

**Community College Of Philadelphia
Employer Scan
Detailed Verbatim Responses**

Detailed Verbatim Responses From Table 1

SKILL SETS MISSING IN APPLICANTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	200	50.0	50.0	50.0
	ACCOUNTING	1	.3	.3	50.3
	ACCOUNTING AND FINANCE	1	.3	.3	50.5
	ACCOUNTING/ DATA ENTRY	1	.3	.3	50.8
	ADMINISTRATIVE/ CLERICAL	1	.3	.3	51.0
	APPEARANCE/ WORK ETHICS/ ABILITY TO TAKE DIRECTIONS AND FOLLOW THROUGH/ CONSISTENCY	1	.3	.3	51.3
	ARCHITECT DEGREES AND EXPERIENCE	1	.3	.3	51.5
	ARCHITECTURE AND DESIGN	1	.3	.3	51.8
	ASP	1	.3	.3	52.0
	AUTO TECHNICAL	1	.3	.3	52.3
	AVAILABILITY/ LEADERSHIP/ WORK ETHICS	1	.3	.3	52.5
	AVIATION MANAGEMENT	1	.3	.3	52.8
	BASED ON JOB EXPERIENCE	1	.3	.3	53.0
	BASIC COMPUTERS	1	.3	.3	53.3
	BASIC EDUCATION	2	.5	.5	53.8
	BASIC EDUCATION/ READING/ WRITING/ MATH/ SPELLING/ SHOW UP/ WORK ETHICS	1	.3	.3	54.0
	BASIC GRAMMAR	1	.3	.3	54.3
	BASIC MANNERS/ INTERVIEWING/ CUSTOMER SERVICE	1	.3	.3	54.5
	BASIC MATH	1	.3	.3	54.8
	BASIC SKILLS	1	.3	.3	55.0
	BASIC SKILLS EDUCATION/ SIMPLE MATH SKILLS	1	.3	.3	55.3
	BASIC SKILLS/ IMMUNOLOGY	1	.3	.3	55.5
	BASIC SKILLS/ READ/ WRITE/ TECHNICAL SKILLS	1	.3	.3	55.8
	BASIC STUFF	1	.3	.3	56.0
	BASIC STUFF/ PEOPLE SKILLS	1	.3	.3	56.3
	BASIC STUFF/ READING/ WRITING/ WORK ETHICS	1	.3	.3	56.5
	BASIC WAREHOUSE/ FORKLIFT/ SALES/ MARKETING	1	.3	.3	56.8
	BASIC WORK SKILLS/ READ/ COMPREHENSION/ WORK ETHICS	1	.3	.3	57.0
	BASICS/ DEGREES AND LABOR SKILLS	1	.3	.3	57.3
	BASICS/ READING/ WRITING/ FOLLOW DIRECTIONS/ TRAINABLE	1	.3	.3	57.5
	BASICS/ READING/ WRITING/ MATH/ COMMUNICATIONS/ WORK ETHICS	1	.3	.3	57.8
	BASICS/ READING/ WRITING/ PEOPLE SKILLS/ WORK ETHICS	1	.3	.3	58.0
	BOILER OPERATOR/ TECHNICAL	1	.3	.3	58.3
	CABINET MAKERS/ ASSEMBLY LINE	1	.3	.3	58.5
	CARPENTRY	1	.3	.3	58.8
	CATERING/ COOKING/ SERVING/ PERSONALITY	1	.3	.3	59.0
	CHILD CARE/ COLLEGE CREDIT	1	.3	.3	59.3
	CIVIL ENGINEERS/ BUSINESS WRITING	1	.3	.3	59.5
	CLINIC SKILLS	1	.3	.3	59.8

Detailed Verbatim Responses From Table 1

SKILL SETS MISSING IN APPLICANTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	COMMON SENSE/ MATH/ ENGLISH	1	.3	.3	60.0
	COMMON SENSE/ WORK ETHICS/ COMPUTERS/ DRESS PROPERLY	1	.3	.3	60.3
	COMMUNICATIONS/ CUSTOMER SERVICE	1	.3	.3	60.5
	COMMUNICATIONS/ GRAMMAR	1	.3	.3	60.8
	COMMUNICATIONS/ HOSPITALITY/ CUSTOMER SERVICE	1	.3	.3	61.0
	COMMUNICATIONS/ NURSING/ PEOPLE SKILLS	1	.3	.3	61.3
	COMMUNICATIONS/ WRITING/ INTERVIEWING	1	.3	.3	61.5
	COMMUNICATIONS/ WRITTEN/ ORAL/ WORK ETHICS/ TIME MANAGEMENT	1	.3	.3	61.8
	COMPUTER OPERATOR/ GRAPHIC ARTS	1	.3	.3	62.0
	COMPUTER SKILLS/ COMMUNICATIONS/ PROFESSIONAL ATTITUDE	1	.3	.3	62.3
	COMPUTERS	3	.8	.8	63.0
	COMPUTERS/ CERTIFICATION/ TECHNICAL/ COMMUNICATION	1	.3	.3	63.3
	COMPUTERS/ TYPING/ PEOPLE SKILLS	1	.3	.3	63.5
	COUNSELOR'S MASTER'S DEGREE	1	.3	.3	63.8
	CUSTOMER SERVICE/ COMPUTER SKILLS/ WRITING	1	.3	.3	64.0
	CUSTOMER SERVICE/ COMPUTERS	1	.3	.3	64.3
	CUSTOMER SERVICE/ CULINARY SERVICE	1	.3	.3	64.5
	CUSTOMER SERVICE/ EXPERIENCE IN SALES	1	.3	.3	64.8
	CUSTOMER SERVICE/ PEOPLE SKILLS	1	.3	.3	65.0
	CUSTOMER SERVICES/ INTERPERSONAL SKILLS	1	.3	.3	65.3
	DATA ENTRY	1	.3	.3	65.5
	DEFINED CHEMISTRY SKILLS	1	.3	.3	65.8
	DEGREE IN ACCOUNTING	1	.3	.3	66.0
	DEPENDABILITY/ DESIRE TO WORK	1	.3	.3	66.3
	DEPENDS ON POSITION	1	.3	.3	66.5
	DISCIPLINE/ BASIC SKILLS/ MANAGEMENT/ LEADERSHIP	1	.3	.3	66.8
	DOCK WORKERS	1	.3	.3	67.0
	DON'T HAVE COMPUTER SKILLS OR PEOPLE SKILLS	1	.3	.3	67.3
	DON'T KNOW	2	.5	.5	67.8
	DRIVERS/ CLEAN DRIVING RECORD/ BACKGROUND	1	.3	.3	68.0
	DRIVING	1	.3	.3	68.3
	EDUCATION IN FITNESS/ COMMUNICATIONS/ WORK ETHICS	1	.3	.3	68.5
	EDUCATION/ EXPERIENCE OF FITNESS	1	.3	.3	68.8
	EDUCATION/ LICENSES	1	.3	.3	69.0
	EDUCATION/ PEOPLE SKILLS	1	.3	.3	69.3
	ELECTRICAL/ PLUMBER	1	.3	.3	69.5
	EXAMS/ EMISSION LICENSES	1	.3	.3	69.8

Detailed Verbatim Responses From Table 1

SKILL SETS MISSING IN APPLICANTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	EXPERIENCE	3	.8	.8	70.5
	EXPERIENCE AND DEGREES	1	.3	.3	70.8
	EXPERIENCE IN CARPENTRY	1	.3	.3	71.0
	EXPERIENCE IN HEALTH CARE	1	.3	.3	71.3
	EXPERIENCE IN NURSING	1	.3	.3	71.5
	EXPERIENCE IN RETAIL/ HANDS-ON FOR A BUILDING STORE	1	.3	.3	71.8
	EXPERIENCE/ COMMITMENT	1	.3	.3	72.0
	EXPERIENCE/ WORKING WITH INDIVIDUALS WHO ARE MENTALLY CHALLENGED	1	.3	.3	72.3
	EXPERIENCED TV PRODUCTION/ REPORTERS	1	.3	.3	72.5
	FINANCIAL	1	.3	.3	72.8
	FINANCIAL BACKGROUND	1	.3	.3	73.0
	FIRE PROTECTION/ SENIOR DATA NET SKILLS/ LEGACY SYSTEMS	1	.3	.3	73.3
	FLOORING/ MILL WORK/ ELECTRICAL	1	.3	.3	73.5
	FORMAL SCHOOLING/ TRANSFERABLE SKILLS/ MATH TASKING	1	.3	.3	73.8
	GOOD BASICS/ READING/ WRITING/ MATH	1	.3	.3	74.0
	GUEST SERVICES/ PERSONALITY/ HOW TO TREAT GUESTS WITH A SMILE	1	.3	.3	74.3
	HANDS-ON EXPERIENCE	1	.3	.3	74.5
	HARD WORKERS/ WORK ETHICS	1	.3	.3	74.8
	HIGH SCHOOL DIPLOMA OR GED/ SKILLED NURSES/ BOTH RN AND LPN	1	.3	.3	75.0
	HIGHER LEVEL COMMUNICATIONS/ WRITING ABILITY AND COMPUTERS/ MEDICAL TERMINOLOGY/ BILLING	1	.3	.3	75.3
	HOSTESS EXPERIENCE IS NEEDED	1	.3	.3	75.5
	INSURANCE AND FINANCIAL PLANNING/ ESTATE PLANNING	1	.3	.3	75.8
	INTELLECTUAL PROPERTY/ ENGINEERING SKILLS	1	.3	.3	76.0
	INTERPERSONAL SKILLS/ SELF-ESTEEM	1	.3	.3	76.3
	JOB SKILLS/ ON TIME/ CLEAN AND NEAT	1	.3	.3	76.5
	KNOWLEDGE OF PROPER ETIQUETTE/ HOW TO DRESS/ SPEAK/ NOT PREPARED FOR INTERVIEW/ CUSTOMER SERVICE	1	.3	.3	76.8
	LABOR	1	.3	.3	77.0
	LABOR/ ELECTRICIAN	1	.3	.3	77.3
	LACKING EXPERIENCE FOR OUR NEEDS/ NURSES/ SOCIAL WORKERS/ PSYCHOLOGISTS	1	.3	.3	77.5
	LANGUAGE SKILLS/ ENGLISH LANGUAGE	1	.3	.3	77.8
	LICENSED REGISTERED NURSES	1	.3	.3	78.0
	LIFE SKILLS/ WRITING SKILLS/ INTERVIEWING SKILLS	1	.3	.3	78.3
	MACHINING	1	.3	.3	78.5

