1	3.8%	1	2.4%
	COMMUNICATIONS	1	6.7%	1	3.8%	2	4.9%
	COMPUTERS			3	11.5%	3	7.3%
	COMPUTERS/ EXCEL			1	3.8%	1	2.4%
	CREATIVE WRITING	1	6.7%			1	2.4%

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TABLE 5-C. Specific Training Programs Planned To Contract Out Next Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
FUTURE TRAINING TOPICS PLANNED TO CONTRACT OUT - MULTIPLE RESPONSES	CRISIS MANAGEMENT	1	6.7%			1	2.4%
	DEVELOPMENT			1	3.8%	1	2.4%
	ENGINES/ COMPUTERS	1	6.7%			1	2.4%
	FEDERAL GUIDELINES			1	3.8%	1	2.4%
	FIRST AID AND CPR	1	6.7%			1	2.4%
	LANGUAGE TRAINING			1	3.8%	1	2.4%
	LASER			1	3.8%	1	2.4%
	LEADERSHIP TRAINING FOR MANAGERS	1	6.7%			1	2.4%
	LIFE SKILLS			1	3.8%	1	2.4%
	LPN TO RN			1	3.8%	1	2.4%
	MAINTENANCE	1	6.7%			1	2.4%
	MANAGEMENT	1	6.7%	1	3.8%	2	4.9%
	MANAGING ELDERLY			1	3.8%	1	2.4%
	MARKETING PROGRAM			1	3.8%	1	2.4%
	MEDICAL	1	6.7%			1	2.4%
	MORE BASIC SKILLS			1	3.8%	1	2.4%
	PRODUCTS	1	6.7%			1	2.4%
	RESTRAINT REDUCTION	1	6.7%			1	2.4%
	SALES	1	6.7%	2	7.7%	3	7.3%
	SETTLEMENT OF PROPERTY REFINANCING			1	3.8%	1	2.4%
	SEXUAL HARASSMENT			1	3.8%	1	2.4%
	SIGN LANGUAGE			1	3.8%	1	2.4%
	TECHNOLOGY	1	6.7%			1	2.4%
	TIME MANAGEMENT	1	6.7%			1	2.4%
	WE NEED A ROUTE SALES PROGRAM			1	3.8%	1	2.4%
Total		15	100.0%	26	100.0%	41	100.0%
TRAINING PROVIDED -	Contract Out	15	100.0%	26	100.0%	41	100.0%
Total		15	100.0%	26	100.0%	41	100.0%

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TABLE 5-C. Specific Training Programs Planned To Contract Out Next Year By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
NUMBER OF EMPLOYEES TO TRAIN - MULTIPLE RESPONSES	No Response			4	15.4%	4	9.8%
	2	1	6.7%			1	2.4%
	5			2	7.7%	2	4.9%
	6	2	13.3%			2	4.9%
	10			1	3.8%	1	2.4%
	15	2	13.3%	2	7.7%	4	9.8%
	20	1	6.7%	1	3.8%	2	4.9%
	24			1	3.8%	1	2.4%
	25			2	7.7%	2	4.9%
	30	3	20.0%			3	7.3%
	35	1	6.7%			1	2.4%
	43	2	13.3%			2	4.9%
	45			1	3.8%	1	2.4%
	50	1	6.7%			1	2.4%
	60			1	3.8%	1	2.4%
	75			3	11.5%	3	7.3%
	80	2	13.3%			2	4.9%
	90			1	3.8%	1	2.4%
	100			2	7.7%	2	4.9%
	200			1	3.8%	1	2.4%
	250			1	3.8%	1	2.4%
	500			2	7.7%	2	4.9%
	750			1	3.8%	1	2.4%
Total		15	100.0%	26	100.0%	41	100.0%

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Report

NUMBER OF EMPLOYEES TO TRAIN - MULTIPLE RESPONSES

EMPLOYER SIZE	N	Sum	Mean
Less Than 100	15	485	32.33
100 Or More	22	2964	134.73
Total	37	3449	93.22

TABLE 6. Require Employees To Participate In Continuing Education Or Continuing Education Units (CEUs) By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PARTICIPATION IN CONTINUING EDUCATION REQUIRED	No Response	1	.7%	2	.8%	3	.8%
	Yes	34	24.6%	106	40.5%	140	35.0%
	No	103	74.6%	154	58.8%	257	64.3%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 6. Require Employees To Participate In Continuing Education Or Continuing Education Units (CEUs) By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CONTINUING EDUCATION REQUIRED	ACCOUNTANTS/ SOCIAL WORKERS			1	.9%	1	.7%
	ACCOUNTING	2	5.9%	1	.9%	3	2.1%
	ADMINISTRATION	1	2.9%			1	.7%
	ALCOHOL TIPS			1	.9%	1	.7%
	ALL AREAS OF OUR PROFESSION			1	.9%	1	.7%
	ALL PROFESSIONAL/ NURSE/ PSYCHOLOGY			1	.9%	1	.7%
	ARCHITECTS	1	2.9%			1	.7%
	ATTORNEYS/ PARALEGALS			1	.9%	1	.7%
	AUDIO VISUAL AND HUMAN RESOURCES			1	.9%	1	.7%
	AUDITING TAXES			1	.9%	1	.7%
	BROKER LICENSES	1	2.9%			1	.7%
	BROKERS			1	.9%	1	.7%
	CERTIFICATION			1	.9%	1	.7%
	CERTIFICATION FOR FORKLIFT			1	.9%	1	.7%
	CERTIFIED NURSES ASSISTANTS			1	.9%	1	.7%
	CERTIFIED NURSES ASSISTANTS AND NURSES			1	.9%	1	.7%
	CERTIFIED REHABILITATION	1	2.9%			1	.7%
	CERTIFIED TEACHERS	1	2.9%			1	.7%
	CEU/ CREDITS GIVEN FOR THOSE WORKING A SUMMER JOB	1	2.9%			1	.7%
	CHEMISTS/ LAB TECHS	1	2.9%			1	.7%
	CHILD CARE LICENSE			1	.9%	1	.7%
	CHILD SERVICES			1	.9%	1	.7%
	CHILDHOOD DEVELOPMENT	1	2.9%			1	.7%
	CHRYSLER MECHANICAL AND SALES DEPARTMENT	1	2.9%			1	.7%
	CLINICAL			1	.9%	1	.7%
	CLINICAL AREAS			1	.9%	1	.7%
	COAST GUARD DOCUMENTATION FOR ADVANCEMENT	1	2.9%			1	.7%
	COMMUNICATIONS/ EXECUTIVES	1	2.9%			1	.7%
	COMPUTER SOFTWARE			1	.9%	1	.7%
	COOKING			1	.9%	1	.7%

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TABLE 6. Require Employees To Participate In Continuing Education Or Continuing Education Units (CEUs) By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CONTINUING EDUCATION REQUIRED	COURT REPORTING			1	.9%	1	.7%
	CPA			2	1.9%	2	1.4%
	CUSTOMER SERVICE MANAGEMENT			1	.9%	1	.7%
	CUSTOMER SERVICE/ OPERATIONS/ LICENSED POSITIONS			1	.9%	1	.7%
	DON'T KNOW			3	2.8%	3	2.1%
	DON'T KNOW WHAT AREAS			1	.9%	1	.7%
	DRIVING/ ADA	1	2.9%			1	.7%
	DRUG AND ALCOHOL/ COUNSELING/ SOCIAL WORK/ PSYCHIATRY			1	.9%	1	.7%
	EARLY CHILDHOOD	1	2.9%			1	.7%
	EDUCATION DEPARTMENT			1	.9%	1	.7%
	EMERGENCY SERVICES DEPARTMENT INSTRUCTORS			1	.9%	1	.7%
	EMS	1	2.9%			1	.7%
	EMT AND FIREFIGHTERS	1	2.9%			1	.7%
	ENGINEERING	1	2.9%	2	1.9%	3	2.1%
	ENTRY-LEVEL TRAINERS AND HAZMAT			1	.9%	1	.7%
	EVERYONE ON A PAID STAFF ALL AREAS AND ALL DEPARTMENTS			1	.9%	1	.7%
	FINANCE/ ACCOUNTING			1	.9%	1	.7%
	FINANCIAL PLANNING/ LICENSING FOR LIFE INSURANCE AGENTS	1	2.9%			1	.7%
	FITNESS			1	.9%	1	.7%
	FOOD SERVERS AND CATERING/ COMPUTERS/ ACCOUNTING	1	2.9%			1	.7%
	FOSTER PARENTS AND SOCIAL WORKERS	1	2.9%			1	.7%
	FRONT OF THE HOUSE/ SEMINARS			1	.9%	1	.7%
	GROUP EXERCISE/ INSTRUCTORS/ PERSONAL TRAINERS			1	.9%	1	.7%
	HEALTH PROFESSIONALS/ CPR			1	.9%	1	.7%
	HOSPITALITY/ TOURISM/ LANGUAGE SKILLS	1	2.9%			1	.7%
	INSURANCE			1	.9%	1	.7%

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TABLE 6. Require Employees To Participate In Continuing Education Or Continuing Education Units (CEUs) By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CONTINUING EDUCATION REQUIRED	JOURNALISM AND UPPER MANAGEMENT			1	.9%	1	.7%
	LABORATORY EMPLOYEES			1	.9%	1	.7%
	LAW			1	.9%	1	.7%
	LAWYERS			3	2.8%	3	2.1%
	LAWYERS AND FINANCIAL OFFICERS			1	.9%	1	.7%
	LAWYERS AND PARALEGALS			1	.9%	1	.7%
	LEGAL	1	2.9%			1	.7%
	LIFEGUARD/ CPR			1	.9%	1	.7%
	LOGISTICS/ ANALYSIS			1	.9%	1	.7%
	MANAGEMENT	2	5.9%			2	1.4%
	MANAGEMENT/ BAKING/ SCIENCE			1	.9%	1	.7%
	MEDICAL AND COMMUNICATIONS	1	2.9%			1	.7%
	MEDICAL PROFESSION LICENSES/ CLINICIANS			1	.9%	1	.7%
	NO RESPONSE			1	.9%	1	.7%
	NURSES AND ADMINISTRATORS			1	.9%	1	.7%
	NURSES/ ALL MEDICAL			1	.9%	1	.7%
	NURSING			14	13.2%	14	10.0%
	NURSING AND ADMINISTRATION			1	.9%	1	.7%
	NURSING AND LABS			1	.9%	1	.7%
	NURSING AND SOCIAL SERVICE AND CNA			1	.9%	1	.7%
	NURSING LICENSES			1	.9%	1	.7%
	NURSING STAFF/ PHYSICAL THERAPISTS			1	.9%	1	.7%
	NURSING STAFF/ SAFETY TESTS			1	.9%	1	.7%
	NURSING/ ADMINISTRATION			1	.9%	1	.7%
	NURSING/ CNA/ NHA			1	.9%	1	.7%
	NURSING/ DOCTORS			2	1.9%	2	1.4%
	NURSING/ HUMAN RESOURCES	1	2.9%	1	.9%	2	1.4%
	NURSING/ HUMAN RESOURCES/ MAINTENANCE			1	.9%	1	.7%
	NURSING/ LABS			1	.9%	1	.7%
	NURSING/ NURSE'S AIDES	1	2.9%			1	.7%

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TABLE 6. Require Employees To Participate In Continuing Education Or Continuing Education Units (CEUs) By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CONTINUING EDUCATION REQUIRED	NURSING/ PSYCHOLOGIST/ TEACHERS/ DRUG AND ALCOHOL TREATMENT			1	.9%	1	.7%
	NURSING/ RESPIRATORY STAFF/ PHYSICAL THERAPISTS			1	.9%	1	.7%
	NURSING/ SOCIAL WORK			2	1.9%	2	1.4%
	NURSING/ SOCIAL WORK/ PSYCHOLOGY			1	.9%	1	.7%
	OPTOMETRIC TECHNICIAN			1	.9%	1	.7%
	PENNSYLVANIA STATE INSPECTION			1	.9%	1	.7%
	PENSION LEGISLATION/ BUSINESS SKILLS	1	2.9%			1	.7%
	PHARMACY AND FRONT END PEOPLE/ MANAGERS AND ASSISTANT MANAGE	1	2.9%			1	.7%
	PHYSICAL THERAPISTS/ TRAINERS			1	.9%	1	.7%
	PROBATION OFFICERS			1	.9%	1	.7%
	PROFESSIONAL ENGINEERS AND ARCHITECTURES	1	2.9%			1	.7%
	PROFESSIONAL STAFF/ HEALTH CARE/ SOCIAL WORKERS/ THERAPISTS			1	.9%	1	.7%
	PSYCHOLOGIST/ PHYSICAL THERAPIST/ OCCUPATIONAL THERAPIST/ HE			1	.9%	1	.7%
	PT AND OT AND NURSING			1	.9%	1	.7%
	REGISTERED NURSES/ THERAPISTS			1	.9%	1	.7%
	SANITATION	1	2.9%			1	.7%
	SECURITY/ FIRST AID/ CPR/ SERVE SAFE/ BLOOD BORNE PATHOGENS/			1	.9%	1	.7%
	SOCIAL SERVICES			1	.9%	1	.7%
	SOCIAL WORK	1	2.9%	1	.9%	2	1.4%
	SOCIAL WORK/ ADDICTIONS COUNSELORS			1	.9%	1	.7%
	SOCIAL WORKERS AND HOME HEALTH AIDES			1	.9%	1	.7%
	SPECIAL EDUCATION			1	.9%	1	.7%
	TEACHERS AND SPEECH THERAPISTS			1	.9%	1	.7%
	TECHNICIANS			1	.9%	1	.7%

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TABLE 6. Require Employees To Participate In Continuing Education Or Continuing Education Units (CEUs) By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CONTINUING EDUCATION REQUIRED	THERAPISTS	1	2.9%			1	.7%
	TRAUMA NURSE/ RESPIRATORY THERAPISTS			1	.9%	1	.7%
	WATER TREATMENT			1	.9%	1	.7%
Total		34	100.0%	106	100.0%	140	100.0%

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TABLE 7. Academic Degree Programs Currently Offered By Employers On-Site Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CURRENTLY OFFERING COLLEGE COURSES OR DEGREES TO EMPLOYEES ON SITE	No	136	98.6%	246	93.9%	382	95.5%
	Yes, College Courses			7	2.7%	7	1.8%
	Yes, College Degrees	2	1.4%	2	.8%	4	1.0%
	Yes, College Courses And Degrees			7	2.7%	7	1.8%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 7-A. College Courses Currently Offered By Employers On-Site Cited As Needed By Employer Size

		EMPLOYER SIZE		Total	
		100 Or More		Count	Col %
		Count	Col %		
COURSE PROGRAM AREA - MULTIPLE RESPONSES	BEHAVIORAL	1	5.9%	1	5.9%
	BSN	2	11.8%	2	11.8%
	BUSINESS	2	11.8%	2	11.8%
	CLASSES TO GET B OF A IN NURSING	1	5.9%	1	5.9%
	DON'T KNOW	3	17.6%	3	17.6%
	EDUCATION COURSE	1	5.9%	1	5.9%
	ENGLISH/ MATH	1	5.9%	1	5.9%
	LPN	1	5.9%	1	5.9%
	MASTER'S LEVEL	1	5.9%	1	5.9%
	NURSING	3	17.6%	3	17.6%
	RN TO BSN	1	5.9%	1	5.9%
Total		17	100.0%	17	100.0%
EDUCATIONAL INSTITUTION PROVIDING COURSES - MULTIPLE RESPONSES	COMMUNITY COLLEGE OF PHILADELPHIA	4	23.5%	4	23.5%
	COUNTY AND DIFFERENT UNIVERSITIES	1	5.9%	1	5.9%
	DISTRICT COUNSEL 1199C/ HEALTH CARE UNION	1	5.9%	1	5.9%
	IMMACULATA UNIVERSITY	7	41.2%	7	41.2%
	MONTGOMERY COUNTY COMMUNITY COLLEGE	2	11.8%	2	11.8%
	NO RESPONSE	1	5.9%	1	5.9%
	SAINT JOSEPH'S UNIVERSITY	1	5.9%	1	5.9%
Total		17	100.0%	17	100.0%

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TABLE 7-B. College Courses Currently Offered By Educational Institutions By Employers On-Site Cited As Needed By Employer Size

				EMPLOYER SIZE		Total	
				100 Or More		Count	Col %
				Count	Col %		
EDUCATIONAL INSTITUTION PROVIDING COURSES - MULTIPLE RESPONSES	COMMUNITY COLLEGE OF PHILADELPHIA	COURSE PROGRAM AREAS	BEHAVIORAL	1	5.9%	1	5.9%
			DON'T KNOW	1	5.9%	1	5.9%
			ENGLISH/ MATH	1	5.9%	1	5.9%
			NURSING	1	5.9%	1	5.9%
	COUNTY AND DIFFERENT UNIVERSITIES	COURSE PROGRAM AREAS	EDUCATION COURSE	1	5.9%	1	5.9%
	DISTRICT COUNSEL 1199C/ HEALTH CARE UNION	COURSE PROGRAM AREAS	LPN	1	5.9%	1	5.9%
	IMMACULATA UNIVERSITY	COURSE PROGRAM AREAS	BSN	2	11.8%	2	11.8%
			CLASSES TO GET B OF A IN NURSING	1	5.9%	1	5.9%
			DON'T KNOW	2	11.8%	2	11.8%
			NURSING	1	5.9%	1	5.9%
			RN TO BSN	1	5.9%	1	5.9%
	MONTGOMERY COUNTY COMMUNITY COLLEGE	COURSE PROGRAM AREAS	BUSINESS	1	5.9%	1	5.9%
			MASTER'S LEVEL	1	5.9%	1	5.9%
	NO RESPONSE	COURSE PROGRAM AREAS	NURSING	1	5.9%	1	5.9%
	SAINT JOSEPH'S UNIVERSITY	COURSE PROGRAM AREAS	BUSINESS	1	5.9%	1	5.9%
Total				17	100.0%	17	100.0%

