

**Graduate Follow-up Project  
for  
2009 – 2010 Graduates**

**Mountain Empire Community College**

**Institutional Research Office**

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## Overview

The MECC graduate follow-up project was created to contact 2009-2010 graduates and determine their employment and/or continuing education status and to document the process and time required to obtain this information. The time frame for this project was the fall of 2010 for transfer data and the 4<sup>th</sup> quarter of 2010 for employment data, utilizing three data sources: a follow-up survey to graduates, the National Student Clearinghouse (NSC) for continuing education data, and the Unemployment Insurance (UI) files of the Virginia Employment Commission (VEC).

Initially, 63% (299) of the 475 graduates were successfully contacted and completed the survey. Contact was completed by phone (35%), by email (20%), and by faculty (8%). More detailed information was available from the survey than the information provided through the VEC.

The results for the completed surveys (299 graduates) showed 76% of MECC's graduates are working (47% full-time and 29% part-time). Seventy-eight percent are working in Virginia; 18% are working in Tennessee. Fifty-five percent of all employed graduates are working in their field of study. Seventy percent rated the education provided by MECC for their current job as excellent or very good. Fifty-three percent of graduates are continuing their education; 88% rated the preparation MECC provided to continue their education as excellent or very good; 82% found it very easy to transfer their credits to another college or university

With the additional data provided by the NSC and VEC, data on another 30% of the graduates were obtained, for a total of 93% being located. After all results were compiled, 89% of MECC's graduates were found to be employed and/or continuing their education. Of the 93% located, 95% were found to be employed and/or continuing their education.

<b>Employment &amp; Continuing Education</b>	<b># Total grads</b>	<b>% Total grads</b>	<b># Located grads</b>	<b>% Located grads</b>
Employed	202	43%	202	46%
Employed & Cont. Ed.	155	33%	155	35%
Cont. Ed	63	13%	63	14%
subtotal employed & cont. ed.	<b>420</b>	<b>89%</b>	<b>420</b>	<b>95%</b>
Not Cont. Ed & unemployed	21	4%	21	5%
Unknown	34	7%		
Total	<b>475</b>	<b>100%</b>	<b>441</b>	<b>100%</b>

With limited staffing, this project also sought to document the time and effort needed to track graduates. Over 200 hours were required to compile the graduate follow-up data for a college the size of MECC. Further, there was no one data source that provided all of the data for the greatest number of graduates.

The purpose of this graduate follow-up project was two-fold: (1) to systematically track the 2009-2010 graduates to determine their employment or continuing education status and (2) to document the extensive process required to obtain viable employment data.

MECC’s graduate employment rate has been based primarily on information provided through a long-standing agreement between the Virginia Employment Commission (VEC) and the Virginia Community College System (VCCS). These data are used by the VCCS to determine if its colleges meet the employment standard for the Carl Perkins grant. Historically, MECC has not met the standard since many of MECC’s graduates work outside of Virginia, being so close to the Tennessee and Kentucky borders, and their employment is not captured through the VEC-VCCS database. Other limitations to the use of these data include not counting a graduate who is self-employed or owns a business and not identifying employment related to the graduate’s program of study.

With funding from a grant, an employee (at 30 hours per week) was hired to conduct and document a comprehensive and systematic process. The strategy was to create a database using three sources:

1. A follow-up survey to graduates. MECC has conducted follow-up surveys to graduates in prior years with varied response rates due to limited resources;
2. The National Student Clearinghouse (NSC) for continuing education data from August – December 2010; and
3. VEC/VCCS data based on 2010, 4<sup>th</sup> quarter employment status.

Employment Rates

After all results were compiled, data on 93% of graduates were obtained (441 out of 475). Overall, 89% of MECC’s graduates were found to be employed and/or continuing their education. Of the 93% located, 95% were found to be employed and/or continuing their education. Tables 1 and 2 show the status of graduates.

Table 1. Overall, 89% of MECC graduates were found to be employed and/or continuing their education.

<b>Employment &amp; Continuing Education</b>	<b># grads</b>	<b>% grads</b>
Employed	202	43%
Employed & Continuing Education	155	33%
Continuing Education	63	13%
Subtotal Employed & Continuing Education	420	89%
Not Continuing Education & Unemployed	21	4%
Unknown	34	7%
Total	475	100%

Table 2. Of the 93% located graduates, 95% were found to be employed and/or continuing their education.