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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	MAINTENANCE MECHANICS	1	.3	.3	78.8
	MANUFACTURING/ MACHINE OPERATORS	1	.3	.3	79.0
	MATH/ FACTORY ENVIRONMENT/ PRODUCTION WORK	1	.3	.3	79.3
	MEAT AND DELI WEIGHING AND WRAPPING	1	.3	.3	79.5
	MECHANICAL	1	.3	.3	79.8
	MECHANICAL/ ELECTRICAL	1	.3	.3	80.0
	MECHANICS	1	.3	.3	80.3
	MEDICAL DEVICES/ ANESTHESIA EQUIPMENT	1	.3	.3	80.5
	MEDICAL/ COMPUTERS/ COMMUNICATIONS	1	.3	.3	80.8
	MOTOR SKILLS/ ALL BASICS ESPECIALLY MATH	1	.3	.3	81.0
	NO WRITING SKILLS/ NO COMPUTER SKILLS	1	.3	.3	81.3
	NONPROFIT ORGANIZATIONAL EXPERIENCE IN BROADCASTING	1	.3	.3	81.5
	NURSES/ RN/ LPN	1	.3	.3	81.8
	NURSING	4	1.0	1.0	82.8
	NURSING ASSISTANT/ NONDEGREE CLINICAL JOBS	1	.3	.3	83.0
	NURSING DEGREE/ CERTIFICATIONS	1	.3	.3	83.3
	NURSING SKILLS/ ALL LEVELS	1	.3	.3	83.5
	NURSING/ CRITICAL CARE	1	.3	.3	83.8
	NURSING/ DOCUMENTS/ READING/ WRITING/ IN DIETING	1	.3	.3	84.0
	NURSING/ NURSING ASSISTANT	1	.3	.3	84.3
	OFFICE SKILLS/ WORK ETHICS/ BASIC SPEECH/ SPELLING/ GRAMMAR	1	.3	.3	84.5
	PEOPLE SKILLS	2	.5	.5	85.0
	PEOPLE SKILLS/ BASIC EDUCATION	1	.3	.3	85.3
	PEOPLE SKILLS/ BUSINESS	1	.3	.3	85.5
	PERSONAL AND MEDICAL/ WOUND CARE	1	.3	.3	85.8
	PETRO CHEMICAL/ TECHNICAL	1	.3	.3	86.0
	POOR WRITING AND READING	1	.3	.3	86.3
	PREVIOUS EXPERIENCE/ PHONE SKILLS/ CUSTOMER SERVICE	1	.3	.3	86.5
	PRODUCT KNOWLEDGE/ CUSTOMER SERVICE	1	.3	.3	86.8
	PROFESSIONAL AND COMMON SENSE	1	.3	.3	87.0
	PROFESSIONAL SOCIAL WORKERS FOR CHILD WELFARE	1	.3	.3	87.3
	PROFESSIONALISM/ THEY DON'T USE THEIR HEAD	1	.3	.3	87.5
	QUALITY CONTROL PEOPLE/ BELOW BA	1	.3	.3	87.8
	READING	1	.3	.3	88.0
	READING/ WORK ETHICS	1	.3	.3	88.3
	READING/ WRITING	3	.8	.8	89.0
	RECEPTIONIST/ JOB SKILLS	1	.3	.3	89.3
	RESTAURANT EXPERIENCED WAITERS	1	.3	.3	89.5

Detailed Verbatim Responses From Table 1

SKILL SETS MISSING IN APPLICANTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	RETAIL EXPERIENCE/ ELECTRICAL/ PLUMBING/ CARPENTRY/ RETAIL MANAGEMENT	1	.3	.3	89.8
	SALES/ DISTRIBUTION/ COMPUTERS/ COMMUNICATIONS	1	.3	.3	90.0
	SELF-DISCIPLINE	1	.3	.3	90.3
	SKILLED LABOR ON ENVELOPE EQUIPMENT/ BINDING/ PRESS MACHINE	1	.3	.3	90.5
	SOCIAL WORK/ PROFESSIONALS	1	.3	.3	90.8
	SOCIAL WORKERS/ CHILD CARE PROVIDERS	1	.3	.3	91.0
	SOCIAL WORKERS/ MISSING DEGREES	1	.3	.3	91.3
	SOFT SKILLS AND MATH/ TIME MANAGEMENT/ ELECTRICAL	1	.3	.3	91.5
	SPEECH THERAPIST	1	.3	.3	91.8
	SPELLING BASICS	1	.3	.3	92.0
	STANDARD SHIFT DRIVER	1	.3	.3	92.3
	STATE CAN'T COMPETE WITH PRIVATE COMPANIES WHO PAY MORE/ NURSES AND PSYCHOLOGISTS	1	.3	.3	92.5
	SUPERVISING SKILLS	1	.3	.3	92.8
	SUPERVISORY	1	.3	.3	93.0
	TECHNICAL EDUCATION	1	.3	.3	93.3
	TECHNICAL SKILLS	1	.3	.3	93.5
	TECHNICAL SKILLS SUCH AS SPECIFIC HANDS-ON	1	.3	.3	93.8
	TECHNICAL SKILLS/ A LOT OF VARIOUS MACHINES	1	.3	.3	94.0
	TECHNICAL SKILLS/ RADIOLOGY/ NURSING	1	.3	.3	94.3
	TECHNICAL/ ENGINEERS	1	.3	.3	94.5
	TECHNICAL/ MECHANICS/ AUTO DETAIL ENGINES/ DIESEL MECHANICS	1	.3	.3	94.8
	TECHNOLOGY/ INTERPERSONAL/ CUSTOMER SERVICE	1	.3	.3	95.0
	TOO MANY JOBS/ TOO MUCH JOB HOPPING/ A SHORT AMOUNT OF TIME	1	.3	.3	95.3
	TOO MANY TO MENTION	1	.3	.3	95.5
	TRAINING AND DEALING WITH PEOPLE	1	.3	.3	95.8
	TRAINING IN BILL COLLECTING	1	.3	.3	96.0
	TRAINING IN HOSPITALITY INDUSTRY	1	.3	.3	96.3
	TRAINING IN MAINTENANCE OF OUR RENTALS	1	.3	.3	96.5
	TWO YEARS PAST GRADUATE/ SOCIAL SERVICES/ HUMAN SERVICES	1	.3	.3	96.8
	TYPIST	1	.3	.3	97.0
	URBAN DESIGN SKILLS	1	.3	.3	97.3
	VERBAL SKILLS/ READING/ LOGIC	1	.3	.3	97.5
	WE HAVE HARBOR TUGS/ WE NEED PEOPLE WITH COAST GUARD DOCUMENTATION	1	.3	.3	97.8
	WORK ETHICS	2	.5	.5	98.3

Detailed Verbatim Responses From Table 1

SKILL SETS MISSING IN APPLICANTS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	WORK ETHICS/ COMMUNICATION SKILLS/ LIFE SKILLS	1	.3	.3	98.5
	WORK ETHICS/ COMPUTERS/ ENGLISH	1	.3	.3	98.8
	WORK ETHICS/ MATH/ READING/ LANGUAGE SKILLS	1	.3	.3	99.0
	WORK ETHICS/ READING/ MATH/ WRITING	1	.3	.3	99.3
	WORK ETHICS/ RELIABLE	1	.3	.3	99.5
	WORK EXPERIENCE	1	.3	.3	99.8
	WRITING/ COMMUNICATIONS/ COMMON SENSE	1	.3	.3	100.0
	Total	400	100.0	100.0	

Detailed Verbatim Responses From Table 2-B

PROVIDER OF TRAINING - MULTIPLE RESPONSES

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	1793	89.7	89.7	89.7
	AACN	1	.1	.1	89.7
	ALBERTSONS	1	.1	.1	89.8
	ALL SAFETY TRAINING	1	.1	.1	89.8
	AMERICAN ASSOCIATION OF AIRPORT EXECUTIVES	3	.2	.2	90.0
	AMERICAN PARKINSON'S DISEASE ASSOCIATION	1	.1	.1	90.0
	APTA/ OTHER SCHOOLS/ OUTSIDE SOURCES	1	.1	.1	90.1
	ARENA SOLUTIONS	1	.1	.1	90.1
	ATTORNEYS	1	.1	.1	90.2
	BAKIUS/ MARYN/ LEU	1	.1	.1	90.2
	BECKETT APOTHECARY AND HOME CARE	1	.1	.1	90.3
	BEER DISTRIBUTORS/ DON'T KNOW	1	.1	.1	90.3
	BUCKS COUNTY COMMUNITY COLLEGE	1	.1	.1	90.4
	C SERVE	1	.1	.1	90.4
	CARSON VALLEY SCHOOLS	1	.1	.1	90.5
	CCYFS	1	.1	.1	90.5
	CHESAPEAKE BARIN TRAINING INSTITUTE	1	.1	.1	90.6
	CHILDREN AND YOUTH STATE POLICE	1	.1	.1	90.6
	COMMUNITY COLLEGE	1	.1	.1	90.7
	COMPASSIONATE CARE	1	.1	.1	90.7
	CONFERENCE OF CONSULTING ACTUARIES	2	.1	.1	90.8
	CONSULTANT/ DON'T KNOW THE NAME	1	.1	.1	90.9
	CONTACT	1	.1	.1	90.9
	CONTRACT	1	.1	.1	91.0
	CORDON GROUP	1	.1	.1	91.0
	CORNELL UNIVERSITY	2	.1	.1	91.1
	CORPORATE OFFICE	1	.1	.1	91.2
	CPR INSTRUCTOR	1	.1	.1	91.2
	DALE CARNEGIE	3	.2	.2	91.4
	DEALERSHIP	1	.1	.1	91.4
	DEWALT	2	.1	.1	91.5
	DHS REGIONAL	1	.1	.1	91.6
	DISTRICT COUNSEL 1199C/ HEALTH CARE UNION	2	.1	.1	91.7
	DON'T KNOW	37	1.9	1.9	93.5
	DON'T KNOW/ LAWYERS	1	.1	.1	93.6
	DON'T KNOW/ VARIOUS	1	.1	.1	93.6
	DON'T REMEMBER	2	.1	.1	93.7
	DR. PASLEY	1	.1	.1	93.8
	DREXEL UNIVERSITY	2	.1	.1	93.9
	DUKE UNIVERSITY/ FALLS RIVER DDI	1	.1	.1	93.9
	DUVAL COLLEGE	1	.1	.1	94.0
	EAGLEVILLE CLINIC	1	.1	.1	94.0
	EASTERN COLLEGE	1	.1	.1	94.1
	EQUAL OPPORTUNITIES COMMISSION	1	.1	.1	94.1
	ESTOMAIC INSTITUTION/ TEMPLE UNIVERSITY	1	.1	.1	94.2
	FAMILY SERVICES	1	.1	.1	94.2
	FIRST CALL	1	.1	.1	94.3
	FISHER AND PHIL	1	.1	.1	94.3