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TABLE 7-C. College Degrees Currently Offered By Employers On-Site Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
DEGREE PROGRAM AREA - MULTIPLE RESPONSES	BEHAVIORAL			1	8.3%	1	7.1%
	BUSINESS			3	25.0%	3	21.4%
	DON'T KNOW			1	8.3%	1	7.1%
	DYNAMIC LEADERSHIP	1	50.0%			1	7.1%
	EDUCATION COURSES			1	8.3%	1	7.1%
	HEALTH			1	8.3%	1	7.1%
	HEALTH CARE ADMINISTRATION			1	8.3%	1	7.1%
	MASTER'S COUNSELING	1	50.0%			1	7.1%
	MASTER'S LEVEL			1	8.3%	1	7.1%
	NURSING			2	16.7%	2	14.3%
	RN TO BSN			1	8.3%	1	7.1%
	Total	2	100.0%	12	100.0%	14	100.0%
DEGREE TYPE - MULTIPLE RESPONSES	No Response	2	50.0%	9	50.0%	11	50.0%
	Associate Degree			1	5.6%	1	4.5%
	Bachelor's And Master's Degrees			2	11.1%	2	9.1%
	Bachelor's Degree	1	25.0%	4	22.2%	5	22.7%
	Master's Degree	1	25.0%	2	11.1%	3	13.6%
	Total	4	100.0%	18	100.0%	22	100.0%
EDUCATIONAL INSTITUTION PROVIDING DEGREES - MULTIPLE RESPONSES	COMMUNITY COLLEGE OF PHILADELPHIA			1	9.1%	1	7.7%
	DIFFERENT UNIVERSITIES			1	9.1%	1	7.7%
	DREXEL UNIVERSITY			1	9.1%	1	7.7%
	IMMACULATA UNIVERSITY			2	18.2%	2	15.4%
	MONTGOMERY COUNTY COMMUNITY COLLEGE			2	18.2%	2	15.4%
	PHILADELPHIA UNIVERSITY			1	9.1%	1	7.7%
	ROSEMONT			1	9.1%	1	7.7%
	SAINT JOSEPH'S UNIVERSITY			2	18.2%	2	15.4%
	STRAYER UNIVERSITY	1	50.0%			1	7.7%
	UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY	1	50.0%			1	7.7%
	Total	2	100.0%	11	100.0%	13	100.0%

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TABLE 7-D. College Degrees Currently Offered By Educational Institutions By Employers On-Site Cited As Needed By Employer Size

				EMPLOYER SIZE				Total	
				Less Than 100		100 Or More		Count	Col %
				Count	Col %	Count	Col %		
EDUCATIONAL INSTITUTION PROVIDING DEGREES - MULTIPLE RESPONSES	COMMUNITY COLLEGE OF PHILADELPHIA	No Response	DON'T KNOW			1	9.1%	1	7.7%
	DIFFERENT UNIVERSITIES	Master's Degree	EDUCATION COURSES			1	9.1%	1	7.7%
	DREXEL UNIVERSITY	Associate Degree	NURSING			1	9.1%	1	7.7%
	IMMACULATA UNIVERSITY	Bachelor's Degree	NURSING			1	9.1%	1	7.7%
			RN TO BSN			1	9.1%	1	7.7%
	MONTGOMERY COUNTY COMMUNITY COLLEGE	No Response	BUSINESS			1	9.1%	1	7.7%
		Master's Degree	MASTER'S LEVEL			1	9.1%	1	7.7%
	PHILADELPHIA UNIVERSITY	Bachelor's Degree	BEHAVIORAL			1	9.1%	1	7.7%
	ROSEMONT	Bachelor's Degree	BUSINESS			1	9.1%	1	7.7%
	SAINT JOSEPH'S UNIVERSITY	Bachelor's And Master's Degrees	BUSINESS			1	9.1%	1	7.7%
			HEALTH CARE ADMINISTRATION			1	9.1%	1	7.7%
	STRAYER UNIVERSITY	Bachelor's Degree	DYNAMIC LEADERSHIP	1	50.0%			1	7.7%
	UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY	Master's Degree	MASTER'S COUNSELING	1	50.0%			1	7.7%
Total				2	100.0%	11	100.0%	13	100.0%

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TABLE 8. Employee Basic Skills Training Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
EMPLOYEE BASIC SKILLS TRAINING	Yes	18	13.0%	55	21.0%	73	18.3%
	No	120	87.0%	207	79.0%	327	81.8%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 8. Employee Basic Skills Training Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PREFER EMPLOYEE BASIC SKILLS TO BE OFFERED ON-SITE	No Response			1	1.8%	1	1.4%
	Yes	9	50.0%	29	52.7%	38	52.1%
	No	9	50.0%	22	40.0%	31	42.5%
	Don't Know			3	5.5%	3	4.1%

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TABLE 8. Employee Basic Skills Training Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
Total		18	100.0%	55	100.0%	73	100.0%
AREAS OF TRAINING NEEDED - FIRST RESPONSE	ALL BASICS	1	5.6%			1	1.4%
	ANCILLARY/ NURSING ASSISTANTS			1	1.8%	1	1.4%
	BASIC COMPUTERS			1	1.8%	1	1.4%
	BASIC WRITING			1	1.8%	1	1.4%
	COMPUTERS	1	5.6%			1	1.4%
	DIRECT SERVICE			1	1.8%	1	1.4%
	DON'T KNOW	1	5.6%	1	1.8%	2	2.7%
	ENGLISH	1	5.6%	4	7.3%	5	6.8%
	ESL	4	22.2%	14	25.5%	18	24.7%
	EVERYONE			1	1.8%	1	1.4%
	FOOD AND NUTRITION			1	1.8%	1	1.4%
	GED TRAINING			2	3.6%	2	2.7%
	IN-STORE/ MANAGEMENT	1	5.6%			1	1.4%
	JOB SKILLS			1	1.8%	1	1.4%
	LANGUAGE			2	3.6%	2	2.7%
	MANAGERIAL/ SUPERVISORY			1	1.8%	1	1.4%
	MATH	3	16.7%	9	16.4%	12	16.4%
	ORIENTATION			1	1.8%	1	1.4%
	READING	2	11.1%	6	10.9%	8	11.0%
	READING AND WRITING UPDATES			1	1.8%	1	1.4%
	SCHOOL AT WORK PROGRAM			1	1.8%	1	1.4%
	SOCIAL WORKERS	1	5.6%			1	1.4%
	SPANISH	1	5.6%			1	1.4%
	SUPPORT ONLY FOR BASICS	1	5.6%			1	1.4%
	WORK ETHICS			1	1.8%	1	1.4%
	WRITING	1	5.6%	4	7.3%	5	6.8%
	WRITING E-MAIL			1	1.8%	1	1.4%
Total		18	100.0%	55	100.0%	73	100.0%

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TABLE 8. Employee Basic Skills Training Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
AREAS OF TRAINING NEEDED - SECOND RESPONSE	BASIC ENGLISH			1	3.3%	1	2.6%
	BASIC MATH			1	3.3%	1	2.6%
	COMMUNICATIONS			1	3.3%	1	2.6%
	COMPUTERS	1	11.1%			1	2.6%
	COURTESY			1	3.3%	1	2.6%
	ENGLISH	1	11.1%	6	20.0%	7	17.9%
	ENVIRONMENT SERVICE			1	3.3%	1	2.6%
	ESL			1	3.3%	1	2.6%
	GRAMMAR			1	3.3%	1	2.6%
	HOUSEKEEPERS			1	3.3%	1	2.6%
	MATH	1	11.1%	3	10.0%	4	10.3%
	READING	3	33.3%	4	13.3%	7	17.9%
	SIGN LANGUAGE			1	3.3%	1	2.6%
	WRITING	3	33.3%	8	26.7%	11	28.2%
Total		9	100.0%	30	100.0%	39	100.0%
AREAS OF TRAINING NEEDED - THIRD RESPONSE	CNA			1	5.6%	1	4.3%
	ENGLISH	1	20.0%	2	11.1%	3	13.0%
	MATH	2	40.0%	2	11.1%	4	17.4%
	MATH/ ESL			1	5.6%	1	4.3%
	READING	1	20.0%	6	33.3%	7	30.4%
	SPANISH			1	5.6%	1	4.3%
	WORK ETHICS			1	5.6%	1	4.3%
	WRITING	1	20.0%	4	22.2%	5	21.7%
Total		5	100.0%	18	100.0%	23	100.0%
AREAS OF TRAINING NEEDED - FOURTH RESPONSE	OUTPATIENT SERVICES			1	12.5%	1	11.1%
	READING/ WRITING	1	100.0%	1	12.5%	2	22.2%
	TECHNICAL TRAINING			1	12.5%	1	11.1%
	WRITING			4	50.0%	4	44.4%
	WRITING/ READING			1	12.5%	1	11.1%
Total		1	100.0%	8	100.0%	9	100.0%

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TABLE 9. College Courses Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
COLLEGE COURSES	Yes	22	15.9%	42	16.0%	64	16.0%
	No	116	84.1%	218	83.2%	334	83.5%
	Don't Know			2	.8%	2	.5%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 9. College Courses Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PREFER COLLEGE COURSES TO BE OFFERED ON-SITE	Yes	7	31.8%	13	31.0%	20	31.3%
	No	14	63.6%	26	61.9%	40	62.5%
	Don't Know	1	4.5%	3	7.1%	4	6.3%
Total		22	100.0%	42	100.0%	64	100.0%

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TABLE 9. College Courses Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
AREAS OF TRAINING NEEDED - FIRST RESPONSE	ACCOUNTING			2	4.9%	2	3.3%
	ALL AREAS			1	2.4%	1	1.6%
	BASIC BUSINESS			1	2.4%	1	1.6%
	BUSINESS	4	20.0%	4	9.8%	8	13.1%
	BUSINESS FINANCE	1	5.0%			1	1.6%
	BUSINESS MANAGEMENT			1	2.4%	1	1.6%
	BUSINESS WRITING	1	5.0%			1	1.6%
	CHILD CARE	2	10.0%	1	2.4%	3	4.9%
	COMPUTER PROGRAMS			1	2.4%	1	1.6%
	COMPUTERS	1	5.0%	1	2.4%	2	3.3%
	DEPENDS ON WHAT THEY WANT			1	2.4%	1	1.6%
	DON'T KNOW			1	2.4%	1	1.6%
	EARLY CHILDHOOD EDUCATION	1	5.0%			1	1.6%
	EMS	1	5.0%			1	1.6%
	ENGINEERING	1	5.0%	2	4.9%	3	4.9%
	ENGLISH	1	5.0%			1	1.6%
	GENERAL BUSINESS	1	5.0%			1	1.6%
	HUMANITARIAN CLASSES	1	5.0%			1	1.6%
	LEGAL AND LAW COURSES			1	2.4%	1	1.6%
	LPN			1	2.4%	1	1.6%
	LPN TO RN			1	2.4%	1	1.6%
	MANAGEMENT	1	5.0%	4	9.8%	5	8.2%
	MANAGEMENT/ HEALTH CURRICULU			1	2.4%	1	1.6%
	MARKETING			1	2.4%	1	1.6%
	MATH			1	2.4%	1	1.6%
	NURSING			9	22.0%	9	14.8%
	NURSING/ LPN OR RN			1	2.4%	1	1.6%
	NURSING/ PERIOPERATIVE			1	2.4%	1	1.6%
	ORGANIZATIONAL CLASSES	1	5.0%			1	1.6%
	SOCIAL SERVICE			1	2.4%	1	1.6%
	SOCIAL WORK	2	10.0%	1	2.4%	3	4.9%
	SPANISH	1	5.0%			1	1.6%
	TOWARD BUSINESS DEGREE			1	2.4%	1	1.6%
	WRITING			1	2.4%	1	1.6%
Total		20	100.0%	41	100.0%	61	100.0%

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TABLE 9. College Courses Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
AREAS OF TRAINING NEEDED - SECOND RESPONSE	BIOLOGY 106			1	7.7%	1	4.2%
	BLUEPRINT READING	1	9.1%			1	4.2%
	BUSINESS	1	9.1%	1	7.7%	2	8.3%
	CHILD DEVELOPMENT	1	9.1%			1	4.2%
	COMPUTERS	1	9.1%	1	7.7%	2	8.3%
	CUSTOMER SERVICE	1	9.1%			1	4.2%
	ENGLISH			1	7.7%	1	4.2%
	HEALTH CARE			1	7.7%	1	4.2%
	LABOR LAWS	1	9.1%			1	4.2%
	MANAGEMENT	1	9.1%	1	7.7%	2	8.3%
	MEDICAL TECHNICIANS			1	7.7%	1	4.2%
	NONPROFIT MANAGEMENT CLASSES	1	9.1%			1	4.2%
	PEOPLE MANAGEMENT			1	7.7%	1	4.2%
	PHYSICAL THERAPIST AND OCCUPATIONAL			1	7.7%	1	4.2%
	PROJECT MANAGEMENT			1	7.7%	1	4.2%
	PSYCHOLOGY			1	7.7%	1	4.2%
	PUBLIC SPEAKING	1	9.1%			1	4.2%
	RADIOLOGY			1	7.7%	1	4.2%
	SALES			1	7.7%	1	4.2%
	SOCIAL SERVICES	1	9.1%			1	4.2%
	WRITING	1	9.1%			1	4.2%
Total		11	100.0%	13	100.0%	24	100.0%
AREAS OF TRAINING NEEDED - THIRD RESPONSE	BASIC SKILLS			1	20.0%	1	14.3%
	COMPOSING	1	50.0%			1	14.3%
	CONSTRUCTION	1	50.0%			1	14.3%
	ENGLISH 101			1	20.0%	1	14.3%
	MARKETING			1	20.0%	1	14.3%
	RESPIRATORY			1	20.0%	1	14.3%
	WHOLE HOSPITAL			1	20.0%	1	14.3%
Total		2	100.0%	5	100.0%	7	100.0%
AREAS OF TRAINING NEEDED - FOURTH RESPONSE	ENGINEERING	1	100.0%			1	50.0%
	MICROBIOLOGY			1	100.0%	1	50.0%
Total		1	100.0%	1	100.0%	2	100.0%

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TABLE 10. Certificate Programs (One Year Or Less) Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CERTIFICATE PROGRAMS (One Year Or Less)	No Response	1	.7%			1	.3%
	Yes	28	20.3%	65	24.8%	93	23.3%
	No	109	79.0%	197	75.2%	306	76.5%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 10. Certificate Programs (One Year Or Less) Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PREFER CERTIFICATE PROGRAMS TO BE OFFERED ON-SITE	Yes	14	50.0%	29	44.6%	43	46.2%
	No	14	50.0%	34	52.3%	48	51.6%
	Don't Know			2	3.1%	2	2.2%
Total		28	100.0%	65	100.0%	93	100.0%

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TABLE 10. Certificate Programs (One Year Or Less) Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CERTIFICATE PROGRAMS (One Year Or Less) NEEDED - FIRST RESPONSE	ACCOUNTING			1	1.5%	1	1.1%
	ADMINISTRATION	1	3.8%			1	1.1%
	ALL AREAS			1	1.5%	1	1.1%
	ALL LEVELS			1	1.5%	1	1.1%
	ARCHITECTURE	1	3.8%			1	1.1%
	ASBESTOS TRAINING			1	1.5%	1	1.1%
	BEHAVIORAL HEALTH	1	3.8%	1	1.5%	2	2.2%
	BUSINESS			2	3.1%	2	2.2%
	BUSINESS SKILLS			1	1.5%	1	1.1%
	CERTIFICATION			1	1.5%	1	1.1%
	CERTIFIED GOVERNMENT PROGRAMS			1	1.5%	1	1.1%
	CHILD AND YOUTH	1	3.8%			1	1.1%
	CHILD SERVICES			1	1.5%	1	1.1%
	CHRYSLER SPECIFICS	1	3.8%			1	1.1%
	CLINICAL			1	1.5%	1	1.1%
	CNA			6	9.2%	6	6.6%
	CODING			1	1.5%	1	1.1%
	COMPUTER SKILLS			1	1.5%	1	1.1%
	COMPUTERIZED 1040 TAX RETURNS	1	3.8%			1	1.1%
	COMPUTERS			1	1.5%	1	1.1%
	COMPUTERS/ EXCEL			1	1.5%	1	1.1%
	COMPUTERS/ WORD			1	1.5%	1	1.1%
	CPR	1	3.8%	2	3.1%	3	3.3%
	CRITICAL CARE			1	1.5%	1	1.1%
	CUSTOMER SERVICE	1	3.8%			1	1.1%
	DATA ENTRY	1	3.8%			1	1.1%
	DIAGNOSTIC IMAGING			1	1.5%	1	1.1%
	DIETARY			1	1.5%	1	1.1%
	DON'T KNOW			2	3.1%	2	2.2%
	EARLY CHILDHOOD EDUCATION	1	3.8%			1	1.1%
	EFFECTIVE WRITING			1	1.5%	1	1.1%
	ELECTRICAL HEAVY EQUIPMENT			1	1.5%	1	1.1%
	EMS	1	3.8%			1	1.1%
	EMT	1	3.8%			1	1.1%
	ENGLISH	1	3.8%			1	1.1%
	FIREFIGHTING	1	3.8%			1	1.1%
	FITNESS			1	1.5%	1	1.1%