<b>Employment &amp; Continuing Education for Located Graduates</b>	<b># grads</b>	<b>% grads</b>
Employed	202	46%
Employed & Continuing Education	155	35%
Continuing Education	63	14%
Subtotal Employed & Continuing Education	420	95%
Not Continuing Education & Unemployed	21	5%
Total	441	100%

Follow-up Process

If only the VEC and NSC data were used to determine MECC’s graduates’ employment and continuing education, then 66% of 09-10 graduates would be listed as employed and/or continuing their education (315 of the 475). The MECC follow-up survey was an important adjunct to the database, and provided more extensive data for 299 of the graduates than that obtained through the VEC and NSC sources. However, as shown in Table 3, the survey results require more extensive time, since the most successful follow-up method was to contact graduates by phone.

Table 3. Process and sources to obtain employment and continuing education status of graduates.

#	%	Graduates Located
167	35%	by phone
94	20%	by email
38	8%	by faculty
0	0%	by text messaging
0	0%	by Facebook post
299	63%	Subtotal by survey contact methods
82	17%	by VEC
31	7%	by NSC & VEC
29	6%	by NSC
441	93%	Total all located graduates

The amount of time to gather information from graduates can be extensive, especially considering that many institutional research offices have limited staff. A log was maintained to document the time required to follow-up with graduates, resulting in an equivalency of at least five, 40 hour weeks.

The project began October 18, 2010 and was pursued with sole focus until December 10, 2010. Additional follow-up calls were placed on January 31, 2010, bringing the results to 60% successful contacts with graduates (285 out of 475). Faculty members were asked for any additional information they might have on graduates. Through faculty contacts, an additional 14 graduates were contacted. This brought the total to 63% of MECC's 09-10 graduates being contacted for employment status and/or continuing education (299 of 475). With the addition of NSC data for continuing education, an additional 60 graduates were located, bringing the follow-up total to 76% (359 out of 475). In May 2011, the VEC/VCCS was able to provide 2010 fourth quarter employment data for the 09-10 graduates, bringing the grand total to 93% of located graduates (441 of 475). Appendix A outlines this process.

MECC's Graduate Follow-up Survey requested the following information:

- employment status
- if part-time, was full-time employment preferred
- if employment was related to degree or certificate
- if information and events provided by the Career Services department was helpful in job search
- job title, place of employment, and location
- rating the education and training provided by MECC for current employment
- if continuing his or her education
- if full-time or part-time student
- what college or university he or she is enrolled
- rating the ease of transfer credits
- rating the education MECC provided for continued education
- any comments about MECC

The results of the survey are based on the 299 graduates who completed the survey. Overall, 76% of MECC's graduates are working (47% full-time and 29% part-time). Seventy-eight percent are working in Virginia; 18% are working in Tennessee. Fifty-five percent of all employed graduates are working in their field of study. Seventy percent rated the education provided by MECC for their current job as excellent or very good.

Fifty-three percent of graduates are continuing their education; 88% rated the preparation MECC provided to continue their education as excellent or very good; 82% found it very easy to transfer their credits to another college or university.

The majority of the graduate contact was by phone. All completed surveys were entered into an online survey and transferred into an Excel database for updates and to compile the data for reporting. Appendix B provides the detailed results of the survey.