Detailed Verbatim Responses From Table 2-B

PROVIDER OF TRAINING - MULTIPLE RESPONSES

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	FRANKFORD HOSPITAL	2	.1	.1	94.4
	FRED PRYOR-TYPE COMPANY	1	.1	.1	94.5
	FRED PRYOR	1	.1	.1	94.5
	FREIGHTLINER	6	.3	.3	94.8
	GLIDDEN PAINT	1	.1	.1	94.9
	GRAPH VALLEY	1	.1	.1	94.9
	GREATER NATIONAL ASSOCIATION OF WORK DEVELOPMENT	1	.1	.1	95.0
	GREATER PHILADELPHIA HOTEL ASSOCIATION	2	.1	.1	95.1
	HARRISBURG COMMUNITY COLLEGE	1	.1	.1	95.1
	HARSHA CLINIC	1	.1	.1	95.2
	HEAD START REGIONAL OFFICE	1	.1	.1	95.2
	HOSPICE	1	.1	.1	95.3
	HUMAN MANAGEMENT SERVICES	1	.1	.1	95.3
	INDEPENDENT CORPORATIONS	1	.1	.1	95.4
	INDIVIDUAL TRAINERS/ DON'T KNOW	1	.1	.1	95.4
	INDUSTRY	1	.1	.1	95.5
	INTERNATIONAL	1	.1	.1	95.5
	JAMES BROWN'S COMPANY	2	.1	.1	95.6
	JEWISH EMPLOYMENT	1	.1	.1	95.7
	KB WORLD	1	.1	.1	95.7
	KEN BILER	1	.1	.1	95.8
	KING OF PRUSSIA	1	.1	.1	95.8
	LASALLE UNIVERSITY	1	.1	.1	95.9
	MACHINIST CONTRACTOR'S ASSOCIATION	1	.1	.1	95.9
	MEA	2	.1	.1	96.0
	MERCER	2	.1	.1	96.1
	MID-ATLANTIC TRAINING CENTER	1	.1	.1	96.2
	MIKE MCDANIEL	1	.1	.1	96.2
	MIKE POWELL	1	.1	.1	96.3
	MIN BASDUR/ CONSULTANT	1	.1	.1	96.3
	MITCH HAMMER/ CONSULTANT	1	.1	.1	96.4
	MONTGOMERY COUNTY COMMUNITY COLLEGE	1	.1	.1	96.4
	MULTI TRAINERS	1	.1	.1	96.5
	NAHMA	1	.1	.1	96.5
	NAN MCKAY AND VIA SATELLITE	1	.1	.1	96.6
	NETWORKS	1	.1	.1	96.6
	NEW YORK/ BUT DON'T KNOW THE NAME	1	.1	.1	96.7
	NICOLE MOTLEY	1	.1	.1	96.7
	NO RESPONSE	4	.2	.2	96.9
	NURSE	1	.1	.1	97.0
	ORLEANS TECHNICAL INSTITUTE	3	.2	.2	97.1
	OSHA	1	.1	.1	97.2
	OUTSIDE CONSULTANTS/ DON'T KNOW	2	.1	.1	97.3
	PENN HILL	1	.1	.1	97.3
	PENN PATHWAY	1	.1	.1	97.4
	PENN STATE	2	.1	.1	97.5
	PHYSICS CORPORATION	1	.1	.1	97.5

Detailed Verbatim Responses From Table 2-B

PROVIDER OF TRAINING - MULTIPLE RESPONSES

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	PLTA/ PENNSYLVANIA LAND AND TITLE ASSOCIATION	2	.1	.1	97.6
	PRIVATE SOURCES	1	.1	.1	97.7
	PRODUCTION	1	.1	.1	97.7
	PROFESSIONALS	3	.2	.2	97.9
	QUAKERTOWN LEARNING CENTER	1	.1	.1	97.9
	RANOS FORKLIFT	1	.1	.1	98.0
	RED CHEETAH	1	.1	.1	98.0
	RED CROSS	3	.2	.2	98.2
	REFUSED	2	.1	.1	98.3
	RUCKHERST	1	.1	.1	98.3
	SAFETY MANAGEMENT	1	.1	.1	98.4
	SIGNATURE	1	.1	.1	98.4
	SKILL PATH	4	.2	.2	98.6
	SKILLCRAFT	1	.1	.1	98.7
	SOFTWARE COMPANY	1	.1	.1	98.7
	SOUL PSYCH/ MANDT/ CPI	1	.1	.1	98.8
	STATE	2	.1	.1	98.9
	TEMPLE UNIVERSITY	1	.1	.1	98.9
	TIPS	1	.1	.1	99.0
	TRAINING CORPORATIONS	1	.1	.1	99.0
	UNITED CEREBRAL PALSY ASSOCIATION	1	.1	.1	99.1
	UNITED WAY	3	.2	.2	99.2
	UNIVERSITY OF MEDICINE AND DENTISTRY OF NEW JERSEY	1	.1	.1	99.3
	UNIVERSITY OF PENNSYLVANIA	2	.1	.1	99.4
	VARIOUS TRAINING COMPANIES	2	.1	.1	99.5
	VARIOUS VENDORS	5	.3	.3	99.7
	VENDORS	1	.1	.1	99.8
	VILLANOVA UNIVERSITY	1	.1	.1	99.8
	W.D. COMPANY	1	.1	.1	99.9
	WILSON LEARNING	1	.1	.1	99.9
	WOHR ASSOCIATES	1	.1	.1	100.0
	WOLF BLOCK INSTITUTE	1	.1	.1	100.0
	Total	2000	100.0	100.0	

Detailed Verbatim Responses From Table 3-C

RATIONALE FOR RESPONSE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	97	24.3	24.3	24.3
	A LARGE COMPANY	1	.3	.3	24.5
	ADVANCED LIFE SUPPORT/ NO ONE QUALIFIED ON STAFF TO DO IT	1	.3	.3	24.8
	ALL DONE IN-HOUSE	1	.3	.3	25.0
	ALWAYS DONE IN-HOUSE	3	.8	.8	25.8
	ALWAYS LOOKING	1	.3	.3	26.0
	BECAUSE OF CHILD CARE	1	.3	.3	26.3
	BECAUSE WE CAN DO IT	1	.3	.3	26.5
	BENNIGAN HAS OUR PROGRAM	1	.3	.3	26.8
	BETTER RATE	1	.3	.3	27.0
	BUDGET PROHIBITS IT	1	.3	.3	27.3
	CAN'T AFFORD IT	2	.5	.5	27.8
	COMES FROM CORPORATE	1	.3	.3	28.0
	COMPANY SPECIFIC/ COST	1	.3	.3	28.3
	COMPUTER ITSELF EXPLAINS IT TO THE EMPLOYEES	1	.3	.3	28.5
	CONSIDERED/ CCP GRANT	1	.3	.3	28.8
	CORPORATE	1	.3	.3	29.0
	CORPORATE LEVEL ONLY	1	.3	.3	29.3
	CORPORATE MAKES THAT DECISION	1	.3	.3	29.5
	CORPORATE OFFICE	1	.3	.3	29.8
	CORPORATE TRAINED	1	.3	.3	30.0
	CORPORATION	1	.3	.3	30.3
	CORPORATION STANDARDS DON'T ALLOW IT	1	.3	.3	30.5
	COST	35	8.8	8.8	39.3
	COST AND TIME	1	.3	.3	39.5
	COST AND WE TRAIN AT ODD HOURS	1	.3	.3	39.8
	COST EFFECTIVE IT IS NOT	1	.3	.3	40.0
	CULTURAL	1	.3	.3	40.3
	CUSTOMIZE FOR US	1	.3	.3	40.5
	DANGEROUS GOODS TRAINING/ WE JUST DO IT THAT WAY	1	.3	.3	40.8
	DEPENDING ON TIME AND MONEY	1	.3	.3	41.0
	DEPENDS ON COST	1	.3	.3	41.3
	DEPENDS ON WHAT PROGRAMS	1	.3	.3	41.5
	DO OUR OWN TRAINING	1	.3	.3	41.8
	DOING IT EFFECTIVELY NOW	1	.3	.3	42.0
	DON'T HAVE ENOUGH RESOURCES	1	.3	.3	42.3
	DON'T HAVE THE MANPOWER	1	.3	.3	42.5
	DON'T KNOW	19	4.8	4.8	47.3
	DON'T KNOW/ IT WOULD BE CASE BY CASE	1	.3	.3	47.5
	DON'T KNOW/ JUST WOULDN'T	1	.3	.3	47.8
	DON'T NEED OUTSIDE RESOURCES	1	.3	.3	48.0
	DUE TO BUDGET	1	.3	.3	48.3
	EASIER IN-HOUSE	1	.3	.3	48.5
	EXPERTS ON CONTAINER	1	.3	.3	48.8
	FINANCES PROHIBIT IT/ NOT NEEDED	1	.3	.3	49.0
	FOR A TOPIC I WOULD NOT BE QUALIFIED TO TEACH	1	.3	.3	49.3
	GET FROM VENDORS	1	.3	.3	49.5