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TABLE 10. Certificate Programs (One Year Or Less) Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CERTIFICATE PROGRAMS (One Year Or Less) NEEDED - FIRST RESPONSE	FOOD AND BEVERAGE			2	3.1%	2	2.2%
	FOOD HANDLING			1	1.5%	1	1.1%
	FOOD SAFETY			1	1.5%	1	1.1%
	FOOD SAFETY AND SANITATION			1	1.5%	1	1.1%
	FOOD SERVICES	1	3.8%			1	1.1%
	FORKLIFT			1	1.5%	1	1.1%
	GED			1	1.5%	1	1.1%
	HEALTH CARE			1	1.5%	1	1.1%
	HEALTH CARE/ FOOD SERVER			1	1.5%	1	1.1%
	HEALTH CENTER	1	3.8%			1	1.1%
	HUMAN RESOURCES	1	3.8%			1	1.1%
	INDUSTRIAL MAINTENANCE CERTIFICATIONS			1	1.5%	1	1.1%
	IT TECHNICAL			1	1.5%	1	1.1%
	IT/ COMPUTERS			2	3.1%	2	2.2%
	IV CERTIFICATE			1	1.5%	1	1.1%
	LEADERSHIP/ MANAGEMENT/ SUPERVISORY			1	1.5%	1	1.1%
	MANAGEMENT			1	1.5%	1	1.1%
	MEDICAL ASSISTANTS			1	1.5%	1	1.1%
	MICROSOFT CERTIFIED	1	3.8%			1	1.1%
	NURSING			4	6.2%	4	4.4%
	OPTOMETRIC			1	1.5%	1	1.1%
	PARALEGAL			1	1.5%	1	1.1%
	PHARMACY TECH			1	1.5%	1	1.1%
	PROJECT MANAGEMENT	1	3.8%			1	1.1%
	REAL ESTATE	1	3.8%			1	1.1%
	REFRIGERATION			1	1.5%	1	1.1%
	RESIDENT ASSISTANT			1	1.5%	1	1.1%
	SAFETY			2	3.1%	2	2.2%
	SAFETY/ FORKLIFT	1	3.8%			1	1.1%
	SANITATION			1	1.5%	1	1.1%
	SERVE SAFE	2	7.7%	1	1.5%	3	3.3%
	SOCIAL WORK	2	7.7%			2	2.2%
	TECHNICAL AND MECHANICAL			1	1.5%	1	1.1%
	TEXTILES	1	3.8%			1	1.1%
	TRAINERS			1	1.5%	1	1.1%
Total		26	100.0%	65	100.0%	91	100.0%

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TABLE 10. Certificate Programs (One Year Or Less) Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CERTIFICATE PROGRAMS (One Year Or Less) NEEDED - SECOND RESPONSE	AIR CONDUCTING/ CONVEYOR SYSTEMS			1	5.9%	1	3.6%
	CARPENTRY			1	5.9%	1	3.6%
	COMMUNICATIONS			1	5.9%	1	3.6%
	COMPUTERS	1	9.1%			1	3.6%
	CPR/ FIRE EXTINGUISHERS	1	9.1%			1	3.6%
	DATA ENTRY			1	5.9%	1	3.6%
	DYSRHYTHMIA			1	5.9%	1	3.6%
	ELECTRICAL			1	5.9%	1	3.6%
	EMISSION LICENSE			1	5.9%	1	3.6%
	FAMILY HEALTH	1	9.1%			1	3.6%
	FIREFIGHTER	1	9.1%			1	3.6%
	FIRST AID	1	9.1%			1	3.6%
	FOOD HANDLING			1	5.9%	1	3.6%
	INFORMATION COLLECTION	1	9.1%			1	3.6%
	MAINTENANCE			1	5.9%	1	3.6%
	MANAGEMENT	1	9.1%	1	5.9%	2	7.1%
	MANAGING CONFLICT			1	5.9%	1	3.6%
	MEMBERSHIP TRAINING	1	9.1%			1	3.6%
	OCCUPATIONAL THERAPIST			1	5.9%	1	3.6%
	PHARMACY TECHNICIANS/ LAB TECHNICIANS			1	5.9%	1	3.6%
	POWERPOINT/ ACCESS			1	5.9%	1	3.6%
	PROGRAM AND COMPUTERS	1	9.1%			1	3.6%
	REFRIGERATION			1	5.9%	1	3.6%
	SALES			1	5.9%	1	3.6%
	TECHNICAL SKILLS/ HUMAN RESOURCES			1	5.9%	1	3.6%
	THERAPISTS AND COUNSELORS	1	9.1%			1	3.6%
	TIPS TRAINING/ ALCOHOL/ SANITATION/ FOOD PREP	1	9.1%			1	3.6%
Total		11	100.0%	17	100.0%	28	100.0%

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TABLE 11. Associate Degrees (Two-Year) Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
ASSOCIATE DEGREES (Two-Year)	No Response	1	.7%			1	.3%
	Yes	9	6.5%	39	14.9%	48	12.0%
	No	128	92.8%	223	85.1%	351	87.8%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 11. Associate Degrees (Two-Year) Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PREFER ASSOCIATE DEGREES TO BE OFFERED ON-SITE	Yes	6	66.7%	10	25.6%	16	33.3%
	No	3	33.3%	29	74.4%	32	66.7%
Total		9	100.0%	39	100.0%	48	100.0%

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TABLE 11. Associate Degrees (Two-Year) Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
ASSOCIATE DEGREES (Two-Year) NEEDED - FIRST RESPONSE	ADMINISTRATION	1	11.1%			1	2.1%
	ALL AREAS			1	2.6%	1	2.1%
	ALL LEVELS			1	2.6%	1	2.1%
	BEHAVIORAL HEALTH	1	11.1%	2	5.1%	3	6.3%
	BUSINESS			3	7.7%	3	6.3%
	BUSINESS FINANCE	1	11.1%			1	2.1%
	BUSINESS MANAGEMENT			1	2.6%	1	2.1%
	CHILD AND YOUTH	1	11.1%			1	2.1%
	CHILD CARE			1	2.6%	1	2.1%
	COMPANY RELATED			1	2.6%	1	2.1%
	DEPENDS ON DEPARTMENT			1	2.6%	1	2.1%
	DIAGNOSTIC IMAGING			1	2.6%	1	2.1%
	DON'T KNOW			3	7.7%	3	6.3%
	EARLY CHILDHOOD	1	11.1%			1	2.1%
	EARLY CHILDHOOD DEVELOPMENT	1	11.1%			1	2.1%
	ENTRY-LEVEL POSITIONS/ PSYCHOLOGY			1	2.6%	1	2.1%
	FAMILY HEALTH	1	11.1%			1	2.1%
	FOOD AND BEVERAGE BUSINESS			1	2.6%	1	2.1%
	GENERAL BUSINESS			1	2.6%	1	2.1%
	GENERAL EDUCATION			1	2.6%	1	2.1%
	HEALTH CARE			1	2.6%	1	2.1%
	LPN			1	2.6%	1	2.1%
	MANAGEMENT			1	2.6%	1	2.1%
	MARKETING			1	2.6%	1	2.1%
	NURSING			10	25.6%	10	20.8%
	NURSING STAFF/ LPN'S			1	2.6%	1	2.1%
	NURSING/ LPN AND RN			1	2.6%	1	2.1%
	PARALEGALS			2	5.1%	2	4.2%
	SOCIAL WORK	1	11.1%	1	2.6%	2	4.2%
	TEACHER'S ASSISTANTS			1	2.6%	1	2.1%
	TEXTILES	1	11.1%			1	2.1%
Total		9	100.0%	39	100.0%	48	100.0%

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TABLE 11. Associate Degrees (Two-Year) Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
ASSOCIATE DEGREES (Two-Year) NEEDED - SECOND RESPONSE	BUSINESS			1	10.0%	1	9.1%
	COMMUNICATIONS			1	10.0%	1	9.1%
	COMPUTERS			1	10.0%	1	9.1%
	HEALTH CARE			1	10.0%	1	9.1%
	HIGH-LEVEL LEGAL SECRETARY			1	10.0%	1	9.1%
	HUMAN RESOURCE			1	10.0%	1	9.1%
	HUMAN SERVICES			1	10.0%	1	9.1%
	MANAGEMENT			1	10.0%	1	9.1%
	MANAGEMENT TRA	1	100.0%			1	9.1%
	NURSING			1	10.0%	1	9.1%
	PSYCHOLOGY			1	10.0%	1	9.1%
Total		1	100.0%	10	100.0%	11	100.0%
ASSOCIATE DEGREES (Two-Year) NEEDED - THIRD RESPONSE	BUSINESS			2	50.0%	2	50.0%
	FINANCE			1	25.0%	1	25.0%
	PARALEGALS			1	25.0%	1	25.0%
Total				4	100.0%	4	100.0%

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TABLE 12. Bachelor's Degrees (Four-Year) Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
BACHELOR'S DEGREES (Four-Year)	Yes	12	8.7%	41	15.6%	53	13.3%
	No	126	91.3%	220	84.0%	346	86.5%
	Don't Know			1	.4%	1	.3%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 12. Bachelor's Degrees (Four-Year) Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PREFER BACHELOR'S DEGREES TO BE OFFERED ON-SITE	Yes	5	41.7%	10	24.4%	15	28.3%
	No	7	58.3%	31	75.6%	38	71.7%
Total		12	100.0%	41	100.0%	53	100.0%
BACHELOR'S DEGREES (Four-Year) NEEDED - FIRST RESPONSE	ALL AREAS			1	2.4%	1	1.9%
	ARCHITECTURE			1	2.4%	1	1.9%
	BEHAVIORAL HEALTH			2	4.9%	2	3.8%
	BUSINESS	1	9.1%	6	14.6%	7	13.5%
	BUSINESS FINANCE	1	9.1%			1	1.9%
	CASE MANAGER	1	9.1%			1	1.9%
	CHEMIST	1	9.1%			1	1.9%
	CHILD CARE			1	2.4%	1	1.9%
	COMPANY RELATED			1	2.4%	1	1.9%
	DEPENDS ON DEPARTMEN			1	2.4%	1	1.9%
	DON'T KNOW	1	9.1%	4	9.8%	5	9.6%
	EARLY CHILDHOOD	1	9.1%			1	1.9%
	FITNESS			1	2.4%	1	1.9%
	HEALTH CARE			2	4.9%	2	3.8%
	HUMAN SERVICE	1	9.1%			1	1.9%
	MANAGEMENT	2	18.2%	3	7.3%	5	9.6%
	MIDDLE AND UPPER MAN			1	2.4%	1	1.9%
	NURSING			11	26.8%	11	21.2%
	NURSING/ RN			1	2.4%	1	1.9%
	PROBATION OFFICERS			1	2.4%	1	1.9%
	REGISTERED NURSES			2	4.9%	2	3.8%
	SOCIAL WORK	2	18.2%	1	2.4%	3	5.8%
	SUPERVISORY LEVELS			1	2.4%	1	1.9%
Total		11	100.0%	41	100.0%	52	100.0%

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TABLE 12. Bachelor's Degrees (Four-Year) Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
BACHELOR'S DEGREES (Four-Year) NEEDED - SECOND RESPONSE	ACCOUNTING			1	5.9%	1	5.0%
	ADMINISTRATIVE			1	5.9%	1	5.0%
	BUSINESS	1	33.3%	2	11.8%	3	15.0%
	CLINICAL COORDINATORS			1	5.9%	1	5.0%
	COMMUNICATIONS			1	5.9%	1	5.0%
	COMPUTERS			1	5.9%	1	5.0%
	ENGINEERING			1	5.9%	1	5.0%
	FOOD SERVICE			1	5.9%	1	5.0%
	HEALTH CARE ADMINISTRATION			1	5.9%	1	5.0%
	HUMAN SERVICES 1			1	5.9%	1	5.0%
	INTERIOR DESIGN			1	5.9%	1	5.0%
	MANAGEMENT			1	5.9%	1	5.0%
	MARKETING DIRECTOR	1	33.3%			1	5.0%
	MEDICAL TECHNICIANS			1	5.9%	1	5.0%
	PHYSICAL THERAPY			1	5.9%	1	5.0%
	PSYCHOLOGY			1	5.9%	1	5.0%
	SALES			1	5.9%	1	5.0%
	THERAPIST	1	33.3%			1	5.0%
Total		3	100.0%	17	100.0%	20	100.0%
BACHELOR'S DEGREES (Four-Year) NEEDED - THIRD RESPONSE	BUSINESS			2	33.3%	2	25.0%
	DIRECTOR	1	50.0%			1	12.5%
	EDUCATION			1	16.7%	1	12.5%
	FINANCE			1	16.7%	1	12.5%
	HEALTH CARE			1	16.7%	1	12.5%
	LAB TECHNICIAN			1	16.7%	1	12.5%
	PURCHASING	1	50.0%			1	12.5%
Total		2	100.0%	6	100.0%	8	100.0%

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TABLE 13. Graduate Degrees Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
GRADUATE DEGREES	No Response	1	.7%			1	.3%
	Yes	9	6.5%	30	11.5%	39	9.8%
	No	128	92.8%	231	88.2%	359	89.8%
	Don't Know			1	.4%	1	.3%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 13. Graduate Degrees Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PREFER GRADUATE DEGREES TO BE OFFERED ON-SITE	Yes	3	33.3%	8	26.7%	11	28.2%
	No	6	66.7%	22	73.3%	28	71.8%
Total		9	100.0%	30	100.0%	39	100.0%

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TABLE 13. Graduate Degrees Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
GRADUATE DEGREES NEEDED - FIRST RESPONSE	ACCOUNTING/ MBA			1	3.3%	1	2.6%
	ADMINISTRATION			1	3.3%	1	2.6%
	ADMINISTRATIVE MANAGEMENT			1	3.3%	1	2.6%
	ALL AREAS			1	3.3%	1	2.6%
	BEHAVIORAL HEALTH/ CLINICAL	1	11.1%			1	2.6%
	BUSINESS			3	10.0%	3	7.7%
	BUSINESS MANAGEMENT			1	3.3%	1	2.6%
	CASE MANAGEMENT	1	11.1%			1	2.6%
	CLINICAL			1	3.3%	1	2.6%
	COMPANY RELATED			1	3.3%	1	2.6%
	COMPUTER SCIENCE/ LAW DEGREE	1	11.1%			1	2.6%
	COUNSELING/ SUBSTANCE ABUSE			1	3.3%	1	2.6%
	DEPENDS ON DEPARTMENT			1	3.3%	1	2.6%
	DIRECTORS	1	11.1%			1	2.6%
	DOCTOR			1	3.3%	1	2.6%
	DON'T KNOW			1	3.3%	1	2.6%
	ENGINEERING	1	11.1%			1	2.6%
	HEALTH CARE			2	6.7%	2	5.1%
	HEALTH CARE ADMINISTRATION			1	3.3%	1	2.6%
	HUMAN RESOURCES			1	3.3%	1	2.6%
	HUMAN SERVICES	1	11.1%			1	2.6%
	MANAGEMENT STAFF			1	3.3%	1	2.6%
	MASTER'S OF HEALTH ADMINISTRATI			1	3.3%	1	2.6%
	MASTER REHAB COUNSELING	1	11.1%			1	2.6%
	MBA			1	3.3%	1	2.6%
	NURSING			3	10.0%	3	7.7%
	NURSING/ BUSINESS			1	3.3%	1	2.6%
	PHYSICAL THERAPIST			1	3.3%	1	2.6%
	PHYSICAL THERAPISTS			1	3.3%	1	2.6%
	PSYCHOLOGY			1	3.3%	1	2.6%
	SOCIAL WORK	2	22.2%	1	3.3%	3	7.7%
	SOCIAL WORK/ PSYCHOLOGY			1	3.3%	1	2.6%
Total		9	100.0%	30	100.0%	39	100.0%

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TABLE 13. Graduate Degrees Cited As Needed By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
GRADUATE DEGREES NEEDED - SECOND RESPONSE	ACCOUNTING/ TAXATION	1	33.3%			1	7.1%
	BEHAVIORAL HEALTH/ HUMAN SERVICES			1	9.1%	1	7.1%
	BUSINESS			2	18.2%	2	14.3%
	CLINICAL/ PROGRAM MANAGER			1	9.1%	1	7.1%
	EDUCATION			1	9.1%	1	7.1%
	ENGINEERING			1	9.1%	1	7.1%
	FINANCIAL OFFICER			1	9.1%	1	7.1%
	HEALTH CARE ADMINISTRATION			1	9.1%	1	7.1%
	MASTER'S IN ENGINEERING/ HU			1	9.1%	1	7.1%
	PHARMACY			1	9.1%	1	7.1%
	SALES			1	9.1%	1	7.1%
	SOCIAL AND PSYCHOLOGY	1	33.3%			1	7.1%
	SUPERVISORS	1	33.3%			1	7.1%
Total		3	100.0%	11	100.0%	14	100.0%

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TABLE 14. Usage Of Community College Of Philadelphia As An Educational Or Training Resource By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
USE OF COMMUNITY COLLEGE OF PHILADELPHIA AS TRAINING LOCATION OR RESOURCE	No Response	1	.7%			1	.3%
	Yes	11	8.0%	28	10.7%	39	9.8%
	No	122	88.4%	219	83.6%	341	85.3%
	Don't Know	4	2.9%	15	5.7%	19	4.8%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 14. Usage Of Community College Of Philadelphia As An Educational Or Training Resource By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
TRAINING LOCATION	No	9	81.8%	21	75.0%	30	76.9%
	Yes	2	18.2%	7	25.0%	9	23.1%
Total		11	100.0%	28	100.0%	39	100.0%
CONFERENCE FACILITY	No	11	100.0%	25	89.3%	36	92.3%
	Yes			3	10.7%	3	7.7%
Total		11	100.0%	28	100.0%	39	100.0%
TRAINING FOR EMPLOYEES DEVELOPED BY COMMUNITY COLLEGE OF PHILADELPHIA	No	11	100.0%	19	67.9%	30	76.9%
	Yes			9	32.1%	9	23.1%
Total		11	100.0%	28	100.0%	39	100.0%
SENT EMPLOYEES TO CLASSES AT COMMUNITY COLLEGE OF PHILADELPHIA	No	6	54.5%	14	50.0%	20	51.3%
	Yes	5	45.5%	14	50.0%	19	48.7%
Total		11	100.0%	28	100.0%	39	100.0%
YOU OR EMPLOYEES SERVED ON AN ADVISORY COMMITTEE	No	11	100.0%	28	100.0%	39	100.0%
Total		11	100.0%	28	100.0%	39	100.0%
OTHER USES OF COMMUNITY COLLEGE OF PHILADELPHIA	No	5	45.5%	16	57.1%	21	53.8%
	Yes	6	54.5%	12	42.9%	18	46.2%
Total		11	100.0%	28	100.0%	39	100.0%