## Appendix A. Graduate Tracking Process

- Created in Excel database of 09-10 graduates from file provided by MECC Institutional Research (IR)
- Updated graduate contact information from MECC's Graduate Satisfaction Survey (survey completed during the graduate application process)
- Updated previous Graduate Follow-up Survey form
- Had on-line version of survey created by MECC IR
- Updated 09-10 graduate database with file of currently enrolled MECC students for fall 2010, provided by MECC IR
- Emailed online survey link to graduates (385 emails)
- Started with phone calls to those with no email or undeliverable email addresses
- Continued with phone calls to those who did not respond to email (continuous process October 2010 – December 2010 with majority of calls during regular business hours )
- Contacted faculty whose programs require graduate follow-up for their department's accreditation process (Health Science areas)
- For graduates currently enrolled, asked faculty to distribute the survey during class (only for large groupings of graduates in a particular class)
- Tried additional methods of sending texts and posting on MECC's Facebook account
- Received 3<sup>rd</sup> quarter employment data from VEC via MECC IR
- Using 3<sup>rd</sup> quarter employment data, contacted graduates at work
- MECC IR provided National Student Clearinghouse data for continuing education of graduates for fall 2010 semester
- Sent second email to graduates
- Conducted two evenings and one Saturday to phone graduates
- Sent email to faculty with a list of graduates in their particular program with survey results and asked for feedback
- Received additional survey data from faculty
- Requested 4<sup>th</sup> quarter employment data from VEC
- Started compiling results
- VEC (Virginia Employment Commission) supplied 4<sup>th</sup> quarter, 2010 employment data
- Finalized results for graduate follow-up

**Appendix B. 2009-10 Graduate Follow-up Survey Results**  
(Results on based on the completed 63% (299) completed surveys.)

Method of survey: 0% mail 20% email 35% phone 8% faculty

1. What is your employment status? (299)

<u>47%</u> Full-time (working 40 or more hours)	<u>10%</u> Unemployed, but still job hunting
<u>29%</u> Part-time (working less than 40 hours)	<u>14%</u> Unemployed and no longer job hunting

If you are working part-time, would you prefer a full-time job? (87) 63% No 35% Yes 2% Unanswered

Is your job related to the certificate or degree you received from MECC? (227) 45% No 55% Yes

Did you find the information provided by Career Services (i.e. job fairs, job postings, etc) helpful in your job search? (299)

47% No 35% Yes 18% N/A Comments on Career Services: [For those who answered No or N/A, 42% \(82 out of 197\) made the comment of either already had a job or never used Career Services.](#)

2. If working, what is your job title? See Appendix B.1

Who is your employer? (Name of Company) See Appendix B.1

Where is your job located? (City/Town, State) Location by state listed below, for additional data See Appendix B.1  
(299)

78% Virginia 18% Tennessee 2% Kentucky 1% Declined to answer 1% Other States

Overall, would you say the education and training MECC provided for your current job was (299)

<u>32%</u> Excellent	<u>14%</u> Adequate	<u>15%</u> N/A (working outside field of study or unanswered)
<u>38%</u> Very good	<u>1%</u> Poor	

3. Are you currently enrolled at a college or university? (299)

53% Yes 47% No

If you are enrolled at a college or university, is your enrollment (158)

68% Full-time (12+ credits) 31% Part-time 1% Declined to Answer

At which college/university are you enrolled? See Appendix B.2

If you are at a college other than MECC, how was the transfer of your MECC credits? (72)

82% Very easy 12% Somewhat easy 0% Somewhat difficult 6% Very difficult

If anything other than very easy, what problems did you have? (13)

Overall, how was the preparation MECC provided for you to continue your education? (158)