Detailed Verbatim Responses From Table 3-C

RATIONALE FOR RESPONSE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	GOVERNMENT	1	.3	.3	49.8
	GREAT REVENUE SOURCE/ GOOD PR	1	.3	.3	50.0
	HAVE A TRAINER	1	.3	.3	50.3
	HAVE OUR OWN	1	.3	.3	50.5
	HAVE OUR OWN TRAINER/ TRYING TO SAVE MONEY/ WANT WEB-BASED TRAINING	1	.3	.3	50.8
	HAVE OUR OWN TRAINERS	1	.3	.3	51.0
	HAVE TRAINING	1	.3	.3	51.3
	HEADQUARTER'S DECISION	2	.5	.5	51.8
	I AM NOT PREPARED TO ANSWER	1	.3	.3	52.0
	I AM QUALIFIED MYSELF AND HAVE IN-HOUSE TRAINERS	1	.3	.3	52.3
	I NEED SOMEONE TO DEAL WITH ESL	1	.3	.3	52.5
	I NEVER THOUGHT ABOUT IT	1	.3	.3	52.8
	IF IT WAS REASONABLE	1	.3	.3	53.0
	IN-HOUSE	27	6.8	6.8	59.8
	IN-HOUSE AND ECONOMIC	1	.3	.3	60.0
	IN ORDER FOR ME TO RUN MY HOTEL MY OWN STAFF WOULD BEST KNOW OUR NEEDS	1	.3	.3	60.3
	IN THE PAST	1	.3	.3	60.5
	INTERNAL	1	.3	.3	60.8
	IT'S ALL CORPORATE/ THEY DO TRAINING	1	.3	.3	61.0
	IT'S CORPORATE MANDATED	1	.3	.3	61.3
	IT'S HANDLED BY THE INDIVIDUAL LOCATION AND IS CONTROLLED BY THE PROJECTS	1	.3	.3	61.5
	IT'S MY JOB/ JOB SECURITY	1	.3	.3	61.8
	IT'S SPECIALIZED	1	.3	.3	62.0
	IT IS GETTING HARD TO GET PEOPLE ON STAFF TO TEACH THEM	1	.3	.3	62.3
	IT IS GETTING TOO MUCH TO DO	1	.3	.3	62.5
	IT WOULD COST TOO MUCH	1	.3	.3	62.8
	IT WOULD DEPEND ON COST AND WOULD HAVE TO GO THROUGH CORPORATE	1	.3	.3	63.0
	IT WOULD DEPEND ON TRAINING WE NEEDED	1	.3	.3	63.3
	JUST DON'T	1	.3	.3	63.5
	LANGUAGE TRAINING/ SPANISH/ ESL	1	.3	.3	63.8
	MACHINERY/ NEW EQUIPMENT FROM MANUFACTURERS	1	.3	.3	64.0
	MARKET RESEARCH/ WE DO IN-HOUSE	1	.3	.3	64.3
	MIDDLE OF TRANSITION	1	.3	.3	64.5
	MONEY	2	.5	.5	65.0
	MORE CONTROL IN-HOUSE	1	.3	.3	65.3
	MY GENERAL MANAGER TOO CHEAP	1	.3	.3	65.5
	NEED MORE IN-DEPTH CLASSES ON COMPUTER AND LEADERSHIP	1	.3	.3	65.8
	NO RESOURCES	1	.3	.3	66.0
	NO RESPONSE	9	2.3	2.3	68.3
	NO/ COST	1	.3	.3	68.5

Detailed Verbatim Responses From Table 3-C

RATIONALE FOR RESPONSE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	NO/ IT'S OUR DATABASE SYSTEM	1	.3	.3	68.8
	NO/ MY DECISION	1	.3	.3	69.0
	NONPROFIT ORGANIZATION/ ONLY OUTSIDE TRAIN IF ESSENTIAL OR WE COULD NOT PROVIDE	1	.3	.3	69.3
	NOT COST-WISE	1	.3	.3	69.5
	NOT COST EFFECTIVE	1	.3	.3	69.8
	NOT COST EFFICIENT	1	.3	.3	70.0
	NOT COST PROHIBITIVE	1	.3	.3	70.3
	NOT FEASIBLE	1	.3	.3	70.5
	NOT MY DECISION	1	.3	.3	70.8
	NOT NECESSARY	1	.3	.3	71.0
	NOT NEEDED	28	7.0	7.0	78.0
	NOT SURE	2	.5	.5	78.5
	NOT UP TO ME	1	.3	.3	78.8
	ONLY FOR AQUATICS	1	.3	.3	79.0
	ONLY IF APPLICABLE AND NOT TOO SPECIFIC/ DIABETES AND PAIN ASSESSMENT	1	.3	.3	79.3
	ONLY IF WE LACKED EXPERTISE	1	.3	.3	79.5
	OUR TRAINERS TAILOR TO OUR APPLICATIONS	1	.3	.3	79.8
	OUTSIDE SUBJECT MATTER WAS NECESSARY AT THE TIME	1	.3	.3	80.0
	PLEASE TELL ME YOU DIDN'T ASK WHY I DON'T KNOW	1	.3	.3	80.3
	POSSIBLY PHONE SKILLS AND SALES	1	.3	.3	80.5
	POSSIBLY/ NOT SURE	1	.3	.3	80.8
	PRINTING OUTSOURCES/ ELECTRONICS	1	.3	.3	81.0
	QUALITY	1	.3	.3	81.3
	SAME LEVEL OF EXPERTISE WE CAN USE	1	.3	.3	81.5
	SEARS IS BIG BUSINESS	1	.3	.3	81.8
	SEMINARS	1	.3	.3	82.0
	SO MANY TOPICS IT'S OVERWHELMING TO OFFER THEM ALL/ WOULD CONTRACT OUT IF PRICE IS REASONABLE	1	.3	.3	82.3
	SOME CAN'T DO	1	.3	.3	82.5
	SPECIAL TO COMPANY/ WE TRAIN	1	.3	.3	82.8
	STATE	1	.3	.3	83.0
	TAKES TOO LONG TO TRAIN	1	.3	.3	83.3
	THAT'S WHY IT'S CALLED ON-THE-JOB TRAINING	1	.3	.3	83.5
	THAT WOULD ELIMINATE JOBS	1	.3	.3	83.8
	THE EXPERTISE OF THE COLLEGE	1	.3	.3	84.0
	THE RIGHT KIND OF TRAINING AVAILABLE BY A SCHOOL THAT I CAN ALWAYS RELY ON	1	.3	.3	84.3
	TIME-WISE AND MONEY-WISE IT'S BETTER IN-HOUSE	1	.3	.3	84.5
	TIME EXPENDED	1	.3	.3	84.8
	TO GET SOMETHING WE DON'T HAVE IN-HOUSE	1	.3	.3	85.0
	TOO EXPENSIVE/ WE ARE A NOT-FOR-PROFIT ORGANIZATION	1	.3	.3	85.3
	TOO MUCH MONEY	1	.3	.3	85.5

Detailed Verbatim Responses From Table 3-C

RATIONALE FOR RESPONSE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TOO SPECIALIZED	1	.3	.3	85.8
	TOO SPECIALIZED/ THEY NEED CLINICAL HANDS-ON	1	.3	.3	86.0
	TOO SPECIALIZED/ WE LIKE TO DO OUR OWN	1	.3	.3	86.3
	TRAINING NEEDED	1	.3	.3	86.5
	UNION DONE	1	.3	.3	86.8
	VERY BRIEF	1	.3	.3	87.0
	WE'RE NOT EXPERTS	1	.3	.3	87.3
	WE'RE NOT REALLY COVERED TO SEND PEOPLE OUT FOR TRAINING/ WE DO FACILITY SPECIFIC TRAINING IN-HOUSE	1	.3	.3	87.5
	WE'RE NOT TRAINED/ TEACHING PROFESSIONALS DELIVERY COULD BE BETTER	1	.3	.3	87.8
	WE'RE TOO PRODUCT SPECIFIC	1	.3	.3	88.0
	WE ARE A CORPORATE INDUSTRY	1	.3	.3	88.3
	WE ARE GETTING LONGER AND GETTING HARDER TO DO	1	.3	.3	88.5
	WE ARE GETTING VERY BIG	1	.3	.3	88.8
	WE ARE NONPROFIT	1	.3	.3	89.0
	WE ARE NOT HAPPY WITH THE TRAINING	1	.3	.3	89.3
	WE ARE SUCCESSFUL	1	.3	.3	89.5
	WE ARE TOO TECHNICAL	1	.3	.3	89.8
	WE CAN DO IT BETTER	1	.3	.3	90.0
	WE CAN DO IT OURSELVES	1	.3	.3	90.3
	WE CAN HANDLE IT	1	.3	.3	90.5
	WE DO A GOOD JOB/ WE HAVE OUR OWN TRAINING	1	.3	.3	90.8
	WE DO EVERYTHING IN-HOUSE/ DON'T NEED OUTSIDE HELP	1	.3	.3	91.0
	WE DO IT	2	.5	.5	91.5
	WE DO OKAY	2	.5	.5	92.0
	WE DO OUR OWN	1	.3	.3	92.3
	WE DO OUR OWN AND DO ALL RIGHT	1	.3	.3	92.5
	WE DO OUR OWN TRAINING	1	.3	.3	92.8
	WE DON'T HAVE A BIG BUDGET	1	.3	.3	93.0
	WE DON'T HAVE THE EXPERTISE IN-HOUSE	1	.3	.3	93.3
	WE DON'T NEED IT	4	1.0	1.0	94.3
	WE DON'T SEND PEOPLE TO TRAIN OUTSIDE	1	.3	.3	94.5
	WE HAVE A CONTRACT	1	.3	.3	94.8
	WE HAVE A STAFF TO DO THAT	1	.3	.3	95.0
	WE HAVE A TRAINER	3	.8	.8	95.8
	WE HAVE CAPABLE PEOPLE	1	.3	.3	96.0
	WE HAVE IN-HOUSE POLICIES THAT ARE JUST FOR US	1	.3	.3	96.3
	WE HAVE IN-HOUSE TRAINER	1	.3	.3	96.5
	WE HAVE OUR OWN HUMAN RESOURCES DEPARTMENT	1	.3	.3	96.8
	WE HAVE OUR OWN TRAINING DEPARTMENT	1	.3	.3	97.0
	WE HAVE PERSONS TO DO TRAINING	1	.3	.3	97.3
	WE HAVE RESOURCES	1	.3	.3	97.5
	WE HAVE STAFF EDUCATOR ON-SITE	1	.3	.3	97.8