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TABLE 14. Usage Of Community College Of Philadelphia As An Educational Or Training Resource By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
OTHER USES OF COMMUNITY COLLEGE OF PHILADELPHIA CITED	ASSISTANCE NURSING PROGRAM			1	8.3%	1	5.6%
	EMISSIONS LICENSES			1	8.3%	1	5.6%
	EMPLOYEES ELECTED TO DO DNA CLASS	1	16.7%			1	5.6%
	EMPLOYEES WENT THERE ON THEIR OWN	1	16.7%			1	5.6%
	ENGLISH AS A SECOND LANGUAGE			1	8.3%	1	5.6%
	FOR TEMPORARIES TO FILL IN	1	16.7%			1	5.6%
	HIRE INTERNS			1	8.3%	1	5.6%
	HIRED PEOPLE FROM COMMUNITY COLLEGE OF PHILA	1	16.7%			1	5.6%
	INTERNSHIPS WE DO HERE FROM YOU			1	8.3%	1	5.6%
	JOB FAIR	1	16.7%	1	8.3%	2	11.1%
	NEW HIRES FROM THERE	1	16.7%			1	5.6%
	OFF-SITE LANGUAGE			1	8.3%	1	5.6%
	ON-SITE LPN TO RN			1	8.3%	1	5.6%
	POSTED POSITIONS THERE			1	8.3%	1	5.6%
	RECRUITING			1	8.3%	1	5.6%
	THEY CAME AND PROVIDED COURSES HERE			1	8.3%	1	5.6%
	WEB NET PROGRAM			1	8.3%	1	5.6%
Total		6	100.0%	12	100.0%	18	100.0%

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TABLE 14-A. Rationale For Not Using Community College Of Philadelphia As An Educational Or Training Resource By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
REASON FOR NOT USING COLLEGE	ALREADY EDUCATED			1	.5%	1	.3%
	BECAUSE OF LOCATION			1	.5%	1	.3%
	BECAUSE OUR EMPLOYEES WANT TO GO TO A CLOSER SCHOOL NOT DOWN			1	.5%	1	.3%
	BECAUSE TEMPLE RAN THE PLACE UNTIL 1994			1	.5%	1	.3%

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TABLE 14-A. Rationale For Not Using Community College Of Philadelphia As An Educational Or Training Resource By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
REASON FOR NOT USING COLLEGE	BECAUSE WE DON'T HAVE A CONTACT PERSON	1	.8%			1	.3%
	CHOOSE OUR OWN	1	.8%			1	.3%
	COMMUNITY COLLEGE OF PHILADELPHIA DOES NOT REALLY HAVE WHAT	1	.8%			1	.3%
	CONTRACTS TOO EXPENSIVE BECAUSE WE ARE A NONPROFIT ORGANIZAT			1	.5%	1	.3%
	CORPORATE			1	.5%	1	.3%
	CORPORATE DECISION			1	.5%	1	.3%
	COST			2	.9%	2	.6%
	COURSES ARE DONE BY OUR CORPORATE DEPARTMENT	1	.8%			1	.3%
	DELAWARE COLLEGE IS CLOSER/ LOCATION			1	.5%	1	.3%
	DIDN'T KNOW I COULD	1	.8%			1	.3%
	DIDN'T KNOW THEY DID THAT/ OFFERED THOSE KIND OF PROGRAMS OR			1	.5%	1	.3%
	DISTANCE			1	.5%	1	.3%
	DO 90% OF TRAINING IN-HOUSE			1	.5%	1	.3%
	DOESN'T RELATE	1	.8%			1	.3%
	DON'T DO IT			1	.5%	1	.3%
	DON'T DO MUCH TRAINING	1	.8%	1	.5%	2	.6%
	DON'T DO THAT HERE			1	.5%	1	.3%
	DON'T HAVE COAST GUARD DOCUMENTATION TRAINING	1	.8%			1	.3%
	DON'T HAVE THE NEED			1	.5%	1	.3%
	DON'T KNOW	11	9.0%	14	6.4%	25	7.3%
	DON'T KNOW ABOUT IT			1	.5%	1	.3%
	DON'T KNOW ABOUT YOUR SCHOOL			1	.5%	1	.3%
	DON'T KNOW WHAT YOU HAVE			1	.5%	1	.3%
	DON'T KNOW/ THERE'S BEEN A FACILITY NEED FOR IT/ WE HAVE ASS			1	.5%	1	.3%
	DON'T MAKE DECISION	1	.8%			1	.3%
	DON'T NEED IT	1	.8%			1	.3%
	DON'T NEED TO			1	.5%	1	.3%
	DON'T OFFER	1	.8%			1	.3%
	DON'T OFFER WHAT WE NEED			1	.5%	1	.3%

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TABLE 14-A. Rationale For Not Using Community College Of Philadelphia As An Educational Or Training Resource By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
REASON FOR NOT USING COLLEGE	DON'T OWN THAT INITIATIVE			1	.5%	1	.3%
	DON'T USE ANY COLLEGES			1	.5%	1	.3%
	EASIER TO GET TO MONTGOMERY COUNTY	1	.8%			1	.3%
	EMPLOYEES ARE ALREADY TRAINED			1	.5%	1	.3%
	EMPLOYEES GET PREREQUISITES THERE			1	.5%	1	.3%
	EVERYTHING DONE IN-HOUSE	1	.8%			1	.3%
	FOOD INDUSTRY			1	.5%	1	.3%
	GOVERNMENT	1	.8%			1	.3%
	GRANT PROGRAM			1	.5%	1	.3%
	HADN'T USED YOUR COLLEGE/ NOT AWARE OF OFFERINGS			1	.5%	1	.3%
	HASN'T COME UP			1	.5%	1	.3%
	HAVE NOT DONE IT YET			1	.5%	1	.3%
	HAVEN'T HAD THE NEED			1	.5%	1	.3%
	HAVEN'T NEEDED TO	1	.8%			1	.3%
	HIGH SCHOOL IS ALL THAT IS NEEDED			1	.5%	1	.3%
	I'M NEW TO THE CITY	1	.8%			1	.3%
	I'M NOT A FAN OF COMMUNITY COLLEGE			1	.5%	1	.3%
	I DON'T THINK WE GO THAT WAY	1	.8%			1	.3%
	I HAVEN'T BEEN AWARE OF PEOPLE WHO NEEDED A DEGREE			1	.5%	1	.3%
	I WENT TO TEMPLE UNIVERSITY			1	.5%	1	.3%
	IN-HOUSE	17	13.9%	12	5.5%	29	8.5%
	IN-HOUSE AND MONTGOMERY COUNTY COLLEGE			1	.5%	1	.3%
	IN-HOUSE EXCEPT AQUATICS	1	.8%			1	.3%
	INTERNAL	1	.8%			1	.3%
	INTERNAL AND CORPORATE TRAINING DEPARTMENT			1	.5%	1	.3%
	INTERNALLY WE CONTROL OUR OWN TRAINING BECAUSE IT NEEDS TO B	1	.8%			1	.3%
	IT'S TOO FAR/ WE HAVE A GOOD RELATIONSHIP WITH BUCKS COUNTY			1	.5%	1	.3%

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TABLE 14-A. Rationale For Not Using Community College Of Philadelphia As An Educational Or Training Resource By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
REASON FOR NOT USING COLLEGE	IT ALL HAS TO BE SPECIALIZED	1	.8%			1	.3%
	JUST HAVEN'T			1	.5%	1	.3%
	JUST HAVEN'T NEEDED IT	1	.8%			1	.3%
	LOCATION	1	.8%	9	4.1%	10	2.9%
	MONTGOMERY COUNTY COMMUNITY COLLEGE			1	.5%	1	.3%
	MY GENERAL MANAGER IS CHEAP			1	.5%	1	.3%
	MY TRAINING NEEDS ARE SPECIFIC	1	.8%			1	.3%
	NEVER ARISEN			1	.5%	1	.3%
	NEVER BEEN BROUGHT UP/ ALL TRAINING DONE INTERNALLY			1	.5%	1	.3%
	NEVER BEEN DONE			1	.5%	1	.3%
	NEVER CAME UP			1	.5%	1	.3%
	NEVER HAD THE OPPORTUNITY			1	.5%	1	.3%
	NEVER SURFACED			1	.5%	1	.3%
	NEVER THOUGHT OF IT	2	1.6%	1	.5%	3	.9%
	NEW COMPANY/ NOT SURE			1	.5%	1	.3%
	NO IDEA			1	.5%	1	.3%
	NO INFORMATION/ DO IN-HOUSE			1	.5%	1	.3%
	NO ONE EVER CONTACTED ME			1	.5%	1	.3%
	NO REASON			1	.5%	1	.3%
	NO RESPONSE	1	.8%	1	.5%	2	.6%
	NONE			1	.5%	1	.3%
	NOT A GOOD LOCATION			1	.5%	1	.3%
	NOT A REQUIREMENT	1	.8%			1	.3%
	NOT APPROACHED			1	.5%	1	.3%
	NOT ASSOCIATED WITH IT	1	.8%			1	.3%
	NOT AT THAT LEVEL	1	.8%			1	.3%
	NOT AWARE IT WAS OFFERED			1	.5%	1	.3%
	NOT AWARE OF IT	2	1.6%	4	1.8%	6	1.8%
	NOT AWARE OF WHAT'S THERE	1	.8%	8	3.7%	9	2.6%
	NOT AWARE OF WHAT WE NEED THAT YOU HAVE			1	.5%	1	.3%
	NOT AWARE WHAT'S THERE	1	.8%			1	.3%
	NOT BEING AWARE OF PROGRAMS	1	.8%			1	.3%
	NOT CLOSE TO US			1	.5%	1	.3%

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TABLE 14-A. Rationale For Not Using Community College Of Philadelphia As An Educational Or Training Resource By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
REASON FOR NOT USING COLLEGE	NOT INTERESTED			1	.5%	1	.3%
	NOT NEEDED	42	34.4%	76	34.7%	118	34.6%
	NOT NEEDED/ NOT AWARE OF WHAT IS THERE			1	.5%	1	.3%
	NOT NEEDED/ WE USE BUCKS COUNTY COMMUNITY COLLEGE			1	.5%	1	.3%
	NOT NEEDED/ WE USE DREXEL UNIVERSITY			1	.5%	1	.3%
	PROBABLY DOESN'T FIT NEEDS/ DON'T KNOW	1	.8%			1	.3%
	SEARS HAS ITS OWN TRAINING			1	.5%	1	.3%
	SMALL LOCATION			1	.5%	1	.3%
	STATE	1	.8%			1	.3%
	STATE PROVIDES THE TRAINING	1	.8%			1	.3%
	THIS IS A BLUE COLLAR JOB			1	.5%	1	.3%
	TOO FAR	1	.8%	3	1.4%	4	1.2%
	TOO FAR AND BUCKS COUNTY COMMUNITY COLLEGE IS SO CLOSE			1	.5%	1	.3%
	TOO FAR/ IN-HOUSE ONLY			1	.5%	1	.3%
	TOO SMALL	1	.8%			1	.3%
	UNION	2	1.6%			2	.6%
	UNION SHOP/ LABOR DRIVEN	1	.8%			1	.3%
	UNION TRAINING	1	.8%			1	.3%
	VERY SPECIFIC TO TYPE OF JOB			1	.5%	1	.3%
	WASN'T AWARE THEY HAD IT			1	.5%	1	.3%
	WASN'T PRIORITY			1	.5%	1	.3%
	WE'RE A STAFFING BUSINESS ONLY			1	.5%	1	.3%
	WE'RE NOT AWARE OF IT BEING AVAILABLE TO US	1	.8%			1	.3%
	WE'VE NEVER DONE ANY TRAINING			1	.5%	1	.3%
	WE ARE A SMALL COMPANY			1	.5%	1	.3%
	WE ARE IN REAL ESTATE/ ALREADY HAVE BACHELOR'S DEGREES			1	.5%	1	.3%
	WE ARE SMALL			1	.5%	1	.3%
	WE DIDN'T KNOW ABOUT AVAILABILITY			1	.5%	1	.3%

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TABLE 14-A. Rationale For Not Using Community College Of Philadelphia As An Educational Or Training Resource By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
REASON FOR NOT USING COLLEGE	WE DO ALL TRAINING IN-HOUSE			1	.5%	1	.3%
	WE DO IN-HOUSE THROUGH VENDORS			1	.5%	1	.3%
	WE DO INTERNAL/ SPECIFIC TRAINING			1	.5%	1	.3%
	WE DO OUR OWN IN-HOUSE TRAINING ON OUR OWN COMPANY MATERIALS	1	.8%			1	.3%
	WE DON'T BRING IN BECAUSE OF COST AND VERY SPECIALIZED BUSIN			1	.5%	1	.3%
	WE DON'T DO TRAINING			1	.5%	1	.3%
	WE DON'T SEND			1	.5%	1	.3%
	WE DON'T USE COLLEGE	1	.8%			1	.3%
	WE EMPLOY MUSIC INSTRUCTORS WHO HAVE EDUCATION ALREADY			1	.5%	1	.3%
	WE HAVE A CONFERENCE ROOM HERE	1	.8%			1	.3%
	WE HAVE CLOSER SCHOOLS HERE	1	.8%			1	.3%
	WE HAVE PART-TIME POSITIONS ONLY	1	.8%			1	.3%
	WE HAVEN'T DONE OUTSIDE TRAINING	1	.8%			1	.3%
	WE ONLY DO IN-HOUSE TRAINING			1	.5%	1	.3%
	WE USE CAMDEN COUNTY COMMUNITY COLLEGE/ COMMUNITY COLLEGE OF			1	.5%	1	.3%
	WE USE DELAWARE COUNTY COMMUNITY COLLEGE			1	.5%	1	.3%
	WE USE OUR OWN TRAINING INSTITUTE	1	.8%			1	.3%
	WE WERE UNAWARE OF OPPORTUNITIES OR NOT			1	.5%	1	.3%
	YMCA			1	.5%	1	.3%
	YOU DON'T OFFER IT			1	.5%	1	.3%
Total		122	100.0%	219	100.0%	341	100.0%

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TABLE 15. Likelihood Of Using Community College Of Philadelphia In The Future By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
TRAINING LOCATION	Unlikely	94	68.1%	149	56.9%	243	60.8%
	Don't Know/ No Response	4	2.9%	34	13.0%	38	9.5%
	Likely	40	29.0%	79	30.2%	119	29.8%
Total		138	100.0%	262	100.0%	400	100.0%
CONFERENCE FACILITY	Unlikely	113	81.9%	193	73.7%	306	76.5%
	Don't Know/ No Response	3	2.2%	23	8.8%	26	6.5%
	Likely	22	15.9%	46	17.6%	68	17.0%
Total		138	100.0%	262	100.0%	400	100.0%
TRAINING FOR EMPLOYEES DEVELOPED BY COMMUNITY COLLEGE OF PHILADELPHIA	Unlikely	94	68.1%	163	62.2%	257	64.3%
	Don't Know/ No Response	7	5.1%	28	10.7%	35	8.8%
	Likely	37	26.8%	71	27.1%	108	27.0%
Total		138	100.0%	262	100.0%	400	100.0%
SENDING EMPLOYEES TO CREDIT CLASSES AT COMMUNITY COLLEGE OF PHILADELPHIA	Unlikely	89	64.5%	146	55.7%	235	58.8%
	Don't Know/ No Response	8	5.8%	22	8.4%	30	7.5%
	Likely	41	29.7%	94	35.9%	135	33.8%
Total		138	100.0%	262	100.0%	400	100.0%
HAVING COMMUNITY COLLEGE OF PHILADELPHIA PROVIDE COLLEGE CREDIT COURSES ON-SITE AT YOUR BUSINESS	Unlikely	110	79.7%	201	76.7%	311	77.8%
	Don't Know/ No Response	7	5.1%	19	7.3%	26	6.5%
	Likely	21	15.2%	42	16.0%	63	15.8%
Total		138	100.0%	262	100.0%	400	100.0%
HAVING COMMUNITY COLLEGE OF PHILADELPHIA PROVIDE COLLEGE DEGREE PROGRAMS ON-SITE AT YOUR BUSINESS	Unlikely	118	85.5%	203	77.5%	321	80.3%
	Don't Know/ No Response	7	5.1%	19	7.3%	26	6.5%
	Likely	13	9.4%	40	15.3%	53	13.3%
Total		138	100.0%	262	100.0%	400	100.0%
YOU OR EMPLOYEES SERVING ON AN ADVISORY COMMITTEE	Unlikely	90	65.2%	152	58.0%	242	60.5%
	Don't Know/ No Response	10	7.2%	22	8.4%	32	8.0%
	Likely	38	27.5%	88	33.6%	126	31.5%
Total		138	100.0%	262	100.0%	400	100.0%
SOURCE OF EMPLOYEES (HIRING GRADUATES)	Unlikely	31	22.5%	43	16.4%	74	18.5%
	Don't Know/ No Response	6	4.3%	10	3.8%	16	4.0%
	Likely	101	73.2%	209	79.8%	310	77.5%
Total		138	100.0%	262	100.0%	400	100.0%
OTHER FUTURE USES OF COMMUNITY COLLEGE OF PHILADELPHIA	Unlikely			1	.4%	1	.3%
	Don't Know/ No Response	128	92.8%	241	92.0%	369	92.3%
	Likely	10	7.2%	20	7.6%	30	7.5%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 15. Likelihood Of Using Community College Of Philadelphia In The Future By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
OTHER FUTURE USES OF COMMUNITY COLLEGE OF PHILADELPHIA CITED	CAMPUS RECRUITING			1	5.0%	1	3.3%
	CENTER OR SATELLITE CLOSER TO US			1	5.0%	1	3.3%
	CLASS TEACHING TECHNIQUES/ TRUCK AND AUTO MECHANICS	1	10.0%			1	3.3%
	CLIENT/ ADVANCED EDUCATION	1	10.0%			1	3.3%
	CLIENTS GO THERE	1	10.0%			1	3.3%
	COME TO OPEN HOUSE MEETING HERE			1	5.0%	1	3.3%
	CONTACT PERSON FOR POSTING	1	10.0%			1	3.3%
	COURSE FOR BEGINNING MANAGERS/ TRADE STAFF TO SUPERVISION			1	5.0%	1	3.3%
	ESL AND COMPUTER CLASSES			1	5.0%	1	3.3%
	FOOD SERVICE PROGRAM			1	5.0%	1	3.3%
	FUTURE EMPLOYEES/ INTERNSHIPS	1	10.0%			1	3.3%
	INTERNSHIP PROGRAM/ OPEN HOUSE TO RECRUIT			1	5.0%	1	3.3%
	INTERNSHIPS			1	5.0%	1	3.3%
	JOB FAIRS			2	10.0%	2	6.7%
	JOB FAIRS/ RECRUITING			1	5.0%	1	3.3%
	JOB PLACEMENT/ JOB POSTING			1	5.0%	1	3.3%
	JOB POSTING			2	10.0%	2	6.7%
	LOCATIONS			1	5.0%	1	3.3%
	OFFER LAW SCHOOL CLASSES AT NORTHEAST CAMPUS ASSOCIATED WITH	1	10.0%			1	3.3%
	POST NOTICES TO GET EMPLOYEES			1	5.0%	1	3.3%
	PREPARE FOR A FOUR-YEAR COLLEGE			1	5.0%	1	3.3%
	RESEARCH FOR INFORMATION			1	5.0%	1	3.3%
	SOURCE FOR SUMMER EMPLOYEES	1	10.0%			1	3.3%
	SPECIAL PURPOSE SEMINARS	1	10.0%			1	3.3%
	SUGGEST THEY PURSUE A RELATIONSHIP WITH LOCAL UNION 274	1	10.0%			1	3.3%
	TRAINING FOR SKILLS FOR ADOLESCENTS	1	10.0%			1	3.3%