49% Excellent 39% Very good 7% Adequate 1% Poor 4% No answer

## Appendix B.1 Job Title, Company, and Location of Employed 09-10 Graduates (227)

Program Description	Job Title	Employer	City/State of Employment
Accounting	Accountant	Diane Pope CPA	Pennington Gap, VA
Accounting	Business Accounting Manager	Dotson Chevrolet, Inc.	Big Stone Gap, VA
Accounting	Steam Mechanic	Eastman	Kingsport, TN
Admin Support Tech	Direct Service Associate	Lenowisco Health District	Wise, Va
Admin Support Tech	Receptionist	Freddie E. Mullins, P.C.	Clintwood, VA
Air Cond Refrigeration	Maintenance Mechanic	Norton Redevelopment & Housing Authority	Norton, VA
Air Cond Refrigeration	Maintenance Technician	Norton Redevelopment Housing Authority	Norton, VA
Business Administration	Sales Associate	Wal-Mart	Norton, VA
Business Administration	SOL Aide/Library Aide	Pound High School	Pound, VA
Child Development	Assistant Teacher	Scott Co. Head Start	Nickelsville, VA
Child Development	Maintenance/Kitchen	Wise County Christain School	Wise Va
Child Development	Nutrition Program Assistant	VCE	Wise, Va
Comp-Aided Drafting/Design	Land Surveyor in Training	Appalachian Technical Services	Wise, VA
Computer Networking	Group Program Manager	Microsoft	Seattle, WA
Computer Networking	Service Technician	Family Tire	Pennington Gap, VA
Computer Software Special	HR Assistant	Shaw Power Group	St. Paul, VA
Computer Software Special	Work Study	MECC	Big Stone Gap, VA
Corrections Mgmt & Supervision	Lieutenant	Duffield Regional Jail	Duffield, VA
Corrections Mgmt & Supervision	Lieutenant, Administrative	Haysi Regional Jail	Haysi, VA
Corrections Mgmt & Supervision	Lieutenant-Detention Officer	Tazewell Regional Jail	Tazewell, VA
Corrections Mgmt & Supervision	MRO Utility Worker	Appalachian Power	Glade Springs, VA
Corrections Science	Assistant Manager	Hibbit Sports	Kingsport, TN
Corrections Science	Campus Security Officer	Mountian Empire Community College	Big Stone Gap, VA.
Corrections Science	Corrections Officer	Wallens Ridge State Prison	Big Stone Gap, Va
Corrections Science	Mechanic	Fourway Fuel & Services	Clintwood, VA
Corrections Science	Process Server	Lee County Sheriff's Office	Jonesville, Va
Corrections Science			
Electromechanical Technology	Industrial trades teacher	MECC	Big Stone Gap, Va
Electromechanical Technology	Store Manager	McCall Enterprises	Gate City, VA
Electromechanical Technology	Technician	Comcast Cable	Norton, VA
Emer Med Tech Intermediate	Clinical Support Tech	Wellmont Bristol Regional	Bristol, TN
Emer Med Tech Intermediate	EMT Intermediate	Dickinson Co. Ambulance Service	Clintwood, VA
Emer Med Tech Intermediate	EMT-Intermediate	Friendship Ambulance	Wise, VA
Emer Med Tech Intermediate	EMT-Intermediate	Life Core Ambulance Services	Wise, VA
Emer Med Tech Intermediate	EMT-Intermediate	Lifecare Ambulance	Wise, VA
Emergency Medical Services	Paramedic	Lifecare Ambulance	Wise, VA
Environment Science	Insurance Agent	Southwest Insurance Co.	Norton, VA
Forest Science	Timber Technician	USDA Forest Service	Wise, VA
Forest Science	Waiter	Ma's & Pa's	Castlewood, VA
General Education	Activities Aid/Ancillary	Heritage Hall	Big Stone Gap, VA
General Education	Administration Office Specialist III	MECC	Big Stone Gap, VA
General Education	agent	Sykes	wise Va
General Education	Bakery/Deli	Food City	Clintwood, VA
General Education	Clerk	Buzz-in Market	Ben Hur, VA
General Education	Customer Service Manager	Wal-Mart	Norton, VA
General Education	Customer Service Representative	Farmers & Miners Exchange Bank	Pennington Gap, VA
General Education	Digital Installer	Scott Co Telephone Company	Gate City, VA
General Education	Human Resources Manager	Appalachian Technical Services	Wise, VA
General Education	Library Assistant	C. Bascom Slempp Library	Big Stone Gap, Va
General Education	Substitute Teacher	Lee County School System	Pennington Gap, VA
General Education	Title Abstractor	Alpha Natural Resources	Wise, VA
General Studies	Adjunct Faculty	MECC	Big Stone Gap
General Studies	Armed Security Officer	WSI	Kingsport, TN
General Studies	Assistant Supervisor	Telemed	Wise, VA
General Studies	Biller	Community Homecare	Norton, VA
General Studies	Child care worker	Holston View Daycare & Preschool	Weber City, VA
General Studies	Customer Service Representative	Convergis	Johnson City, TN (work at home)
General Studies	Deputy Clerk	Wise Co. Circuit Court	Wise, VA
General Studies	dietary aid	The Laurels Retirement and Assisted Livi	Norton, VA
General Studies	Diplomat	MECC	Big Stone Gap, VA
General Studies	Food Service Worker	Pal's	Norton, VA
General Studies	Frontend Manager	Food City	Pennington Gap, VA
General Studies	Front-end Manager	Food City	St. Paul, VA
General Studies	Hardees	cashier	Clintwood
General Studies	LCU Sales Specialist	Trane	Kingsport, TN
General Studies	On Ramp Grant Coordinator	MECC	Big Stone Gap, VA
General Studies	phone agent	sykes	wise,va
General Studies	Program Assistant	Kings Christian Academy	Big Stone Gap, VA
General Studies	Pro-shop Assistant	Richfields County Club	Kingsport, TN
General Studies	Sales Associate	Burke's Outlet	Norton, VA
General Studies	Sales Associate	Wal-Mart	Lebanon, VA
General Studies	Scott Mullins Law Office	Scott Mullins	Coeburn, Virginia
General Studies	self-employed	Rustic Country (retail store)	Kingsport, TN
General Studies	Software Developer	Dept. of Mines	Big Stone Gap, VA
General Studies	Substitute Teacher	Scott Co. School System	Gate City, VA