Detailed Verbatim Responses From Table 3-C

RATIONALE FOR RESPONSE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	WE HAVE TALENTED PEOPLE TO DO IT AND IT'S COST EFFECTIVE	1	.3	.3	98.0
	WE HAVE TRAINING SPECIFIC FOR OUR USE	1	.3	.3	98.3
	WE JUST WENT INDEPENDENT	1	.3	.3	98.5
	WE LIKE TO HAVE CONTROL	1	.3	.3	98.8
	WE MAY IN THE FUTURE	1	.3	.3	99.0
	WE PARTNER WITH NATIONAL AUTOMATED MACHINE ASSOCIATION	1	.3	.3	99.3
	WE WANT HANDS-ON APPROACH	1	.3	.3	99.5
	WE WORK WITH NATIONAL ORGANIZATIONS	1	.3	.3	99.8
	WE WOULD CONSIDER IT IF PRICE IS RIGHT	1	.3	.3	100.0
	Total	400	100.0	100.0	

Detailed Verbatim Responses From Table 6

CONTINUING EDUCATION REQUIRED

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	260	65.0	65.0	65.0
	ACCOUNTANTS/ SOCIAL WORKERS	1	.3	.3	65.3
	ACCOUNTING	3	.8	.8	66.0
	ADMINISTRATION	1	.3	.3	66.3
	ALCOHOL TIPS	1	.3	.3	66.5
	ALL AREAS OF OUR PROFESSION	1	.3	.3	66.8
	ALL PROFESSIONAL/ NURSE/ PSYCHOLOGY	1	.3	.3	67.0
	ARCHITECTS	1	.3	.3	67.3
	ATTORNEYS/ PARALEGALS	1	.3	.3	67.5
	AUDIO VISUAL AND HUMAN RESOURCES	1	.3	.3	67.8
	AUDITING TAXES	1	.3	.3	68.0
	BROKER LICENSES	1	.3	.3	68.3
	BROKERS	1	.3	.3	68.5
	CERTIFICATION	1	.3	.3	68.8
	CERTIFICATION FOR FORKLIFT	1	.3	.3	69.0
	CERTIFIED NURSES ASSISTANTS	1	.3	.3	69.3
	CERTIFIED NURSES ASSISTANTS AND NURSES	1	.3	.3	69.5
	CERTIFIED REHABILITATION	1	.3	.3	69.8
	CERTIFIED TEACHERS	1	.3	.3	70.0
	CEU/ CREDITS GIVEN FOR THOSE WORKING A SUMMER JOB	1	.3	.3	70.3
	CHEMISTS/ LAB TECHS	1	.3	.3	70.5
	CHILD CARE LICENSE	1	.3	.3	70.8
	CHILD SERVICES	1	.3	.3	71.0
	CHILDHOOD DEVELOPMENT	1	.3	.3	71.3
	CHRYSLER MECHANICAL AND SALES DEPARTMENT	1	.3	.3	71.5
	CLINICAL	1	.3	.3	71.8
	CLINICAL AREAS	1	.3	.3	72.0
	COAST GUARD DOCUMENTATION FOR ADVANCEMENT	1	.3	.3	72.3
	COMMUNICATIONS/ EXECUTIVES	1	.3	.3	72.5
	COMPUTER SOFTWARE	1	.3	.3	72.8
	COOKING	1	.3	.3	73.0
	COURT REPORTING	1	.3	.3	73.3
	CPA	2	.5	.5	73.8
	CUSTOMER SERVICE MANAGEMENT	1	.3	.3	74.0
	CUSTOMER SERVICE/ OPERATIONS/ LICENSED POSITIONS	1	.3	.3	74.3
	DON'T KNOW	3	.8	.8	75.0
	DON'T KNOW WHAT AREAS	1	.3	.3	75.3
	DRIVING/ ADA	1	.3	.3	75.5
	DRUG AND ALCOHOL/ COUNSELING/ SOCIAL WORK/ PSYCHIATRY	1	.3	.3	75.8
	EARLY CHILDHOOD	1	.3	.3	76.0
	EDUCATION DEPARTMENT	1	.3	.3	76.3
	EMERGENCY SERVICES DEPARTMENT INSTRUCTORS	1	.3	.3	76.5
	EMS	1	.3	.3	76.8
	EMT AND FIREFIGHTERS	1	.3	.3	77.0

Detailed Verbatim Responses From Table 6

CONTINUING EDUCATION REQUIRED

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ENGINEERING	3	.8	.8	77.8
	ENTRY-LEVEL TRAINERS AND HAZMAT	1	.3	.3	78.0
	EVERYONE ON A PAID STAFF ALL AREAS AND ALL DEPARTMENTS	1	.3	.3	78.3
	FINANCE/ ACCOUNTING	1	.3	.3	78.5
	FINANCIAL PLANNING/ LICENSING FOR LIFE INSURANCE AGENTS	1	.3	.3	78.8
	FITNESS	1	.3	.3	79.0
	FOOD SERVERS AND CATERING/ COMPUTERS/ ACCOUNTING	1	.3	.3	79.3
	FOSTER PARENTS AND SOCIAL WORKERS	1	.3	.3	79.5
	FRONT OF THE HOUSE/ SEMINARS	1	.3	.3	79.8
	GROUP EXERCISE/ INSTRUCTORS/ PERSONAL TRAINERS	1	.3	.3	80.0
	HEALTH PROFESSIONALS/ CPR	1	.3	.3	80.3
	HOSPITALITY/ TOURISM/ LANGUAGE SKILLS	1	.3	.3	80.5
	INSURANCE	1	.3	.3	80.8
	JOURNALISM AND UPPER MANAGEMENT	1	.3	.3	81.0
	LABORATORY EMPLOYEES	1	.3	.3	81.3
	LAW	1	.3	.3	81.5
	LAWYERS	3	.8	.8	82.3
	LAWYERS AND FINANCIAL OFFICERS	1	.3	.3	82.5
	LAWYERS AND PARALEGALS	1	.3	.3	82.8
	LEGAL	1	.3	.3	83.0
	LIFEGUARD/ CPR	1	.3	.3	83.3
	LOGISTICS/ ANALYSIS	1	.3	.3	83.5
	MANAGEMENT	2	.5	.5	84.0
	MANAGEMENT/ BAKING/ SCIENCE	1	.3	.3	84.3
	MEDICAL AND COMMUNICATIONS	1	.3	.3	84.5
	MEDICAL PROFESSION LICENSES/ CLINICIANS	1	.3	.3	84.8
	NO RESPONSE	1	.3	.3	85.0
	NURSES AND ADMINISTRATORS	1	.3	.3	85.3
	NURSES/ ALL MEDICAL	1	.3	.3	85.5
	NURSING	14	3.5	3.5	89.0
	NURSING AND ADMINISTRATION	1	.3	.3	89.3
	NURSING AND LABS	1	.3	.3	89.5
	NURSING AND SOCIAL SERVICE AND CNA	1	.3	.3	89.8
	NURSING LICENSES	1	.3	.3	90.0
	NURSING STAFF/ PHYSICAL THERAPISTS	1	.3	.3	90.3
	NURSING STAFF/ SAFETY TESTS	1	.3	.3	90.5
	NURSING/ ADMINISTRATION	1	.3	.3	90.8
	NURSING/ CNA/ NHA	1	.3	.3	91.0
	NURSING/ DOCTORS	2	.5	.5	91.5
	NURSING/ HUMAN RESOURCES	2	.5	.5	92.0
	NURSING/ HUMAN RESOURCES/ MAINTENANCE	1	.3	.3	92.3
	NURSING/ LABS	1	.3	.3	92.5

Detailed Verbatim Responses From Table 6

CONTINUING EDUCATION REQUIRED

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	NURSING/ NURSE'S AIDES	1	.3	.3	92.8
	NURSING/ PSYCHOLOGIST/ TEACHERS/ DRUG AND ALCOHOL TREATMENT SPECIALIST	1	.3	.3	93.0
	NURSING/ RESPIRATORY STAFF/ PHYSICAL THERAPISTS	1	.3	.3	93.3
	NURSING/ SOCIAL WORK	2	.5	.5	93.8
	NURSING/ SOCIAL WORK/ PSYCHOLOGY	1	.3	.3	94.0
	OPTOMETRIC TECHNICIAN	1	.3	.3	94.3
	PENNSYLVANIA STATE INSPECTION	1	.3	.3	94.5
	PENSION LEGISLATION/ BUSINESS SKILLS	1	.3	.3	94.8
	PHARMACY AND FRONT END PEOPLE/ MANAGERS AND ASSISTANT MANAGERS	1	.3	.3	95.0
	PHYSICAL THERAPISTS/ TRAINERS	1	.3	.3	95.3
	PROBATION OFFICERS	1	.3	.3	95.5
	PROFESSIONAL ENGINEERS AND ARCHITECTURES	1	.3	.3	95.8
	PROFESSIONAL STAFF/ HEALTH CARE/ SOCIAL WORKERS/ THERAPISTS	1	.3	.3	96.0
	PSYCHOLOGIST/ PHYSICAL THERAPIST/ OCCUPATIONAL THERAPIST/ HEALTH INFORMATION SERVICES/ NURSING	1	.3	.3	96.3
	PT AND OT AND NURSING	1	.3	.3	96.5
	REGISTERED NURSES/ THERAPISTS	1	.3	.3	96.8
	SANITATION	1	.3	.3	97.0
	SECURITY/ FIRST AID/ CPR/ SERVE SAFE/ BLOOD BORNE PATHOGENS/ BIOHAZARDS	1	.3	.3	97.3
	SOCIAL SERVICES	1	.3	.3	97.5
	SOCIAL WORK	2	.5	.5	98.0
	SOCIAL WORK/ ADDICTIONS COUNSELORS	1	.3	.3	98.3
	SOCIAL WORKERS AND HOME HEALTH AIDES	1	.3	.3	98.5
	SPECIAL EDUCATION	1	.3	.3	98.8
	TEACHERS AND SPEECH THERAPISTS	1	.3	.3	99.0
	TECHNICIANS	1	.3	.3	99.3
	THERAPISTS	1	.3	.3	99.5
	TRAUMA NURSE/ RESPIRATORY THERAPISTS	1	.3	.3	99.8
	WATER TREATMENT	1	.3	.3	100.0
	Total	400	100.0	100.0	