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TABLE 15. Likelihood Of Using Community College Of Philadelphia In The Future By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
OTHER FUTURE USES OF COMMUNITY COLLEGE OF PHILADELPHIA	WE'RE LOOKING AT RECRUITMENT AT THE TIME			1	5.0%	1	3.3%
	WORK THROUGH PHILLY SCHOOL DISTRICT/ FOOD SERVICE MANAGEMENT			1	5.0%	1	3.3%
Total		10	100.0%	20	100.0%	30	100.0%

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TABLE 15-A. Rationale For Being Unlikely To Use Community College Of Philadelphia In The Future By Employer Size

		EMPLOYER SIZE		Total	
		100 Or More		Count	Col %
		Count	Col %		
OTHER FUTURE USES OF COMMUNITY COLLEGE OF PHILADELPHIA CITED	I CALLED THE COLLEGE AND GOT NO RESPONSE FOR EMPLOYEES	1	100.0%	1	100.0%
Total		1	100.0%	1	100.0%

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TABLE 16. Contact Preferences For Training Programs By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
BEST METHODS TO STAY INFORMED OF TRAINING OFFERED	CALL	2	1.5%	3	1.2%	5	1.3%
	CAREER DEVELOPMENT			1	.4%	1	.3%
	COMPANY WEB SITE			1	.4%	1	.3%
	DON'T KNOW	1	.7%	2	.8%	3	.8%
	DON'T NEED			1	.4%	1	.3%
	DON'T SEND	5	3.6%	2	.8%	7	1.8%
	DON'T SEND AT ALL			1	.4%	1	.3%
	E-MAIL	41	29.9%	120	46.2%	161	40.6%
	E-MAIL/ CALL			1	.4%	1	.3%
	FAX	8	5.8%	3	1.2%	11	2.8%
	FLYERS IN THE MAIL			1	.4%	1	.3%
	GIVE US OUR OWN LIAISON	1	.7%			1	.3%

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TABLE 16. Contact Preferences For Training Programs By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
BEST METHODS TO STAY INFORMED OF TRAINING OFFERED	MAIL	71	51.8%	108	41.5%	179	45.1%
	MAIL TO FIRST LEVEL SUPERVISORS ONLY			1	.4%	1	.3%
	MAIL/ E-MAIL	1	.7%	4	1.5%	5	1.3%
	MAIL/ FAX	1	.7%	2	.8%	3	.8%
	MAILING	1	.7%			1	.3%
	MIAL/ E-MAIL/ FAX			1	.4%	1	.3%
	NONE			1	.4%	1	.3%
	NONE/ MOVING TO NEW JERSEY			1	.4%	1	.3%
	NOT APPLICABLE			1	.4%	1	.3%
	NOT INTERESTED			1	.4%	1	.3%
	NOT NEEDED	1	.7%			1	.3%
	PHONE			1	.4%	1	.3%
	PHONE/ MAIL	1	.7%	1	.4%	2	.5%
	SEND TO HUMAN RESOURCES			2	.8%	2	.5%
	TV ADVERTISEMENT	1	.7%			1	.3%
	UPSCALE KNOWLEDGE OF MECHANICAL EQUIPMENT	1	.7%			1	.3%
	WEB SITE	1	.7%			1	.3%
Total		137	100.0%	260	100.0%	397	100.0%

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TABLE 16. Contact Preferences For Training Programs By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PREFERRED FREQUENCY OF CONTACT ABOUT UPCOMING PROGRAMS	ADVANCE NOTICE OF THE CLASSES			1	.4%	1	.3%
	ANNUALLY	1	.7%			1	.3%
	ANY TIME	1	.7%	1	.4%	2	.5%
	AS AVAILABLE	1	.7%	1	.4%	2	.5%
	AS CHANGES OCCUR	1	.7%			1	.3%
	AS NECESSARY			1	.4%	1	.3%
	AS NEEDED			1	.4%	1	.3%
	AS OFTEN AS NEEDED	2	1.5%			2	.5%
	AS OFTEN AS NEW PROGRAMS COME UP			1	.4%	1	.3%
	AS OFTEN AS POSSIBLE			2	.8%	2	.5%
	AS OFTEN AS THEY COME UP	1	.7%	1	.4%	2	.5%
	AS OFTEN AS YOU LIKE			1	.4%	1	.3%
	AS OFTEN AS YOU WISH			1	.4%	1	.3%
	AS THEY ARE ANTICIPATED			1	.4%	1	.3%
	AS THEY BECOME AVAILABLE/ QUARTERLY			1	.4%	1	.3%
	BEFORE NEW PROGRAMS AVAILABLE	1	.7%			1	.3%
	DAILY	1	.7%	1	.4%	2	.5%
	DEPENDS	1	.7%			1	.3%
	DOESN'T MATTER	1	.7%			1	.3%
	DON'T KNOW	4	2.9%	5	1.9%	9	2.3%
	DON'T KNOW/ MANAGEMENT PROBABLY WON'T RESPOND TO IT			1	.4%	1	.3%
	DON'T NEED			1	.4%	1	.3%
	DON'T SEND	9	6.6%	5	1.9%	14	3.5%
	DON'T SEND UNTIL WE MOVE			1	.4%	1	.3%
	EVERY FOUR OR FIVE MONTHS			1	.4%	1	.3%
	EVERY SIX MONTHS	6	4.4%	19	7.3%	25	6.3%
	EVERY THREE MONTHS	8	5.8%	25	9.7%	33	8.3%
	EVERY THREE TO FOUR MONTHS			1	.4%	1	.3%
	EVERY THREE TO SIX MONTHS			1	.4%	1	.3%
	EVERY TWO MONTHS	1	.7%	2	.8%	3	.8%
	HOWEVER	1	.7%			1	.3%
	MONTHLY	23	16.8%	57	22.0%	80	20.2%
	NEVER	1	.7%	1	.4%	2	.5%
	NEW PROGRAMS	2	1.5%			2	.5%
	NEW THINGS ONLY	1	.7%			1	.3%

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TABLE 16. Contact Preferences For Training Programs By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PREFERRED FREQUENCY OF CONTACT ABOUT UPCOMING PROGRAMS	NO	1	.7%			1	.3%
	NO RESPONSE	1	.7%	1	.4%	2	.5%
	NOT INTERESTED			1	.4%	1	.3%
	NOT NEEDED	1	.7%			1	.3%
	NOT OFTEN			1	.4%	1	.3%
	ONE PACKET OF PROGRAM/ ONE E-MAIL ONLY			1	.4%	1	.3%
	ONLY IF THEY FIT WITHIN OUR NEEDS			1	.4%	1	.3%
	QUARTERLY	40	29.2%	75	29.0%	115	29.0%
	QUARTERLY OR MONTHLY	1	.7%	1	.4%	2	.5%
	QUARTERLY/ SEMESTERLY			2	.8%	2	.5%
	SEMESTERLY	2	1.5%	5	1.9%	7	1.8%
	SEMI-ANNUALLY	1	.7%	1	.4%	2	.5%
	SEND BROCHURES			1	.4%	1	.3%
	SPRING AND FALL	1	.7%			1	.3%
	TWICE A YEAR	1	.7%	1	.4%	2	.5%
	TWICE MONTHLY			1	.4%	1	.3%
	TWICE PER MONTH			1	.4%	1	.3%
	TWICE PER YEAR			1	.4%	1	.3%
	TWICE YEARLY	4	2.9%	6	2.3%	10	2.5%
	TWO TIMES A YEAR			1	.4%	1	.3%
	TWO TO THREE MONTHS			1	.4%	1	.3%
	UP TO YOU	1	.7%	1	.4%	2	.5%
	WE GET INFORMATION FROM YOU ALL THE TIME			1	.4%	1	.3%
	WEEKLY	2	1.5%	3	1.2%	5	1.3%
	WHEN AVAILABLE	1	.7%	1	.4%	2	.5%
	WHEN OFFERING FIRST LEVEL TRAINING FOR NEW MANAGERS ONLY			1	.4%	1	.3%
	WHEN POSTED OR AVAILABLE	1	.7%			1	.3%
	WHEN PROGRAMS AVAILABLE	2	1.5%			2	.5%
	WHEN SOMETHING NEW COMES UP			1	.4%	1	.3%
	WHENEVER	2	1.5%	4	1.5%	6	1.5%
	WHENEVER AVAILABLE	2	1.5%	3	1.2%	5	1.3%
	WHENEVER NEW PROGRAMS COME OUT			1	.4%	1	.3%
	WHENEVER OFFERED	1	.7%			1	.3%
	WHENEVER SOMETHING COMES UP/ THE MORE NOTICE THE BETTER			1	.4%	1	.3%

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TABLE 16. Contact Preferences For Training Programs By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PREFERRED FREQUENCY OF CONTACT ABOUT	WHENEVER YOU HAVE THEM	1	.7%			1	.3%
	WHENEVER YOU WANT TO	1	.7%			1	.3%
	YEARLY	3	2.2%	6	2.3%	9	2.3%
Total		137	100.0%	259	100.0%	396	100.0%

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TABLE 17. Employee Participation In College Classes By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
COLLEGE-LEVEL CLASSES TAKEN BY EMPLOYEES	No Response			1	.4%	1	.3%
	Yes	82	59.4%	171	65.3%	253	63.3%
	No	43	31.2%	51	19.5%	94	23.5%
	Don't Know	13	9.4%	39	14.9%	52	13.0%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 17-A. Employee Participation In College Classes By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	ALBRIGHT COLLEGE	1	.8%	1	.3%	2	.5%
	ALL OVER			1	.3%	1	.2%
	ALVERNIA COLLEGE			2	.6%	2	.5%
	ARCADIA UNIVERSITY	1	.8%			1	.2%
	ART INSTITUTE OF PHILADELPHIA			1	.3%	1	.2%
	AVINGTON HOSPITAL			1	.3%	1	.2%
	BROOK COMMUNITY COLLEGE	1	.8%			1	.2%
	BRYN MAWR COLLEGE			2	.6%	2	.5%
	BUCKS COUNTY COMMUNITY COLLEGE	1	.8%	7	2.3%	8	1.8%
	CABRINI UNIVERSITY			1	.3%	1	.2%
	CAMDEN COUNTY COLLEGE	1	.8%			1	.2%

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TABLE 17-A. Employee Participation In College Classes By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	CHESTNUT HILL COLLEGE	1	.8%	3	1.0%	4	.9%
	CHEYNEY UNIVERSITY	1	.8%			1	.2%
	COLLEGE	1	.8%			1	.2%
	COLLEGE OF THE ARTS	1	.8%	1	.3%	2	.5%
	COMMUNITY COLLEGE			1	.3%	1	.2%
	COMMUNITY COLLEGE OF PHILADELPHIA	25	19.1%	40	12.9%	65	14.7%
	DEBRAY UNIVERSITY			1	.3%	1	.2%
	DELAWARE COUNTY COMMUNITY COLLEGE	3	2.3%	9	2.9%	12	2.7%
	DEVRY UNIVERSITY	3	2.3%			3	.7%
	DON'T KNOW	23	17.6%	56	18.0%	79	17.9%
	DREXEL UNIVERSITY	13	9.9%	23	7.4%	36	8.1%
	EASTERN UNIVERSITY			3	1.0%	3	.7%
	FRANKFORD HOSPITAL SCHOOL OF NURSING			1	.3%	1	.2%
	GLENLIVITT			1	.3%	1	.2%
	GWYNEDD-MERCY COLLEGE			3	1.0%	3	.7%
	HOLY CROSS COLLEGE			1	.3%	1	.2%
	HOLY FAMILY UNIVERSITY	5	3.8%	13	4.2%	18	4.1%
	IMMACULATA UNIVERSITY			4	1.3%	4	.9%
	LASALLE UNIVERSITY	2	1.5%	13	4.2%	15	3.4%
	LEHIGH UNIVERSITY	2	1.5%	1	.3%	3	.7%
	LINCOLN UNIVERSITY			2	.6%	2	.5%
	MANOR JUNIOR COLLEGE			1	.3%	1	.2%
	MONTGOMERY COUNTY COMMUNITY COLLEGE	4	3.1%	4	1.3%	8	1.8%
	NO RESPONSE	1	.8%			1	.2%
	ONLINE			1	.3%	1	.2%
	PEIRCE COLLEGE	3	2.3%	6	1.9%	9	2.0%
	PENN STATE	1	.8%	12	3.9%	13	2.9%
	PHILADELPHIA COMMUNITY COLLEGE			2	.6%	2	.5%
	PHILADELPHIA UNIVERSITY	3	2.3%	2	.6%	5	1.1%
	PHILADELPHIA UNIVERSITY OF ARTS			1	.3%	1	.2%
	ROSEMONT COLLEGE			3	1.0%	3	.7%
	ROWAN UNIVERSITY	1	.8%	1	.3%	2	.5%
	RUTGERS UNIVERSITY	1	.8%	1	.3%	2	.5%
	RUTGERS/ CAMDEN CAMPUS			1	.3%	1	.2%
	SAINT JOSEPH'S UNIVERSITY	3	2.3%	5	1.6%	8	1.8%
	STRAYER UNIVERSITY			1	.3%	1	.2%

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TABLE 17-A. Employee Participation In College Classes By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	STRAYER UNIVERSITY/ ROSEMONT COLLEGE			1	.3%	1	.2%
	TEMPLE UNIVERSITY	19	14.5%	33	10.6%	52	11.8%
	TEMPLE UNIVERSITY NURSING CENTER			1	.3%	1	.2%
	UNIVERSITY OF DELAWARE			2	.6%	2	.5%
	UNIVERSITY OF HAWAII	1	.8%			1	.2%
	UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY	1	.8%			1	.2%
	UNIVERSITY OF PENNSYLVANIA	2	1.5%	8	2.6%	10	2.3%
	UNIVERSITY OF PHOENIX			5	1.6%	5	1.1%
	URSINUS			1	.3%	1	.2%
	VARIOUS			4	1.3%	4	.9%
	VARIOUS/ DON'T KNOW			1	.3%	1	.2%
	VILLANOVA UNIVERSITY	4	3.1%	9	2.9%	13	2.9%
	WAGNER COLLEGE	1	.8%	1	.3%	2	.5%
	WEST CHESTER			1	.3%	1	.2%
	WEST CHESTER UNIVERSITY	1	.8%	1	.3%	2	.5%
	WESTMOUNT COLLEGE			1	.3%	1	.2%
	WHARTON			1	.3%	1	.2%
	WIDENER UNIVERSITY			5	1.6%	5	1.1%
	WILMINGTON COLLEGE			2	.6%	2	.5%
	WOUND CARE EDUCATION INSTITUTE			1	.3%	1	.2%
Total		131	100.0%	311	100.0%	442	100.0%

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TABLE 17-A. Employee Participation In College Classes By Employer Size (Multiple Responses Tabulated)

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
NUMBER OF EMPLOYEES ENROLLED	0	25	19.1%	138	44.4%	163	36.9%
	1	50	38.2%	49	15.8%	99	22.4%
	2	20	15.3%	41	13.2%	61	13.8%
	3	11	8.4%	21	6.8%	32	7.2%
	4	3	2.3%	8	2.6%	11	2.5%
	5	8	6.1%	8	2.6%	16	3.6%
	6	7	5.3%	9	2.9%	16	3.6%
	7	1	.8%	4	1.3%	5	1.1%
	8			4	1.3%	4	.9%
	9	2	1.5%			2	.5%
	10	1	.8%	20	6.4%	21	4.8%
	12			1	.3%	1	.2%
	15	2	1.5%	1	.3%	3	.7%
	17			1	.3%	1	.2%
	20	1	.8%			1	.2%
	35			1	.3%	1	.2%
	40			1	.3%	1	.2%
	55			1	.3%	1	.2%
	70			1	.3%	1	.2%
	100			1	.3%	1	.2%
	101			1	.3%	1	.2%
Total		131	100.0%	311	100.0%	442	100.0%

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NUMBER OF EMPLOYEES ENROLLED

EMPLOYER SIZE	Sum	Mean	N
Less Than 100	302	2.85	106
100 Or More	1025	5.92	173
Total	1327	4.76	279

TABLE 17-B. Educational Institutions Employees Enrolled For All Employers (Multiple Responses Tabulated)

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	ALBRIGHT COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	2
	ALL OVER	NUMBER OF EMPLOYEES ENROLLED	100	100	1
	ALVERNIA COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	2
	ARCADIA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	ART INSTITUTE OF PHILADELPHIA	NUMBER OF EMPLOYEES ENROLLED	4	4	1
	AVINGTON HOSPITAL	NUMBER OF EMPLOYEES ENROLLED	10	10	1
	BROOK COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	BRYN MAWR COLLEGE	NUMBER OF EMPLOYEES ENROLLED	4	2	2
	BUCKS COUNTY COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	3	0	8
	CABRINI UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	10	10	1
	CAMDEN COUNTY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	CHESTNUT HILL COLLEGE	NUMBER OF EMPLOYEES ENROLLED	4	1	4
	CHEYNEY UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	COLLEGE OF THE ARTS	NUMBER OF EMPLOYEES ENROLLED	2	1	2
	COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	3	3	1
	COMMUNITY COLLEGE OF PHILADELPHIA	NUMBER OF EMPLOYEES ENROLLED	205	3	65
	DEBRAY UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	4	4	1
	DELAWARE COUNTY COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	90	8	12
	DEVRY UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	4	1	3
	DON'T KNOW	NUMBER OF EMPLOYEES ENROLLED	162	2	79
	DREXEL UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	54	2	36
	EASTERN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	5	2	3

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TABLE 17-B. Educational Institutions Employees Enrolled For All Employers (Multiple Responses Tabulated)

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	FRANKFORD HOSPITAL SCHOOL OF NURSING	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	GLENLIVITT	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	GWYNEDD-MERCY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	5	2	3
	HOLY CROSS COLLEGE	NUMBER OF EMPLOYEES ENROLLED	10	10	1
	HOLY FAMILY UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	24	1	18
	IMMACULATA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	17	4	4
	LASALLE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	48	3	15
	LEHIGH UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	2	1	3
	LINCOLN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	2	1	2
	MANOR JUNIOR COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	MONTGOMERY COUNTY COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	22	3	8
	NO RESPONSE	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	ONLINE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	PEIRCE COLLEGE	NUMBER OF EMPLOYEES ENROLLED	26	3	9
	PENN STATE	NUMBER OF EMPLOYEES ENROLLED	25	2	13
	PHILADELPHIA COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	0	0	2
	PHILADELPHIA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	7	1	5
	PHILADELPHIA UNIVERSITY OF ARTS	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	ROSEMONT COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	0	3
	ROWAN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	2
	RUTGERS UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	3	2	2
	RUTGERS/ CAMDEN CAMPUS	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	SAINT JOSEPH'S UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	18	2	8
	STRAYER UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	2	2	1

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TABLE 17-B. Educational Institutions Employees Enrolled For All Employers (Multiple Responses Tabulated)

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	STRAYER UNIVERSITY/ ROSEMONT COLLEGE	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	TEMPLE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	239	5	52
	TEMPLE UNIVERSITY NURSING CENTER	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	UNIVERSITY OF DELAWARE	NUMBER OF EMPLOYEES ENROLLED	5	3	2
	UNIVERSITY OF HAWAII	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY	NUMBER OF EMPLOYEES ENROLLED	9	9	1
	UNIVERSITY OF PENNSYLVANIA	NUMBER OF EMPLOYEES ENROLLED	9	1	10
	UNIVERSITY OF PHOENIX	NUMBER OF EMPLOYEES ENROLLED	8	2	5
	URSINUS	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	VARIOUS	NUMBER OF EMPLOYEES ENROLLED	75	19	4
	VARIOUS/ DON'T KNOW	NUMBER OF EMPLOYEES ENROLLED	3	3	1
	VILLANOVA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	50	4	13
	WAGNER COLLEGE	NUMBER OF EMPLOYEES ENROLLED	11	6	2
	WEST CHESTER	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	WEST CHESTER UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	2
	WESTMOUNT COLLEGE	NUMBER OF EMPLOYEES ENROLLED	10	10	1
	WHARTON	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	WIDENER UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	6	1	5
	WILMINGTON COLLEGE	NUMBER OF EMPLOYEES ENROLLED	7	4	2
	WOUND CARE EDUCATION INSTITUTE	NUMBER OF EMPLOYEES ENROLLED	0	0	1

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**TABLE 17-C. Educational Institutions Employees Enrolled For Employers With Less Than 100 Employees
(Multiple Responses Tabulated)**

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	ALBRIGHT COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	ARCADIA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	BROOK COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	BUCKS COUNTY COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	CAMDEN COUNTY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	CHESTNUT HILL COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	CHEYNEY UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	COLLEGE OF THE ARTS	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	COMMUNITY COLLEGE OF PHILADELPHIA	NUMBER OF EMPLOYEES ENROLLED	84	3	25
	DELAWARE COUNTY COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	4	1	3
	DEVRY UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	4	1	3
	DON'T KNOW	NUMBER OF EMPLOYEES ENROLLED	44	2	23
	DREXEL UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	24	2	13
	HOLY FAMILY UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	9	2	5
	LASALLE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	2	1	2
	LEHIGH UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	2	1	2
	MONTGOMERY COUNTY COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	9	2	4
	NO RESPONSE	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	PEIRCE COLLEGE	NUMBER OF EMPLOYEES ENROLLED	3	1	3
	PENN STATE	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	PHILADELPHIA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	5	2	3
	ROWAN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1

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**TABLE 17-C. Educational Institutions Employees Enrolled For Employers With Less Than 100 Employees
(Multiple Responses Tabulated)**

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	RUTGERS UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	SAINT JOSEPH'S UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	3	1	3
	TEMPLE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	72	4	19
	UNIVERSITY OF HAWAII	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY	NUMBER OF EMPLOYEES ENROLLED	9	9	1
	UNIVERSITY OF PENNSYLVANIA	NUMBER OF EMPLOYEES ENROLLED	1	1	2
	VILLANOVA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	9	2	4
	WAGNER COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	WEST CHESTER UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1

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**TABLE 17-D. Educational Institutions Employees Enrolled For Employers With 100 Or More Employees
(Multiple Responses Tabulated)**

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	ALBRIGHT COLLEGE	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	ALL OVER	NUMBER OF EMPLOYEES ENROLLED	100	100	1
	ALVERNIA COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	2
	ART INSTITUTE OF PHILADELPHIA	NUMBER OF EMPLOYEES ENROLLED	4	4	1
	AVINGTON HOSPITAL	NUMBER OF EMPLOYEES ENROLLED	10	10	1
	BRYN MAWR COLLEGE	NUMBER OF EMPLOYEES ENROLLED	4	2	2
	BUCKS COUNTY COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	2	0	7
	CABRINI UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	10	10	1
	CHESTNUT HILL COLLEGE	NUMBER OF EMPLOYEES ENROLLED	3	1	3
	COLLEGE OF THE ARTS	NUMBER OF EMPLOYEES ENROLLED	1	1	1

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**TABLE 17-D. Educational Institutions Employees Enrolled For Employers With 100 Or More Employees
(Multiple Responses Tabulated)**

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	3	3	1
	COMMUNITY COLLEGE OF PHILADELPHIA	NUMBER OF EMPLOYEES ENROLLED	121	3	40
	DEBRAY UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	4	4	1
	DELAWARE COUNTY COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	86	10	9
	DON'T KNOW	NUMBER OF EMPLOYEES ENROLLED	118	2	56
	DREXEL UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	30	1	23
	EASTERN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	5	2	3
	FRANKFORD HOSPITAL SCHOOL OF NURSING	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	GLENLIVITT	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	GWYNEDD-MERCY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	5	2	3
	HOLY CROSS COLLEGE	NUMBER OF EMPLOYEES ENROLLED	10	10	1
	HOLY FAMILY UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	15	1	13
	IMMACULATA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	17	4	4
	LASALLE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	46	4	13
	LEHIGH UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	LINCOLN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	2	1	2
	MANOR JUNIOR COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	MONTGOMERY COUNTY COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	13	3	4
	ONLINE	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	PEIRCE COLLEGE	NUMBER OF EMPLOYEES ENROLLED	23	4	6
	PENN STATE	NUMBER OF EMPLOYEES ENROLLED	23	2	12
	PHILADELPHIA COMMUNITY COLLEGE	NUMBER OF EMPLOYEES ENROLLED	0	0	2
	PHILADELPHIA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	2	1	2
	PHILADELPHIA UNIVERSITY OF ARTS	NUMBER OF EMPLOYEES ENROLLED	1	1	1

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**TABLE 17-D. Educational Institutions Employees Enrolled For Employers With 100 Or More Employees
(Multiple Responses Tabulated)**

			Sum	Mean	Count
LOCATION WHERE CLASSES WERE TAKEN - MULTIPLE RESPONSES	ROSEMONT COLLEGE	NUMBER OF EMPLOYEES ENROLLED	1	0	3
	ROWAN UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	RUTGERS UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	RUTGERS/ CAMDEN CAMPUS	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	SAINT JOSEPH'S UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	15	3	5
	STRAYER UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	STRAYER UNIVERSITY/ ROSEMONT COLLEGE	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	TEMPLE UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	167	5	33
	TEMPLE UNIVERSITY NURSING CENTER	NUMBER OF EMPLOYEES ENROLLED	2	2	1
	UNIVERSITY OF DELAWARE	NUMBER OF EMPLOYEES ENROLLED	5	3	2
	UNIVERSITY OF PENNSYLVANIA	NUMBER OF EMPLOYEES ENROLLED	8	1	8
	UNIVERSITY OF PHOENIX	NUMBER OF EMPLOYEES ENROLLED	8	2	5
	URSINUS	NUMBER OF EMPLOYEES ENROLLED	1	1	1
	VARIOUS	NUMBER OF EMPLOYEES ENROLLED	75	19	4
	VARIOUS/ DON'T KNOW	NUMBER OF EMPLOYEES ENROLLED	3	3	1
	VILLANOVA UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	41	5	9
	WAGNER COLLEGE	NUMBER OF EMPLOYEES ENROLLED	10	10	1
	WEST CHESTER	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	WEST CHESTER UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	WESTMOUNT COLLEGE	NUMBER OF EMPLOYEES ENROLLED	10	10	1
	WHARTON	NUMBER OF EMPLOYEES ENROLLED	0	0	1
	WIDENER UNIVERSITY	NUMBER OF EMPLOYEES ENROLLED	6	1	5
	WILMINGTON COLLEGE	NUMBER OF EMPLOYEES ENROLLED	7	4	2
	WOUND CARE EDUCATION INSTITUTE	NUMBER OF EMPLOYEES ENROLLED	0	0	1

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TABLE 18. Educational Opportunities Offered To Employees By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
OFFERING TUITION REIMBURSEMENT	Yes	53	38.4%	171	65.3%	224	56.0%
	No	84	60.9%	91	34.7%	175	43.8%
	Don't Know	1	.7%			1	.3%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 18. Educational Opportunities Offered To Employees By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PERCENT OF EMPLOYEES PARTICIPATING	Don't Know	15	28.3%	46	26.9%	61	27.2%
	1	9	17.0%	24	14.0%	33	14.7%
	2	5	9.4%	14	8.2%	19	8.5%
	3	2	3.8%	7	4.1%	9	4.0%
	4	1	1.9%			1	.4%
	5	10	18.9%	30	17.5%	40	17.9%
	6	1	1.9%	1	.6%	2	.9%
	8	1	1.9%	1	.6%	2	.9%
	9			1	.6%	1	.4%
	10	1	1.9%	18	10.5%	19	8.5%
	15	1	1.9%	3	1.8%	4	1.8%
	20	2	3.8%	5	2.9%	7	3.1%
	25	2	3.8%	7	4.1%	9	4.0%
	26			1	.6%	1	.4%
	30			2	1.2%	2	.9%
	33			1	.6%	1	.4%
	35	2	3.8%	2	1.2%	4	1.8%
	50	1	1.9%	2	1.2%	3	1.3%
	65			1	.6%	1	.4%
	75			2	1.2%	2	.9%
	80			1	.6%	1	.4%
	100			2	1.2%	2	.9%
Total		53	100.0%	171	100.0%	224	100.0%

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**PERCENT OF EMPLOYEES
PARTICIPATING**

EMPLOYER SIZE	N	Sum	Mean
Less Than 100	38	328	8.63
100 Or More	125	1530	12.24
Total	163	1858	11.40

TABLE 18. Educational Opportunities Offered To Employees By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
SERVICES TO OFFER TO EMPLOYEES TO ENCOURAGE PARTICIPATION IN TUITION REIMBURSEMENT	ASSISTANCE/ NOTHING			1	.6%	1	.4%
	BE FLEXIBLE			1	.6%	1	.4%
	BLUE COLLAR WORKERS/ THEY HAVE NO INTEREST			1	.6%	1	.4%
	BROCHURES/ FLYERS/ ANYTHING			1	.6%	1	.4%
	BUSINESS AREA ONLY	1	1.9%			1	.4%
	BY BEING IN CONTACT WITH LOCAL SEARS DEPARTMENT STORES			1	.6%	1	.4%
	CALL AND TELL US WHAT'S AVAILABLE			1	.6%	1	.4%
	CAN'T	1	1.9%	1	.6%	2	.9%
	CATALOGS AND ANY INFORMATION YOU CAN PROVIDE US/ YOU ARE OUR			1	.6%	1	.4%
	COLLEGES HAVE TRIED BEFORE TO COME IN FOR CLASSES BUT A LACK			1	.6%	1	.4%
	COMING IN AND SPEAKING TO US			1	.6%	1	.4%
	COMMUNICATIONS	1	1.9%			1	.4%
	COMMUNICATIONS WITH US/ SEND INFORMATION WE CAN GIVE OUR EMP			1	.6%	1	.4%
	COURSES THAT ARE RELEVANT TO THE CIVIL SERVICE TILES THEY HO			1	.6%	1	.4%
	CUSTOMIZED PROGRAM FOR EMPLOYEES	1	1.9%			1	.4%
	DIFFICULT/ NEEDS TO PERTAIN TO OUR INDUSTRY	1	1.9%			1	.4%

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TABLE 18. Educational Opportunities Offered To Employees By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
SERVICES TO OFFER TO EMPLOYEES TO ENCOURAGE PARTICIPATION IN TUITION REIMBURSEMENT	DO MORE OF WHAT WE SAY/ YOUR DELIVERY SYSTEM IS BAD/ YOU MAY	1	1.9%			1	.4%
	DON'T KNOW	15	28.3%	71	41.5%	86	38.4%
	DON'T KNOW/ COME OUT AND DO A JOB FAIR			1	.6%	1	.4%
	DON'T KNOW/ SEND INFORMATION	1	1.9%			1	.4%
	DON'T KNOW/ SEND INFORMATION AND COME OUT HERE			1	.6%	1	.4%
	DON'T KNOW/ SIT DOWN WITH MANAGEMENT AND SHOW US WHAT YOU HA	1	1.9%			1	.4%
	DON'T PROMOTE ANY COLLEGE			1	.6%	1	.4%
	DON'T THINK SO			1	.6%	1	.4%
	EDUCATION FAIR			1	.6%	1	.4%
	FINANCIAL HELP	1	1.9%			1	.4%
	FLEXIBLE CLASS SCHEDULE	1	1.9%			1	.4%
	FREE COURSES	1	1.9%			1	.4%
	GET INFORMATION TO US			2	1.2%	2	.9%
	GIVE INFORMATION ON DNA COUNSELING	1	1.9%			1	.4%
	HAVE COURSES FOR JOB DUTY/ BUSINESS/ COMPUTERS	1	1.9%			1	.4%
	HAVE ON-SITE/ COULDN'T GET ENROLLMENT UP TO 15 PEOPLE			1	.6%	1	.4%
	HAVE SCHEDULING APPROPRIATE			1	.6%	1	.4%
	IN-HOUSE/ TEMPLE CAME IN WITH PROGRAMS AND WE GOT CERTIFICAT			1	.6%	1	.4%
	INFORMATION FOR JOB FAIR			1	.6%	1	.4%
	INTERNAL EFFORT/ NOT EXTERNAL			1	.6%	1	.4%
	JOB FAIRS/ ADMINISTRATIVE TERMINOLOGY/ PHARMACY EXTERNS ARE			1	.6%	1	.4%
	KEEP OFFERING CLASSES ON-SITE AS THAT HAS HELPED			1	.6%	1	.4%
	KEEP US INFORMED			1	.6%	1	.4%
	LET THEM KNOW ABOUT PROGRAMS			1	.6%	1	.4%

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TABLE 18. Educational Opportunities Offered To Employees By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
SERVICES TO OFFER TO EMPLOYEES TO ENCOURAGE PARTICIPATION IN TUITION REIMBURSEMENT	LET THEM KNOW WE HAVE OPPORTUNITIES FOR THEM	1	1.9%			1	.4%
	MAIL LIST			1	.6%	1	.4%
	MAKE SOME FLEXIBLE HOURS AND PROGRAMS			1	.6%	1	.4%
	MAYBE SEND SOME INFORMATION			1	.6%	1	.4%
	MORE INFORMATION	1	1.9%			1	.4%
	MOST PEOPLE AREN'T INTERESTED	1	1.9%			1	.4%
	NEED LOCAL PROGRAM FOR OPTOMETRY			1	.6%	1	.4%
	NO			1	.6%	1	.4%
	NO CLUE			1	.6%	1	.4%
	NO IDEA			1	.6%	1	.4%
	NO IDEA/ IT'S ON THE TABLE NOW/ NOT FEASIBLE			1	.6%	1	.4%
	NO IDEA/ NOTHING			1	.6%	1	.4%
	NO REPSONSE	1	1.9%			1	.4%
	NO RESPONSE			2	1.2%	2	.9%
	NONE			2	1.2%	2	.9%
	NOT NEEDED	2	3.8%	2	1.2%	4	1.8%
	NOT OFF THE TOP OF MY HEAD			1	.6%	1	.4%
	NOT SURE			2	1.2%	2	.9%
	NOT THAT I CAN'T THINK OF/ I ALREADY RECOMMEND PEOPLE TO GO			1	.6%	1	.4%
	NOTHING	3	5.7%	15	8.8%	18	8.0%
	NOTHING ACTUALLY/ WE HAVE OUR OWN COMPANY UNIVERSITY FOR TRA	1	1.9%			1	.4%
	NOTHING AT THIS TIME/ NEED TO DO SOME THINGS INTERNALLY FIRS			1	.6%	1	.4%
	NOTHING/ SELF DESIRE	1	1.9%			1	.4%
	NOTHING/ WE NEED MUSICAL PROGRAMMING FOR PEOPLE WHO HAVE DEG			1	.6%	1	.4%
	OFFER MORE CNA CLASSES			1	.6%	1	.4%
	OFFER MORE FLEXIBLE HOURS			1	.6%	1	.4%
	OFFER SOMETHING RELATED TO MY INDUSTRY	1	1.9%			1	.4%
	ONLINE CLASSES OR SATELLITE CLASSES MAYBE			1	.6%	1	.4%