Detailed Verbatim Responses From Table 14-A

REASON FOR NOT USING COLLEGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	59	14.8	14.8	14.8
	ALREADY EDUCATED	1	.3	.3	15.0
	BECAUSE OF LOCATION	1	.3	.3	15.3
	BECAUSE OUR EMPLOYEES WANT TO GO TO A CLOSER SCHOOL NOT DOWNTOWN	1	.3	.3	15.5
	BECAUSE TEMPLE RAN THE PLACE UNTIL 1994	1	.3	.3	15.8
	BECAUSE WE DON'T HAVE A CONTACT PERSON	1	.3	.3	16.0
	CHOOSE OUR OWN	1	.3	.3	16.3
	COMMUNITY COLLEGE OF PHILADELPHIA DOES NOT REALLY HAVE WHAT WE WOULD NEED/ ASSEMBLY LINE/ GOOD MANUFACTURING PR	1	.3	.3	16.5
	CONTRACTS TOO EXPENSIVE BECAUSE WE ARE A NONPROFIT ORGANIZATION	1	.3	.3	16.8
	CORPORATE	1	.3	.3	17.0
	CORPORATE DECISION	1	.3	.3	17.3
	COST	2	.5	.5	17.8
	COURSES ARE DONE BY OUR CORPORATE DEPARTMENT	1	.3	.3	18.0
	DELAWARE COLLEGE IS CLOSER/ LOCATION	1	.3	.3	18.3
	DIDN'T KNOW I COULD	1	.3	.3	18.5
	DIDN'T KNOW THEY DID THAT/ OFFERED THOSE KIND OF PROGRAMS OR SERVICES	1	.3	.3	18.8
	DISTANCE	1	.3	.3	19.0
	DO 90% OF TRAINING IN-HOUSE	1	.3	.3	19.3
	DOESN'T RELATE	1	.3	.3	19.5
	DON'T DO IT	1	.3	.3	19.8
	DON'T DO MUCH TRAINING	2	.5	.5	20.3
	DON'T DO THAT HERE	1	.3	.3	20.5
	DON'T HAVE COAST GUARD DOCUMENTATION TRAINING	1	.3	.3	20.8
	DON'T HAVE THE NEED	1	.3	.3	21.0
	DON'T KNOW	25	6.3	6.3	27.3
	DON'T KNOW ABOUT IT	1	.3	.3	27.5
	DON'T KNOW ABOUT YOUR SCHOOL	1	.3	.3	27.8
	DON'T KNOW WHAT YOU HAVE	1	.3	.3	28.0
	DON'T KNOW/ THERE'S BEEN A FACILITY NEED FOR IT/ WE HAVE ASSISTED EMPLOYEES WITH THEIR PURSUITS	1	.3	.3	28.3
	DON'T MAKE DECISION	1	.3	.3	28.5
	DON'T NEED IT	1	.3	.3	28.8
	DON'T NEED TO	1	.3	.3	29.0
	DON'T OFFER	1	.3	.3	29.3
	DON'T OFFER WHAT WE NEED	1	.3	.3	29.5
	DON'T OWN THAT INITIATIVE	1	.3	.3	29.8
	DON'T USE ANY COLLEGES	1	.3	.3	30.0
	EASIER TO GET TO MONTGOMERY COUNTY	1	.3	.3	30.3
	EMPLOYEES ARE ALREADY TRAINED	1	.3	.3	30.5
	EMPLOYEES GET PREREQUISITES THERE	1	.3	.3	30.8
	EVERYTHING DONE IN-HOUSE	1	.3	.3	31.0
	FOOD INDUSTRY	1	.3	.3	31.3

Detailed Verbatim Responses From Table 14-A

REASON FOR NOT USING COLLEGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	GOVERNMENT	1	.3	.3	31.5
	GRANT PROGRAM	1	.3	.3	31.8
	HADN'T USED YOUR COLLEGE/ NOT AWARE OF OFFERINGS	1	.3	.3	32.0
	HASN'T COME UP	1	.3	.3	32.3
	HAVE NOT DONE IT YET	1	.3	.3	32.5
	HAVEN'T HAD THE NEED	1	.3	.3	32.8
	HAVEN'T NEEDED TO	1	.3	.3	33.0
	HIGH SCHOOL IS ALL THAT IS NEEDED	1	.3	.3	33.3
	I'M NEW TO THE CITY	1	.3	.3	33.5
	I'M NOT A FAN OF COMMUNITY COLLEGE	1	.3	.3	33.8
	I DON'T THINK WE GO THAT WAY	1	.3	.3	34.0
	I HAVEN'T BEEN AWARE OF PEOPLE WHO NEEDED A DEGREE	1	.3	.3	34.3
	I WENT TO TEMPLE UNIVERSITY	1	.3	.3	34.5
	IN-HOUSE	29	7.3	7.3	41.8
	IN-HOUSE AND MONTGOMERY COUNTY COLLEGE	1	.3	.3	42.0
	IN-HOUSE EXCEPT AQUATICS	1	.3	.3	42.3
	INTERNAL	1	.3	.3	42.5
	INTERNAL AND CORPORATE TRAINING DEPARTMENT	1	.3	.3	42.8
	INTERNALLY WE CONTROL OUR OWN TRAINING BECAUSE IT NEEDS TO BE DONE OUR WAY	1	.3	.3	43.0
	IT'S TOO FAR/ WE HAVE A GOOD RELATIONSHIP WITH BUCKS COUNTY COMMUNITY COLLEGE	1	.3	.3	43.3
	IT ALL HAS TO BE SPECIALIZED	1	.3	.3	43.5
	JUST HAVEN'T	1	.3	.3	43.8
	JUST HAVEN'T NEEDED IT	1	.3	.3	44.0
	LOCATION	10	2.5	2.5	46.5
	MONTGOMERY COUNTY COMMUNITY COLLEGE	1	.3	.3	46.8
	MY GENERAL MANAGER IS CHEAP	1	.3	.3	47.0
	MY TRAINING NEEDS ARE SPECIFIC	1	.3	.3	47.3
	NEVER ARISEN	1	.3	.3	47.5
	NEVER BEEN BROUGHT UP/ ALL TRAINING DONE INTERNALLY	1	.3	.3	47.8
	NEVER BEEN DONE	1	.3	.3	48.0
	NEVER CAME UP	1	.3	.3	48.3
	NEVER HAD THE OPPORTUNITY	1	.3	.3	48.5
	NEVER SURFACED	1	.3	.3	48.8
	NEVER THOUGHT OF IT	3	.8	.8	49.5
	NEW COMPANY/ NOT SURE	1	.3	.3	49.8
	NO IDEA	1	.3	.3	50.0
	NO INFORMATION/ DO IN-HOUSE	1	.3	.3	50.3
	NO ONE EVER CONTACTED ME	1	.3	.3	50.5
	NO REASON	1	.3	.3	50.8
	NO RESPONSE	2	.5	.5	51.3
	NONE	1	.3	.3	51.5
	NOT A GOOD LOCATION	1	.3	.3	51.8
	NOT A REQUIREMENT	1	.3	.3	52.0

Detailed Verbatim Responses From Table 14-A

REASON FOR NOT USING COLLEGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	NOT APPROACHED	1	.3	.3	52.3
	NOT ASSOCIATED WITH IT	1	.3	.3	52.5
	NOT AT THAT LEVEL	1	.3	.3	52.8
	NOT AWARE IT WAS OFFERED	1	.3	.3	53.0
	NOT AWARE OF IT	6	1.5	1.5	54.5
	NOT AWARE OF WHAT'S THERE	9	2.3	2.3	56.8
	NOT AWARE OF WHAT WE NEED THAT YOU HAVE	1	.3	.3	57.0
	NOT AWARE WHAT'S THERE	1	.3	.3	57.3
	NOT BEING AWARE OF PROGRAMS	1	.3	.3	57.5
	NOT CLOSE TO US	1	.3	.3	57.8
	NOT INTERESTED	1	.3	.3	58.0
	NOT NEEDED	118	29.5	29.5	87.5
	NOT NEEDED/ NOT AWARE OF WHAT IS THERE	1	.3	.3	87.8
	NOT NEEDED/ WE USE BUCKS COUNTY COMMUNITY COLLEGE	1	.3	.3	88.0
	NOT NEEDED/ WE USE DREXEL UNIVERSITY	1	.3	.3	88.3
	PROBABLY DOESN'T FIT NEEDS/ DON'T KNOW	1	.3	.3	88.5
	SEARS HAS ITS OWN TRAINING	1	.3	.3	88.8
	SMALL LOCATION	1	.3	.3	89.0
	STATE	1	.3	.3	89.3
	STATE PROVIDES THE TRAINING	1	.3	.3	89.5
	THIS IS A BLUE COLLAR JOB	1	.3	.3	89.8
	TOO FAR	4	1.0	1.0	90.8
	TOO FAR AND BUCKS COUNTY COMMUNITY COLLEGE IS SO CLOSE	1	.3	.3	91.0
	TOO FAR/ IN-HOUSE ONLY	1	.3	.3	91.3
	TOO SMALL	1	.3	.3	91.5
	UNION	2	.5	.5	92.0
	UNION SHOP/ LABOR DRIVEN	1	.3	.3	92.3
	UNION TRAINING	1	.3	.3	92.5
	VERY SPECIFIC TO TYPE OF JOB	1	.3	.3	92.8
	WASN'T AWARE THEY HAD IT	1	.3	.3	93.0
	WASN'T PRIORITY	1	.3	.3	93.3
	WE'RE A STAFFING BUSINESS ONLY	1	.3	.3	93.5
	WE'RE NOT AWARE OF IT BEING AVAILABLE TO US	1	.3	.3	93.8
	WE'VE NEVER DONE ANY TRAINING	1	.3	.3	94.0
	WE ARE A SMALL COMPANY	1	.3	.3	94.3
	WE ARE IN REAL ESTATE/ ALREADY HAVE BACHELOR'S DEGREES	1	.3	.3	94.5
	WE ARE SMALL	1	.3	.3	94.8
	WE DIDN'T KNOW ABOUT AVAILABILITY	1	.3	.3	95.0
	WE DO ALL TRAINING IN-HOUSE	1	.3	.3	95.3
	WE DO IN-HOUSE THROUGH VENDORS	1	.3	.3	95.5
	WE DO INTERNAL/ SPECIFIC TRAINING	1	.3	.3	95.8
	WE DO OUR OWN IN-HOUSE TRAINING ON OUR OWN COMPANY MATERIALS	1	.3	.3	96.0