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TABLE 18. Educational Opportunities Offered To Employees By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
SERVICES TO OFFER TO EMPLOYEES TO ENCOURAGE PARTICIPATION IN TUITION REIMBURSEMENT	ORIENTATION AS TO COURSES AVAILABLE			1	.6%	1	.4%
	PLEASE DON'T			1	.6%	1	.4%
	POST INFORMATION AT OUR BUSINESS	1	1.9%			1	.4%
	PROVIDE COURSE INFORMATION			1	.6%	1	.4%
	PROVIDE PROGRAMS I NEED CHEAPLY AND TAKE CARE OF SCHEDULING			1	.6%	1	.4%
	PROVIDING US WITH INFORMATION ABOUT COURSES YOU DO OFFER AND			1	.6%	1	.4%
	SEND FLYERS OR INFORMATION			1	.6%	1	.4%
	SEND FLYERS TO US			1	.6%	1	.4%
	SEND INFORMATION	2	3.8%	12	7.0%	14	6.3%
	SEND INFORMATION AND COME AND TALK TO US			1	.6%	1	.4%
	SEND INFORMATION AND I WILL POST IT			1	.6%	1	.4%
	SEND INFORMATION AND SITE DIRECTIONS/ POSTERS/ FLYERS			1	.6%	1	.4%
	SEND INFORMATION TO CORPORATE	1	1.9%			1	.4%
	SEND INFORMATION TO ME			1	.6%	1	.4%
	SEND INFORMATION/ OFFER BETTER HOURS			1	.6%	1	.4%
	SEND LITERATURE			1	.6%	1	.4%
	SEND MATERIALS AND WE WILL HAND IT OUT	1	1.9%			1	.4%
	SEND MORE INFORMATION	1	1.9%			1	.4%
	SEND MORE INFORMATION AND SEND SOMEONE OUT TO SPEAK TO US			1	.6%	1	.4%
	SEND OUT BROCHURES	1	1.9%			1	.4%
	SEND US INFORMATION TO POST			1	.6%	1	.4%
	STRESSING IMPORTANCE OF ONGOING EDUCATION			1	.6%	1	.4%
	THERE IS NOTHING YOU CAN DO REALLY	1	1.9%			1	.4%
	TIME/ CONVENIENCE/ LOCAL			1	.6%	1	.4%
	TIMING WHEN OFFERED	1	1.9%			1	.4%

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TABLE 18. Educational Opportunities Offered To Employees By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
SERVICES TO OFFER TO EMPLOYEES TO ENCOURAGE PARTICIPATION IN TUITION REIMBURSEMENT	TOO DISTANT			1	.6%	1	.4%
	UP TO STAFF			1	.6%	1	.4%
	WE NEED FOUR-YEAR DEGREE PEOPLE	1	1.9%			1	.4%
	WORD OF MOUTH	1	1.9%			1	.4%
	YOU ARE HERE GIVING CLASSES AT HORIZON HOUSE ALREADY			1	.6%	1	.4%
	YOU CAN'T			1	.6%	1	.4%
	YOU CAN DO NOTHING	1	1.9%			1	.4%
	YOU DON'T HAVE WHAT WE NEED	1	1.9%			1	.4%
Total		53	100.0%	171	100.0%	224	100.0%

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TABLE 18. Educational Opportunities Offered To Employees By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CREDIT CLASSES OR COLLEGE DEGREES	Yes	48	90.6%	157	91.8%	205	91.5%
	No	2	3.8%	7	4.1%	9	4.0%
	Don't Know	3	5.7%	7	4.1%	10	4.5%
Total		53	100.0%	171	100.0%	224	100.0%
CONTINUING EDUCATION	Yes	51	96.2%	147	86.0%	198	88.4%
	No	1	1.9%	16	9.4%	17	7.6%
	Don't Know	1	1.9%	8	4.7%	9	4.0%
Total		53	100.0%	171	100.0%	224	100.0%
FEES	Yes	38	71.7%	76	44.4%	114	50.9%
	No	7	13.2%	77	45.0%	84	37.5%
	Don't Know	8	15.1%	18	10.5%	26	11.6%
Total		53	100.0%	171	100.0%	224	100.0%
BOOKS	Yes	31	58.5%	61	35.7%	92	41.1%
	No	14	26.4%	96	56.1%	110	49.1%
	Don't Know	8	15.1%	14	8.2%	22	9.8%
Total		53	100.0%	171	100.0%	224	100.0%
ONLINE COURSES	Yes	35	66.0%	115	67.3%	150	67.0%
	No	9	17.0%	31	18.1%	40	17.9%
	Don't Know	9	17.0%	25	14.6%	34	15.2%
Total		53	100.0%	171	100.0%	224	100.0%

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TABLE 18. Educational Opportunities Offered To Employees By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
METHOD OF PAYMENT OF REIMBURSEMENT	No Response			1	.6%	1	.4%
	Upon Completion	38	71.7%	140	81.9%	178	79.5%
	Up Front	5	9.4%	16	9.4%	21	9.4%
	Other	10	18.9%	14	8.2%	24	10.7%
Total		53	100.0%	171	100.0%	224	100.0%

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TABLE 18. Educational Opportunities Offered To Employees By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PARAMETERS FOR SUCCESSFUL COMPLETION	3.0			1	.7%	1	.6%
	50% C/ B 75%/ 100% A			1	.7%	1	.6%
	A 100%/ B 75%/ C 50%	1	2.6%			1	.6%
	A 100%/ B 75%/ C 50%/ NOTHING BELOW	1	2.6%			1	.6%
	A 100%/ BELOW PASSING 70%	1	2.6%			1	.6%
	A OR B	1	2.6%	2	1.4%	3	1.7%
	A OR B 100%/ C 50%			1	.7%	1	.6%
	A OR B 100%/ C 70%/ BELOW NOTHING			1	.7%	1	.6%
	A/ B/ C DON'T KNOW BUT BELOW IS NONE	1	2.6%			1	.6%
	B	1	2.6%	8	5.7%	9	5.1%
	B OR BETTER	5	13.2%	15	10.7%	20	11.2%
	C	2	5.3%	17	12.1%	19	10.7%
	C AVERAGE			1	.7%	1	.6%
	C BUT BETTER PAY FOR BETTER GRADES	1	2.6%			1	.6%
	C OR BETTER	11	28.9%	49	35.0%	60	33.7%
	C OR BETTER AND ONE YEAR EMPLOYMENT	1	2.6%			1	.6%
	C OR BETTER UNDERGRAD/ B OR BETTER UPPER			1	.7%	1	.6%
	CERTIFICATE			1	.7%	1	.6%
	COMPLETION			1	.7%	1	.6%
	DON'T KNOW	1	2.6%	3	2.1%	4	2.2%
	GRADE	2	5.3%			2	1.1%
	GRADE LEVEL BUT DON'T KNOW			1	.7%	1	.6%
	GRADE OF 2.75			1	.7%	1	.6%
	GRADE OF C FOR UNDERGRADUATE/ GRADE B FOR GRADUA			1	.7%	1	.6%
	NO GRADE REQUIREMENT			1	.7%	1	.6%
	NONE			1	.7%	1	.6%
	PASS	6	15.8%	23	16.4%	29	16.3%
	PASS/ C OR BETTER			1	.7%	1	.6%
	PASS/ FAIL	1	2.6%			1	.6%
	PASSING	1	2.6%	1	.7%	2	1.1%
	PASSING GRADE			3	2.1%	3	1.7%
	RELEVANT TO JOB/ C OR BETTER			1	.7%	1	.6%
	SLIDING SCALE	1	2.6%	3	2.1%	4	2.2%

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TABLE 18. Educational Opportunities Offered To Employees By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
PARAMETERS FOR	UNDERGRADUATE B/ GRADUATE C			1	.7%	1	.6%
Total		38	100.0%	140	100.0%	178	100.0%

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TABLE 18. Educational Opportunities Offered To Employees By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
OTHER METHOD OF REIMBURSEMENT	50% UP FRONT/ 50% UPON COMPLETION OF C OR BETTER			1	7.1%	1	4.2%
	A AND B 100%/ C 50%	1	10.0%			1	4.2%
	BOTH	1	10.0%	2	14.3%	3	12.5%
	C OR BETTER OR MASTER'S B OR BETTER AND WORK ONE YEAR			1	7.1%	1	4.2%
	DEPENDS	1	10.0%			1	4.2%
	DEPENDS ON DEGREE AND GRADE POINT DRIVEN			1	7.1%	1	4.2%
	DEPENDS ON TIME WITH US/ HOW LONG THEY ARE HERE			1	7.1%	1	4.2%
	DON'T KNOW	6	60.0%	4	28.6%	10	41.7%
	EVERY YEAR ALL EMPLOYEES GET \$100.00			1	7.1%	1	4.2%
	HALF THEIR TUITION UP TO \$500.00			1	7.1%	1	4.2%
	NO REQUIREMENTS			1	7.1%	1	4.2%
	ON AN INDIVIDUAL BASIS	1	10.0%			1	4.2%
	WITH A CERTAIN NUMBER OF WORK HOURS/ ONLY THEN PASS OR FAIL			1	7.1%	1	4.2%
Total		10	100.0%	14	100.0%	24	100.0%

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TABLE 19. Policy Allowing College Classes To Be Taken During Work Hours By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
POLICY REGARDING EMPLOYEES TAKING COLLEGE CLASSES DURING WORK HOURS	No Response			1	.4%	1	.3%
	Allow It With Pay	10	7.2%	13	5.0%	23	5.8%
	Allow It With No Pay	45	32.6%	66	25.2%	111	27.8%
	Do Not Allow	78	56.5%	163	62.2%	241	60.3%
	Depends			4	1.5%	4	1.0%
	Don't Know	5	3.6%	15	5.7%	20	5.0%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 20. Image Analysis For Educational Types By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
ACADEMICS	Trade Or Technical Schools	14	13.3%	9	5.1%	23	8.2%
	Community Colleges	12	11.4%	25	14.2%	37	13.2%
	Four-Year Colleges And Universities	79	75.2%	142	80.7%	221	78.6%
	Total	105	100.0%	176	100.0%	281	100.0%
AFFORDABILITY	Trade Or Technical Schools	20	17.2%	28	13.3%	48	14.7%
	Community Colleges	84	72.4%	178	84.4%	262	80.1%
	Four-Year Colleges And Universities	12	10.3%	5	2.4%	17	5.2%
	Total	116	100.0%	211	100.0%	327	100.0%
CONVENIENT CLASS SCHEDULE	Trade Or Technical Schools	8	9.1%	11	6.5%	19	7.4%
	Community Colleges	68	77.3%	137	81.1%	205	79.8%
	Four-Year Colleges And Universities	12	13.6%	21	12.4%	33	12.8%
	Total	88	100.0%	169	100.0%	257	100.0%
TECHNICAL TRAINING FOR JOBS	Trade Or Technical Schools	83	79.0%	149	76.0%	232	77.1%
	Community Colleges	16	15.2%	34	17.3%	50	16.6%
	Four-Year Colleges And Universities	6	5.7%	13	6.6%	19	6.3%
	Total	105	100.0%	196	100.0%	301	100.0%
INDIVIDUAL ATTENTION	Trade Or Technical Schools	25	28.7%	45	28.1%	70	28.3%
	Community Colleges	39	44.8%	72	45.0%	111	44.9%
	Four-Year Colleges And Universities	23	26.4%	43	26.9%	66	26.7%
	Total	87	100.0%	160	100.0%	247	100.0%

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TABLE 20. Image Analysis For Educational Types By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
REMEDIAL OR DEVELOPMENTAL SKILLS	Trade Or Technical Schools	19	18.1%	28	14.3%	47	15.6%
	Community Colleges	73	69.5%	146	74.5%	219	72.8%
	Four-Year Colleges And Universities	13	12.4%	22	11.2%	35	11.6%
Total		105	100.0%	196	100.0%	301	100.0%
ONLINE CLASSES	Trade Or Technical Schools	5	5.7%	6	4.4%	11	4.9%
	Community Colleges	36	40.9%	60	44.1%	96	42.9%
	Four-Year Colleges And Universities	47	53.4%	70	51.5%	117	52.2%
Total		88	100.0%	136	100.0%	224	100.0%
CONTINUING EDUCATION AND CAREER SKILLS FOR THOSE WHO ALREADY HAVE JOBS	Trade Or Technical Schools	5	5.1%	13	7.3%	18	6.5%
	Community Colleges	60	61.2%	103	58.2%	163	59.3%
	Four-Year Colleges And Universities	33	33.7%	61	34.5%	94	34.2%
Total		98	100.0%	177	100.0%	275	100.0%
PREPARING STUDENTS FOR THE FUTURE	Trade Or Technical Schools	14	16.3%	9	5.9%	23	9.6%
	Community Colleges	24	27.9%	44	28.8%	68	28.5%
	Four-Year Colleges And Universities	48	55.8%	100	65.4%	148	61.9%
Total		86	100.0%	153	100.0%	239	100.0%
CONVENIENT LOCATIONS	Trade Or Technical Schools	4	4.5%	9	5.5%	13	5.2%
	Community Colleges	65	73.0%	122	74.8%	187	74.2%
	Four-Year Colleges And Universities	20	22.5%	32	19.6%	52	20.6%
Total		89	100.0%	163	100.0%	252	100.0%
SOURCE OF EMPLOYEES	Trade Or Technical Schools	16	19.3%	23	15.5%	39	16.9%
	Community Colleges	28	33.7%	57	38.5%	85	36.8%
	Four-Year Colleges And Universities	39	47.0%	68	45.9%	107	46.3%
Total		83	100.0%	148	100.0%	231	100.0%
HIGH QUALITY INSTRUCTION	Trade Or Technical Schools	9	10.5%	10	6.8%	19	8.1%
	Community Colleges	12	14.0%	26	17.6%	38	16.2%
	Four-Year Colleges And Universities	65	75.6%	112	75.7%	177	75.6%
Total		86	100.0%	148	100.0%	234	100.0%
SERVICES FOR STUDENTS	Trade Or Technical Schools	6	7.8%	11	8.1%	17	8.0%
	Community Colleges	25	32.5%	53	39.3%	78	36.8%
	Four-Year Colleges And Universities	46	59.7%	71	52.6%	117	55.2%
Total		77	100.0%	135	100.0%	212	100.0%

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TABLE 20. Image Analysis For Educational Types By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
UP-TO-DATE CURRICULUM	Trade Or Technical Schools	6	7.2%	10	7.1%	16	7.2%
	Community Colleges	26	31.3%	40	28.6%	66	29.6%
	Four-Year Colleges And Universities	51	61.4%	90	64.3%	141	63.2%
Total		83	100.0%	140	100.0%	223	100.0%
STATE-OF-THE-ART TECHNOLOGY	Trade Or Technical Schools	13	14.1%	30	20.3%	43	17.9%
	Community Colleges	13	14.1%	15	10.1%	28	11.7%
	Four-Year Colleges And Universities	66	71.7%	103	69.6%	169	70.4%
Total		92	100.0%	148	100.0%	240	100.0%
OVERALL QUALITY OF EDUCATION	Trade Or Technical Schools	4	4.5%	3	1.9%	7	2.9%
	Community Colleges	11	12.5%	24	15.6%	35	14.5%
	Four-Year Colleges And Universities	73	83.0%	127	82.5%	200	82.6%
Total		88	100.0%	154	100.0%	242	100.0%
PREPARING THE UNEMPLOYED FOR WORK	Trade Or Technical Schools	40	42.6%	66	39.3%	106	40.5%
	Community Colleges	43	45.7%	91	54.2%	134	51.1%
	Four-Year Colleges And Universities	11	11.7%	11	6.5%	22	8.4%
Total		94	100.0%	168	100.0%	262	100.0%

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TABLE 21. Educational Levels Of Employees By Employer Size

	EMPLOYER SIZE									
	Less Than 100					100 Or More				
	Mean	Mode	Minimum	Maximum	Count	Mean	Mode	Minimum	Maximum	Count
PERCENT EMPLOYEES WITH TWO-YEAR OR FOUR-YEAR COLLEGE DEGREES	26	0	0	100	138	26	0	0	100	262

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TABLE 22. Current And Predicted Employment Of Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CURRENT NUMBER OF EMPLOYEES IN PHILADELPHIA	0	15	10.9%	25	9.5%	40	10.0%
	2	1	.7%			1	.3%
	4	2	1.4%			2	.5%
	6	1	.7%			1	.3%
	8	2	1.4%			2	.5%
	9	2	1.4%			2	.5%
	12	1	.7%			1	.3%
	18	1	.7%			1	.3%
	20	2	1.4%			2	.5%
	24	1	.7%			1	.3%
	25			1	.4%	1	.3%
	30	5	3.6%			5	1.3%
	34	1	.7%			1	.3%
	35	3	2.2%			3	.8%
	37	1	.7%			1	.3%
	40	9	6.5%			9	2.3%
	42	1	.7%			1	.3%
	43	1	.7%			1	.3%
	45	4	2.9%			4	1.0%
	48	1	.7%			1	.3%
	50	17	12.3%	1	.4%	18	4.5%
	54	2	1.4%			2	.5%
	55	2	1.4%			2	.5%
	56	1	.7%			1	.3%
	60	10	7.2%			10	2.5%
	62	1	.7%			1	.3%
	63	2	1.4%			2	.5%
	65	2	1.4%			2	.5%
	67	2	1.4%			2	.5%
	68	2	1.4%			2	.5%
	70	8	5.8%			8	2.0%
	71	1	.7%			1	.3%
	75	7	5.1%			7	1.8%
	79	1	.7%			1	.3%
	80	10	7.2%			10	2.5%
	85	3	2.2%			3	.8%
	90	8	5.8%			8	2.0%
	93	1	.7%			1	.3%
	94	1	.7%			1	.3%
	95	2	1.4%			2	.5%
	97	1	.7%			1	.3%

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TABLE 22. Current And Predicted Employment Of Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CURRENT NUMBER OF EMPLOYEES IN PHILADELPHIA	100			13	5.0%	13	3.3%
	101			1	.4%	1	.3%
	103			1	.4%	1	.3%
	110			1	.4%	1	.3%
	113			1	.4%	1	.3%
	115			1	.4%	1	.3%
	120			7	2.7%	7	1.8%
	125			5	1.9%	5	1.3%
	130			4	1.5%	4	1.0%
	135			1	.4%	1	.3%
	140			2	.8%	2	.5%
	150			17	6.5%	17	4.3%
	160			1	.4%	1	.3%
	165			3	1.1%	3	.8%
	170			3	1.1%	3	.8%
	175			5	1.9%	5	1.3%
	180			3	1.1%	3	.8%
	185			1	.4%	1	.3%
	190			1	.4%	1	.3%
	192			1	.4%	1	.3%
	197			1	.4%	1	.3%
	200			18	6.9%	18	4.5%
	210			1	.4%	1	.3%
	212			1	.4%	1	.3%
	220			1	.4%	1	.3%
	230			1	.4%	1	.3%
	235			1	.4%	1	.3%
	240			1	.4%	1	.3%
	250			11	4.2%	11	2.8%
	251			1	.4%	1	.3%
	260			1	.4%	1	.3%
	262			1	.4%	1	.3%
	267			1	.4%	1	.3%
	268			1	.4%	1	.3%
	270			4	1.5%	4	1.0%
	275			1	.4%	1	.3%
	280			1	.4%	1	.3%
	285			1	.4%	1	.3%
	300			15	5.7%	15	3.8%
	306			1	.4%	1	.3%
	325			2	.8%	2	.5%

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TABLE 22. Current And Predicted Employment Of Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CURRENT NUMBER OF EMPLOYEES IN PHILADELPHIA	330			1	.4%	1	.3%
	340			1	.4%	1	.3%
	350			6	2.3%	6	1.5%
	370			1	.4%	1	.3%
	400			13	5.0%	13	3.3%
	408			1	.4%	1	.3%
	420			2	.8%	2	.5%
	424			1	.4%	1	.3%
	430			1	.4%	1	.3%
	460			1	.4%	1	.3%
	470			1	.4%	1	.3%
	500			9	3.4%	9	2.3%
	518			1	.4%	1	.3%
	540			1	.4%	1	.3%
	550			4	1.5%	4	1.0%
	575			1	.4%	1	.3%
	600			1	.4%	1	.3%
	620			1	.4%	1	.3%
	675			1	.4%	1	.3%
	700			1	.4%	1	.3%
	750			3	1.1%	3	.8%
	800			4	1.5%	4	1.0%
	900			1	.4%	1	.3%
	1000			9	3.4%	9	2.3%
	1080			1	.4%	1	.3%
	1100			1	.4%	1	.3%
	1200			4	1.5%	4	1.0%
	1300			2	.8%	2	.5%
	1400			1	.4%	1	.3%
	1500			2	.8%	2	.5%
	1600			5	1.9%	5	1.3%
	1800			1	.4%	1	.3%
	2000			2	.8%	2	.5%
	2100			1	.4%	1	.3%
	2400			1	.4%	1	.3%
	2500			2	.8%	2	.5%
	3000			2	.8%	2	.5%
	4000			2	.8%	2	.5%
	7500			1	.4%	1	.3%
	8000			1	.4%	1	.3%
	10000			1	.4%	1	.3%

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TABLE 22. Current And Predicted Employment Of Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CURRENT	30000			1	.4%	1	.3%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 22. Current And Predicted Employment Of Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CURRENT NUMBER OF EMPLOYEES WORLDWIDE	0	98	71.0%	146	55.7%	244	61.0%
	20			1	.4%	1	.3%
	30	1	.7%			1	.3%
	50			1	.4%	1	.3%
	60	1	.7%			1	.3%
	65	2	1.4%			2	.5%
	75	1	.7%			1	.3%
	100	3	2.2%			3	.8%
	125	1	.7%			1	.3%
	130	1	.7%	1	.4%	2	.5%
	135			1	.4%	1	.3%
	140	1	.7%	1	.4%	2	.5%
	150			2	.8%	2	.5%
	165			1	.4%	1	.3%
	180	1	.7%			1	.3%
	190			1	.4%	1	.3%
	200	3	2.2%	3	1.1%	6	1.5%
	220			2	.8%	2	.5%
	225			1	.4%	1	.3%
	230	1	.7%	1	.4%	2	.5%
	250	1	.7%	1	.4%	2	.5%
	270			1	.4%	1	.3%
	285			1	.4%	1	.3%
	300			2	.8%	2	.5%
	325			1	.4%	1	.3%
	350			1	.4%	1	.3%
	365			1	.4%	1	.3%
	390			1	.4%	1	.3%
	400			5	1.9%	5	1.3%
	428			1	.4%	1	.3%
	450	1	.7%	3	1.1%	4	1.0%
	460			1	.4%	1	.3%
	500	1	.7%	3	1.1%	4	1.0%
	540			1	.4%	1	.3%
	560			1	.4%	1	.3%
	600			1	.4%	1	.3%
	650			1	.4%	1	.3%
	700			2	.8%	2	.5%
	800			2	.8%	2	.5%
	870	1	.7%			1	.3%
	925			1	.4%	1	.3%

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TABLE 22. Current And Predicted Employment Of Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CURRENT NUMBER OF EMPLOYEES WORLDWIDE	1000	4	2.9%	7	2.7%	11	2.8%
	1100			1	.4%	1	.3%
	1200			1	.4%	1	.3%
	1300			2	.8%	2	.5%
	1400			2	.8%	2	.5%
	1500			3	1.1%	3	.8%
	1600			1	.4%	1	.3%
	1700			2	.8%	2	.5%
	1800			1	.4%	1	.3%
	1900			1	.4%	1	.3%
	2000	1	.7%	3	1.1%	4	1.0%
	2400	1	.7%			1	.3%
	2500			1	.4%	1	.3%
	2800			2	.8%	2	.5%
	4000			2	.8%	2	.5%
	5000			2	.8%	2	.5%
	6000	1	.7%	2	.8%	3	.8%
	6500			1	.4%	1	.3%
	7000			1	.4%	1	.3%
	8000			2	.8%	2	.5%
	10000	1	.7%	5	1.9%	6	1.5%
	11000			1	.4%	1	.3%
	12000	1	.7%	1	.4%	2	.5%
	13000	1	.7%			1	.3%
	15000			4	1.5%	4	1.0%
	17000			1	.4%	1	.3%
	20000	2	1.4%	1	.4%	3	.8%
	28000			1	.4%	1	.3%
	33000			2	.8%	2	.5%
	35000			1	.4%	1	.3%
	36000			1	.4%	1	.3%
	38000			1	.4%	1	.3%
	40000			1	.4%	1	.3%
	45000	1	.7%			1	.3%
	50000	2	1.4%	1	.4%	3	.8%
	70000			2	.8%	2	.5%
	80000	1	.7%			1	.3%
	90000			1	.4%	1	.3%
	100000	1	.7%	2	.8%	3	.8%
	147000			1	.4%	1	.3%
	150000			1	.4%	1	.3%

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TABLE 22. Current And Predicted Employment Of Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CURRENT NUMBER OF EMPLOYEES WORLDWIDE	300000			2	.8%	2	.5%
	350000	1	.7%			1	.3%
	400000	1	.7%	1	.4%	2	.5%
	2000000	1	.7%	1	.4%	2	.5%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 22. Current And Predicted Employment Of Businesses By Employer Size

	EMPLOYER SIZE									
	Less Than 100					100 Or More				
	Sum	Mean	Minimum	Maximum	Count	Sum	Mean	Minimum	Maximum	Count
CURRENT NUMBER OF EMPLOYEES IN PHILADELPHIA	6939	50	0	97	138	171022	653	0	30000	262
CURRENT NUMBER OF EMPLOYEES WORLDWIDE	3168470	22960	0	2000000	138	4308973	16446	0	2000000	262

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TABLE 22. Current And Predicted Employment Of Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
INCREASE/ DECREASE EMPLOYMENT NEXT YEAR	-500			1	.4%	1	.3%
	-100			1	.4%	1	.3%
	-50			1	.4%	1	.3%
	-30			1	.4%	1	.3%
	-25	1	.7%			1	.3%
	-10			3	1.1%	3	.8%
	-5			1	.4%	1	.3%
	0	88	63.8%	197	75.2%	285	71.3%
	2	5	3.6%	1	.4%	6	1.5%
	3	4	2.9%	1	.4%	5	1.3%
	4	3	2.2%	1	.4%	4	1.0%
	5	7	5.1%	4	1.5%	11	2.8%
	6	4	2.9%			4	1.0%
	7	3	2.2%			3	.8%
	8	2	1.4%	2	.8%	4	1.0%
	9	1	.7%			1	.3%
	10	4	2.9%	9	3.4%	13	3.3%
	12	1	.7%			1	.3%
	15	2	1.4%	2	.8%	4	1.0%
	20	3	2.2%	4	1.5%	7	1.8%
	25	1	.7%	3	1.1%	4	1.0%
	28	1	.7%			1	.3%
	30	1	.7%	4	1.5%	5	1.3%
	40	1	.7%			1	.3%
	45	1	.7%			1	.3%
	50	2	1.4%	9	3.4%	11	2.8%
	60	1	.7%	1	.4%	2	.5%
	68	1	.7%			1	.3%
	75			1	.4%	1	.3%
	80			2	.8%	2	.5%
	90			1	.4%	1	.3%
	95	1	.7%			1	.3%
	100			4	1.5%	4	1.0%
	120			1	.4%	1	.3%
	150			1	.4%	1	.3%
	200			4	1.5%	4	1.0%
	800			1	.4%	1	.3%
	15000			1	.4%	1	.3%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 22. Current And Predicted Employment Of Businesses By Employer Size

	EMPLOYER SIZE									
	Less Than 100					100 Or More				
	Sum	Mean	Minimum	Maximum	Count	Sum	Mean	Minimum	Maximum	Count
INCREASE EMPLOYMENT NEXT YEAR	772	16	2	95	49	18545	325	2	15000	57

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TABLE 22. Current And Predicted Employment Of Businesses By Employer Size

	EMPLOYER SIZE									
	Less Than 100					100 Or More				
	Sum	Mean	Minimum	Maximum	Count	Sum	Mean	Minimum	Maximum	Count
DECREASE EMPLOYMENT NEXT YEAR	-25	-25	-25	-25	1	-715	-89	-500	-5	8

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TABLE 23. Demographic Characteristics Of Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
CORPORATE HEADQUARTERS LOCATED IN PHILADELPHIA	No Response	4	2.9%	7	2.7%	11	2.8%
	Yes	78	56.5%	115	43.9%	193	48.3%
	No	56	40.6%	140	53.4%	196	49.0%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 23. Demographic Characteristics Of Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
GROUP SIC CODE	Agriculture, Forestry & Mining	1	.7%	5	1.9%	6	1.5%
	Contractors & Construction	7	5.1%	9	3.4%	16	4.0%
	Manufacturing	20	14.5%	38	14.5%	58	14.5%
	Transportation, Communications & Utilities	5	3.6%	15	5.7%	20	5.0%
	Wholesale Trade	10	7.2%	8	3.1%	18	4.5%
	Retail Trade	31	22.5%	39	14.9%	70	17.5%
	Finance, Insurance & Real Estate	7	5.1%	9	3.4%	16	4.0%
	Business & Personal Services	16	11.6%	34	13.0%	50	12.5%
	Health Services	7	5.1%	61	23.3%	68	17.0%
	Legal Services	4	2.9%	8	3.1%	12	3.0%
	Education & Social Services	14	10.1%	17	6.5%	31	7.8%
	Art & Membership Organizations	2	1.4%	2	.8%	4	1.0%
	Engineering, Architecture & Accounting	5	3.6%	7	2.7%	12	3.0%
	Household & Miscellaneous Services	1	.7%			1	.3%
	Government (Public Administration)	6	4.3%	9	3.4%	15	3.8%
	Non-Classifiable Establishments	2	1.4%	1	.4%	3	.8%
Total		138	100.0%	262	100.0%	400	100.0%
DESIRE COPY OF SUMMARY RESULTS	Yes	91	65.9%	184	70.2%	275	68.8%
	No	47	34.1%	78	29.8%	125	31.3%
Total		138	100.0%	262	100.0%	400	100.0%

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TABLE 23. Demographic Characteristics Of Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
YEARS OF BUSINESS OPERATION	0	10	7.2%	16	6.1%	26	6.5%
	1			3	1.1%	3	.8%
	2						
	3	1	.7%			1	.3%
	4			2	.8%	2	.5%
	5	2	1.4%	3	1.1%	5	1.3%
	6	3	2.2%	5	1.9%	8	2.0%
	7	2	1.4%	3	1.1%	5	1.3%
	8	2	1.4%	2	.8%	4	1.0%
	9	1	.7%	3	1.1%	4	1.0%
	10	1	.7%	2	.8%	3	.8%
	11	5	3.6%	11	4.2%	16	4.0%
	12	2	1.4%	3	1.1%	5	1.3%
	13	2	1.4%	2	.8%	4	1.0%
	14	1	.7%	1	.4%	2	.5%
	15	3	2.2%			3	.8%
	16	7	5.1%	7	2.7%	14	3.5%
	17	1	.7%	1	.4%	2	.5%
	18	1	.7%	2	.8%	3	.8%
	19	3	2.2%			3	.8%
	20	1	.7%	1	.4%	2	.5%
	21	10	7.2%	15	5.7%	25	6.3%
	22	2	1.4%			2	.5%
	23	3	2.2%	2	.8%	5	1.3%
	24	2	1.4%	1	.4%	3	.8%
	25			2	.8%	2	.5%
	26	7	5.1%	16	6.1%	23	5.8%
	27	1	.7%	1	.4%	2	.5%
	28			2	.8%	2	.5%
	29	2	1.4%			2	.5%
	30			1	.4%	1	.3%
	31	8	5.8%	9	3.4%	17	4.3%
	32			1	.4%	1	.3%
	33			2	.8%	2	.5%
	34			1	.4%	1	.3%
	35			1	.4%	1	.3%
	36	4	2.9%	3	1.1%	7	1.8%
	37	2	1.4%	1	.4%	3	.8%
	38	1	.7%			1	.3%
	40	2	1.4%	1	.4%	3	.8%
	43	2	1.4%	9	3.4%	11	2.8%
				1	.4%	1	.3%

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TABLE 23. Demographic Characteristics Of Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
YEARS OF BUSINESS OPERATION	44			1	.4%	1	.3%
	45	2	1.4%	4	1.5%	6	1.5%
	46			1	.4%	1	.3%
	50	6	4.3%	16	6.1%	22	5.5%
	51	1	.7%	1	.4%	2	.5%
	52	1	.7%	4	1.5%	5	1.3%
	53			2	.8%	2	.5%
	55	2	1.4%	5	1.9%	7	1.8%
	56			1	.4%	1	.3%
	57	1	.7%			1	.3%
	59			1	.4%	1	.3%
	60	1	.7%	7	2.7%	8	2.0%
	63	1	.7%	1	.4%	2	.5%
	64			1	.4%	1	.3%
	65			2	.8%	2	.5%
	68			1	.4%	1	.3%
	70	1	.7%	1	.4%	2	.5%
	75	1	.7%	10	3.8%	11	2.8%
	76			2	.8%	2	.5%
	77	1	.7%	1	.4%	2	.5%
	78	1	.7%	1	.4%	2	.5%
	79	2	1.4%			2	.5%
	80			6	2.3%	6	1.5%
	81	1	.7%			1	.3%
	85	1	.7%	3	1.1%	4	1.0%
	88			1	.4%	1	.3%
	90	1	.7%	2	.8%	3	.8%
	91			1	.4%	1	.3%
	95	2	1.4%			2	.5%
	96			1	.4%	1	.3%
	97			2	.8%	2	.5%
	99			1	.4%	1	.3%
	100	7	5.1%	22	8.4%	29	7.3%
	101	1	.7%	1	.4%	2	.5%
	103	1	.7%	1	.4%	2	.5%
	105	1	.7%			1	.3%
	106			1	.4%	1	.3%
	108	1	.7%			1	.3%
	110			1	.4%	1	.3%
	115	1	.7%	2	.8%	3	.8%
	116			1	.4%	1	.3%

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TABLE 23. Demographic Characteristics Of Businesses By Employer Size

		EMPLOYER SIZE				Total	
		Less Than 100		100 Or More		Count	Col %
		Count	Col %	Count	Col %		
YEARS OF BUSINESS OPERATION	119	1	.7%	1	.4%	2	.5%
	120			1	.4%	1	.3%
	125			1	.4%	1	.3%
	127			1	.4%	1	.3%
	130			1	.4%	1	.3%
	135			1	.4%	1	.3%
	138	1	.7%			1	.3%
	141	1	.7%	1	.4%	2	.5%
	150	1	.7%	4	1.5%	5	1.3%
	157			1	.4%	1	.3%
	170			1	.4%	1	.3%
	180			1	.4%	1	.3%
	200	1	.7%			1	.3%
	222			1	.4%	1	.3%
	250			1	.4%	1	.3%
	300	1	.7%	1	.4%	2	.5%
Total		138	100.0%	262	100.0%	400	100.0%

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Report

YEARS OF BUSINESS OPERATION

EMPLOYER SIZE	N	Sum	Mean
Less Than 100	128	5653	44.16
100 Or More	246	13334	54.20
Total	374	18987	50.77