Detailed Verbatim Responses From Table 14-A

REASON FOR NOT USING COLLEGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	WE DON'T BRING IN BECAUSE OF COST AND VERY SPECIALIZED BUSINESS	1	.3	.3	96.3
	WE DON'T DO TRAINING	1	.3	.3	96.5
	WE DON'T SEND	1	.3	.3	96.8
	WE DON'T USE COLLEGE	1	.3	.3	97.0
	WE EMPLOY MUSIC INSTRUCTORS WHO HAVE EDUCATION ALREADY	1	.3	.3	97.3
	WE HAVE A CONFERENCE ROOM HERE	1	.3	.3	97.5
	WE HAVE CLOSER SCHOOLS HERE	1	.3	.3	97.8
	WE HAVE PART-TIME POSITIONS ONLY	1	.3	.3	98.0
	WE HAVEN'T DONE OUTSIDE TRAINING	1	.3	.3	98.3
	WE ONLY DO IN-HOUSE TRAINING	1	.3	.3	98.5
	WE USE CAMDEN COUNTY COMMUNITY COLLEGE/ COMMUNITY COLLEGE OF PHILADELPHIA WOULDN'T SIGN CONTRACT WITH TOYOTA	1	.3	.3	98.8
	WE USE DELAWARE COUNTY COMMUNITY COLLEGE	1	.3	.3	99.0
	WE USE OUR OWN TRAINING INSTITUTE	1	.3	.3	99.3
	WE WERE UNAWARE OF OPPORTUNITIES OR NOT	1	.3	.3	99.5
	YMCA	1	.3	.3	99.8
	YOU DON'T OFFER IT	1	.3	.3	100.0
	Total	400	100.0	100.0	

Detailed Verbatim Responses From Table 15

OTHER FUTURE USES OF COMMUNITY COLLEGE OF PHILADELPHIA CITED

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	369	92.3	92.3	92.3
	CAMPUS RECRUITING	1	.3	.3	92.5
	CENTER OR SATELLITE CLOSER TO US	1	.3	.3	92.8
	CLASS TEACHING TECHNIQUES/ TRUCK AND AUTO MECHANICS	1	.3	.3	93.0
	CLIENT/ ADVANCED EDUCATION	1	.3	.3	93.3
	CLIENTS GO THERE	1	.3	.3	93.5
	COME TO OPEN HOUSE MEETING HERE	1	.3	.3	93.8
	CONTACT PERSON FOR POSTING	1	.3	.3	94.0
	COURSE FOR BEGINNING MANAGERS/ TRADE STAFF TO SUPERVISION	1	.3	.3	94.3
	ESL AND COMPUTER CLASSES	1	.3	.3	94.5
	FOOD SERVICE PROGRAM	1	.3	.3	94.8
	FUTURE EMPLOYEES/ INTERNSHIPS	1	.3	.3	95.0
	I CALLED THE COLLEGE AND GOT NO RESPONSE FOR EMPLOYEES	1	.3	.3	95.3
	INTERNSHIP PROGRAM/ OPEN HOUSE TO RECRUIT	1	.3	.3	95.5
	INTERNSHIPS	1	.3	.3	95.8
	JOB FAIRS	2	.5	.5	96.3
	JOB FAIRS/ RECRUITING	1	.3	.3	96.5
	JOB PLACEMENT/ JOB POSTING	1	.3	.3	96.8
	JOB POSTING	2	.5	.5	97.3
	LOCATIONS	1	.3	.3	97.5
	OFFER LAW SCHOOL CLASSES AT NORTHEAST CAMPUS ASSOCIATED WITH FOUR-YEAR COLLEGES	1	.3	.3	97.8
	POST NOTICES TO GET EMPLOYEES	1	.3	.3	98.0
	PREPARE FOR A FOUR-YEAR COLLEGE	1	.3	.3	98.3
	RESEARCH FOR INFORMATION	1	.3	.3	98.5
	SOURCE FOR SUMMER EMPLOYEES	1	.3	.3	98.8
	SPECIAL PURPOSE SEMINARS	1	.3	.3	99.0
	SUGGEST THEY PURSUE A RELATIONSHIP WITH LOCAL UNION 274	1	.3	.3	99.3
	TRAINING FOR SKILLS FOR ADOLESCENTS	1	.3	.3	99.5
	WE'RE LOOKING AT RECRUITMENT AT THE TIME	1	.3	.3	99.8
	WORK THROUGH PHILLY SCHOOL DISTRICT/ FOOD SERVICE MANAGEMENT	1	.3	.3	100.0
	Total	400	100.0	100.0	

Detailed Verbatim Responses From Table 16

PREFERRED FREQUENCY OF CONTACT ABOUT UPCOMING PROGRAMS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	4	1.0	1.0	1.0
	ADVANCE NOTICE OF THE CLASSES	1	.3	.3	1.3
	ANNUALLY	1	.3	.3	1.5
	ANY TIME	2	.5	.5	2.0
	AS AVAILABLE	2	.5	.5	2.5
	AS CHANGES OCCUR	1	.3	.3	2.8
	AS NECESSARY	1	.3	.3	3.0
	AS NEEDED	1	.3	.3	3.3
	AS OFTEN AS NEEDED	2	.5	.5	3.8
	AS OFTEN AS NEW PROGRAMS COME UP	1	.3	.3	4.0
	AS OFTEN AS POSSIBLE	2	.5	.5	4.5
	AS OFTEN AS THEY COME UP	2	.5	.5	5.0
	AS OFTEN AS YOU LIKE	1	.3	.3	5.3
	AS OFTEN AS YOU WISH	1	.3	.3	5.5
	AS THEY ARE ANTICIPATED	1	.3	.3	5.8
	AS THEY BECOME AVAILABLE/ QUARTERLY	1	.3	.3	6.0
	BEFORE NEW PROGRAMS AVAILABLE	1	.3	.3	6.3
	DAILY	2	.5	.5	6.8
	DEPENDS	1	.3	.3	7.0
	DOESN'T MATTER	1	.3	.3	7.3
	DON'T KNOW	9	2.3	2.3	9.5
	DON'T KNOW/ MANAGEMENT PROBABLY WON'T RESPOND TO IT	1	.3	.3	9.8
	DON'T NEED	1	.3	.3	10.0
	DON'T SEND	14	3.5	3.5	13.5
	DON'T SEND UNTIL WE MOVE	1	.3	.3	13.8
	EVERY FOUR OR FIVE MONTHS	1	.3	.3	14.0
	EVERY SIX MONTHS	25	6.3	6.3	20.3
	EVERY THREE MONTHS	33	8.3	8.3	28.5
	EVERY THREE TO FOUR MONTHS	1	.3	.3	28.8
	EVERY THREE TO SIX MONTHS	1	.3	.3	29.0
	EVERY TWO MONTHS	3	.8	.8	29.8
	HOWEVER	1	.3	.3	30.0
	MONTHLY	80	20.0	20.0	50.0
	NEVER	2	.5	.5	50.5
	NEW PROGRAMS	2	.5	.5	51.0
	NEW THINGS ONLY	1	.3	.3	51.3
	NO	1	.3	.3	51.5
	NO RESPONSE	2	.5	.5	52.0
	NOT INTERESTED	1	.3	.3	52.3
	NOT NEEDED	1	.3	.3	52.5
	NOT OFTEN	1	.3	.3	52.8
	ONE PACKET OF PROGRAM/ ONE E-MAIL ONLY	1	.3	.3	53.0
	ONLY IF THEY FIT WITHIN OUR NEEDS	1	.3	.3	53.3
	QUARTERLY	115	28.8	28.8	82.0
	QUARTERLY OR MONTHLY	2	.5	.5	82.5
	QUARTERLY/ SEMESTERLY	2	.5	.5	83.0
	SEMESTERLY	7	1.8	1.8	84.8
	SEMI-ANNUALLY	2	.5	.5	85.3
	SEND BROCHURES	1	.3	.3	85.5
	SPRING AND FALL	1	.3	.3	85.8
	TWICE A YEAR	2	.5	.5	86.3
	TWICE MONTHLY	1	.3	.3	86.5

Detailed Verbatim Responses From Table 16

PREFERRED FREQUENCY OF CONTACT ABOUT UPCOMING PROGRAMS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TWICE PER MONTH	1	.3	.3	86.8
	TWICE PER YEAR	1	.3	.3	87.0
	TWICE YEARLY	10	2.5	2.5	89.5
	TWO TIMES A YEAR	1	.3	.3	89.8
	TWO TO THREE MONTHS	1	.3	.3	90.0
	UP TO YOU	2	.5	.5	90.5
	WE GET INFORMATION FROM YOU ALL THE TIME	1	.3	.3	90.8
	WEEKLY	5	1.3	1.3	92.0
	WHEN AVAILABLE	2	.5	.5	92.5
	WHEN OFFERING FIRST LEVEL TRAINING FOR NEW MANAGERS ONLY	1	.3	.3	92.8
	WHEN POSTED OR AVAILABLE	1	.3	.3	93.0
	WHEN PROGRAMS AVAILABLE	2	.5	.5	93.5
	WHEN SOMETHING NEW COMES UP	1	.3	.3	93.8
	WHENEVER	6	1.5	1.5	95.3
	WHENEVER AVAILABLE	5	1.3	1.3	96.5
	WHENEVER NEW PROGRAMS COME OUT	1	.3	.3	96.8
	WHENEVER OFFERED	1	.3	.3	97.0
	WHENEVER SOMETHING COMES UP/ THE MORE NOTICE THE BETTER	1	.3	.3	97.3
	WHENEVER YOU HAVE THEM	1	.3	.3	97.5
	WHENEVER YOU WANT TO	1	.3	.3	97.8
	YEARLY	9	2.3	2.3	100.0
	Total	400	100.0	100.0	

Detailed Verbatim Responses From Table 18

SERVICES TO OFFER TO EMPLOYEES TO ENCOURAGE PARTICIPATION IN TUITION REIMBURSEMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	176	44.0	44.0	44.0
	ASSISTANCE/ NOTHING	1	.3	.3	44.3
	BE FLEXIBLE	1	.3	.3	44.5
	BLUE COLLAR WORKERS/ THEY HAVE NO INTEREST	1	.3	.3	44.8
	BROCHURES/ FLYERS/ ANYTHING	1	.3	.3	45.0
	BUSINESS AREA ONLY	1	.3	.3	45.3
	BY BEING IN CONTACT WITH LOCAL SEARS DEPARTMENT STORES	1	.3	.3	45.5
	CALL AND TELL US WHAT'S AVAILABLE	1	.3	.3	45.8
	CAN'T	2	.5	.5	46.3
	CATALOGS AND ANY INFORMATION YOU CAN PROVIDE US/ YOU ARE OUR FIRST CHOICE	1	.3	.3	46.5
	COLLEGES HAVE TRIED BEFORE TO COME IN FOR CLASSES BUT A LACK OF INTEREST BY EMPLOYEES	1	.3	.3	46.8
	COMING IN AND SPEAKING TO US	1	.3	.3	47.0
	COMMUNICATIONS	1	.3	.3	47.3
	COMMUNICATIONS WITH US/ SEND INFORMATION WE CAN GIVE OUR EMPLOYEES	1	.3	.3	47.5
	COURSES THAT ARE RELEVANT TO THE CIVIL SERVICE TILES THEY HOLD/ COURSES FOR ADULT LEARNERS	1	.3	.3	47.8
	CUSTOMIZED PROGRAM FOR EMPLOYEES	1	.3	.3	48.0
	DIFFICULT/ NEEDS TO PERTAIN TO OUR INDUSTRY	1	.3	.3	48.3
	DO MORE OF WHAT WE SAY/ YOUR DELIVERY SYSTEM IS BAD/ YOU MAY SHARE THIS WITH THE COLLEGE PRESIDENT AS I KNOW	1	.3	.3	48.5
	DON'T KNOW	86	21.5	21.5	70.0
	DON'T KNOW/ COME OUT AND DO A JOB FAIR	1	.3	.3	70.3
	DON'T KNOW/ SEND INFORMATION	1	.3	.3	70.5
	DON'T KNOW/ SEND INFORMATION AND COME OUT HERE	1	.3	.3	70.8
	DON'T KNOW/ SIT DOWN WITH MANAGEMENT AND SHOW US WHAT YOU HAVE	1	.3	.3	71.0
	DON'T PROMOTE ANY COLLEGE	1	.3	.3	71.3
	DON'T THINK SO	1	.3	.3	71.5
	EDUCATION FAIR	1	.3	.3	71.8
	FINANCIAL HELP	1	.3	.3	72.0
	FLEXIBLE CLASS SCHEDULE	1	.3	.3	72.3
	FREE COURSES	1	.3	.3	72.5
	GET INFORMATION TO US	2	.5	.5	73.0
	GIVE INFORMATION ON DNA COUNSELING	1	.3	.3	73.3
	HAVE COURSES FOR JOB DUTY/ BUSINESS/ COMPUTERS	1	.3	.3	73.5

Detailed Verbatim Responses From Table 18

SERVICES TO OFFER TO EMPLOYEES TO ENCOURAGE PARTICIPATION IN TUITION REIMBURSEMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	HAVE ON-SITE/ COULDN'T GET ENROLLMENT UP TO 15 PEOPLE	1	.3	.3	73.8
	HAVE SCHEDULING APPROPRIATE	1	.3	.3	74.0
	IN-HOUSE/ TEMPLE CAME IN WITH PROGRAMS AND WE GOT CERTIFICATES AND THREE CREDITS/ HELPFUL	1	.3	.3	74.3
	INFORMATION FOR JOB FAIR	1	.3	.3	74.5
	INTERNAL EFFORT/ NOT EXTERNAL	1	.3	.3	74.8
	JOB FAIRS/ ADMINISTRATIVE TERMINOLOGY/ PHARMACY EXTERNS ARE BADLY NEEDED	1	.3	.3	75.0
	KEEP OFFERING CLASSES ON-SITE AS THAT HAS HELPED	1	.3	.3	75.3
	KEEP US INFORMED	1	.3	.3	75.5
	LET THEM KNOW ABOUT PROGRAMS	1	.3	.3	75.8
	LET THEM KNOW WE HAVE OPPORTUNITIES FOR THEM	1	.3	.3	76.0
	MAIL LIST	1	.3	.3	76.3
	MAKE SOME FLEXIBLE HOURS AND PROGRAMS	1	.3	.3	76.5
	MAYBE SEND SOME INFORMATION	1	.3	.3	76.8
	MORE INFORMATION	1	.3	.3	77.0
	MOST PEOPLE AREN'T INTERESTED	1	.3	.3	77.3
	NEED LOCAL PROGRAM FOR OPTOMETRY	1	.3	.3	77.5
	NO	1	.3	.3	77.8
	NO CLUE	1	.3	.3	78.0
	NO IDEA	1	.3	.3	78.3
	NO IDEA/ IT'S ON THE TABLE NOW/ NOT FEASIBLE	1	.3	.3	78.5
	NO IDEA/ NOTHING	1	.3	.3	78.8
	NO REPONSE	1	.3	.3	79.0
	NO RESPONSE	2	.5	.5	79.5
	NONE	2	.5	.5	80.0
	NOT NEEDED	4	1.0	1.0	81.0
	NOT OFF THE TOP OF MY HEAD	1	.3	.3	81.3
	NOT SURE	2	.5	.5	81.8
	NOT THAT I CAN'T THINK OF/ I ALREADY RECOMMEND PEOPLE TO GO TO THE COLLEGE/ THEY HAVE EXCELLENT TEACHERS	1	.3	.3	82.0
	NOTHING	18	4.5	4.5	86.5
	NOTHING ACTUALLY/ WE HAVE OUR OWN COMPANY UNIVERSITY FOR TRAINING AND WE ARE DOWNSIZING	1	.3	.3	86.8
	NOTHING AT THIS TIME/ NEED TO DO SOME THINGS INTERNALLY FIRST	1	.3	.3	87.0
	NOTHING/ SELF DESIRE	1	.3	.3	87.3
	NOTHING/ WE NEED MUSICAL PROGRAMMING FOR PEOPLE WHO HAVE DEGREES	1	.3	.3	87.5
	OFFER MORE CNA CLASSES	1	.3	.3	87.8
	OFFER MORE FLEXIBLE HOURS	1	.3	.3	88.0
	OFFER SOMETHING RELATED TO MY INDUSTRY	1	.3	.3	88.3

Detailed Verbatim Responses From Table 18

SERVICES TO OFFER TO EMPLOYEES TO ENCOURAGE PARTICIPATION IN TUITION REIMBURSEMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	ONLINE CLASSES OR SATELLITE CLASSES MAYBE	1	.3	.3	88.5
	ORIENTATION AS TO COURSES AVAILABLE	1	.3	.3	88.8
	PLEASE DON'T	1	.3	.3	89.0
	POST INFORMATION AT OUR BUSINESS	1	.3	.3	89.3
	PROVIDE COURSE INFORMATION	1	.3	.3	89.5
	PROVIDE PROGRAMS I NEED CHEAPLY AND TAKE CARE OF SCHEDULING CLASSES WE NEEDED AND WE WOULD DEFINITELY CONSID	1	.3	.3	89.8
	PROVIDING US WITH INFORMATION ABOUT COURSES YOU DO OFFER AND MAYBE SET UP INFORMATION SESSIONS FOR EMPLOYEES	1	.3	.3	90.0
	SEND FLYERS OR INFORMATION	1	.3	.3	90.3
	SEND FLYERS TO US	1	.3	.3	90.5
	SEND INFORMATION	14	3.5	3.5	94.0
	SEND INFORMATION AND COME AND TALK TO US	1	.3	.3	94.3
	SEND INFORMATION AND I WILL POST IT	1	.3	.3	94.5
	SEND INFORMATION AND SITE DIRECTIONS/ POSTERS/ FLYERS	1	.3	.3	94.8
	SEND INFORMATION TO CORPORATE	1	.3	.3	95.0
	SEND INFORMATION TO ME	1	.3	.3	95.3
	SEND INFORMATION/ OFFER BETTER HOURS	1	.3	.3	95.5
	SEND LITERATURE	1	.3	.3	95.8
	SEND MATERIALS AND WE WILL HAND IT OUT	1	.3	.3	96.0
	SEND MORE INFORMATION	1	.3	.3	96.3
	SEND MORE INFORMATION AND SEND SOMEONE OUT TO SPEAK TO US	1	.3	.3	96.5
	SEND OUT BROCHURES	1	.3	.3	96.8
	SEND US INFORMATION TO POST	1	.3	.3	97.0
	STRESSING IMPORTANCE OF ONGOING EDUCATION	1	.3	.3	97.3
	THERE IS NOTHING YOU CAN DO REALLY	1	.3	.3	97.5
	TIME/ CONVENIENCE/ LOCAL	1	.3	.3	97.8
	TIMING WHEN OFFERED	1	.3	.3	98.0
	TOO DISTANT	1	.3	.3	98.3
	UP TO STAFF	1	.3	.3	98.5
	WE NEED FOUR-YEAR DEGREE PEOPLE	1	.3	.3	98.8
	WORD OF MOUTH	1	.3	.3	99.0
	YOU ARE HERE GIVING CLASSES AT HORIZON HOUSE ALREADY	1	.3	.3	99.3
	YOU CAN'T	1	.3	.3	99.5
	YOU CAN DO NOTHING	1	.3	.3	99.8
	YOU DON'T HAVE WHAT WE NEED	1	.3	.3	100.0
	Total	400	100.0	100.0	

Detailed Verbatim Responses From Table 18

OTHER METHOD OF REIMBURSEMENT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	376	94.0	94.0	94.0
	50% UP FRONT/ 50% UPON COMPLETION OF C OR BETTER	1	.3	.3	94.3
	A AND B 100%/ C 50%	1	.3	.3	94.5
	BOTH	3	.8	.8	95.3
	C OR BETTER OR MASTER'S B OR BETTER AND WORK ONE YEAR	1	.3	.3	95.5
	DEPENDS	1	.3	.3	95.8
	DEPENDS ON DEGREE AND GRADE POINT DRIVEN	1	.3	.3	96.0
	DEPENDS ON TIME WITH US/ HOW LONG THEY ARE HERE	1	.3	.3	96.3
	DON'T KNOW	10	2.5	2.5	98.8
	EVERY YEAR ALL EMPLOYEES GET \$100.00	1	.3	.3	99.0
	HALF THEIR TUITION UP TO \$500.00	1	.3	.3	99.3
	NO REQUIREMENTS	1	.3	.3	99.5
	ON AN INDIVIDUAL BASIS	1	.3	.3	99.8
	WITH A CERTAIN NUMBER OF WORK HOURS/ ONLY THEN PASS OR FAIL	1	.3	.3	100.0
	Total	400	100.0	100.0	