## Appendix B.1 Job Title, Company, and Location of Employed 09-10 Graduates (227)

Program Description	Job Title	Employer	City/State of Employment
General Studies	Teacher	Lee County School System	Jonesville, VA
General Studies	Theater Director	Scott Co Public Schools	Twin Springs, VA
General Studies	Tutor	MECC	Big Stone Gap, VA
General Studies	Tutor(Game Dept.)	MECC	Big Stone Gap, VA
Geographical Information Sys	Surveyor	Western VA Water Authority	Roanoke, VA
Graphic Design	Radio Announcer	WLSD	Big Stone Gap, VA
Health Sciences	Associate Mgr.	Sonic	Norton, VA
Health Sciences	Cashier	Wal-Mart	Norton, VA
Health Sciences	Clerk	CVS	Gate City, VA
Health Sciences	CNA	Lee Regional (Wellmont)	Pennington Gap, VA
Health Sciences	Cook	Hob Knob	Gate City, VA
Health Sciences	Corrections Officer	Dept of Justice-Federal Prison	Lee County, VA
Health Sciences	Customer Order Technician	Old Dominion Power Company	Pennington Gap, VA
Health Sciences	Customer Service Representative	Friendship Home Medical	Big Stone Gap, VA
Health Sciences	Flight Paramedic	JCMC-Wings Air Rescue	Jenkins, KY
Health Sciences	Front Desk	Comfort Inn	Big Stone Gap, VA
Health Sciences	Game Lab-Tutor	MECC	Big Stone Gap, VA
Health Sciences	Grad Assistant	Lindsey Wilson College	Big Stone Gap, VA
Health Sciences	Hair Dresser	Mia & Max, Redken Salon	St. Petersburg, FL
Health Sciences	Hair Salon Assistant	Genesis (Ted & Karen Barnette-owners)	Wise, VA
Health Sciences	Legal Assistant	Wolfe, Williams Rutherford and Reynolds	Norton, VA
Health Sciences	Liaison	Wellmont	Kingsport, TN
Health Sciences	LPN	Holston Manor	Kingsport, TN
Health Sciences	LPN	Lee Regional Medical CTR(Wellmont)	Pennington Gap, VA
Health Sciences	LPN	Mountain States Health Alliance	Johnson City, TN
Health Sciences	LPN	Wallens Ridge State Prison	Big Stone Gap, VA
Health Sciences	LPN	Wellmont	Big Stone Gap, VA
Health Sciences	Med Office Support/Nursing	Southwest Surgical Associates	Norton, VA
Health Sciences	Medical Receptionist	Center Point Medical Center	Kingsport, TN
Health Sciences	Mine Service	Archie Maggard	Pound, VA
Health Sciences	none	MECC	Big Stone Gap, VA
Health Sciences	Nurse	Johnson Memorial Hospital	Abingdon, VA
Health Sciences	Nurse Intern	MSHA-Johnston Memorial Hospital	Abingdon, VA
Health Sciences	Nursing Assistant	Dr. Jane's office, pediatrician	Wise, VA
Health Sciences	Office Staff	Big Stone Gap Weight Loss	Big Stone Gap, VA
Health Sciences	Office worker	S&M Amusements, Inc.	Gray, TN
Health Sciences	Operator	TeleMed	Wise, VA
Health Sciences	Organ Recovery Coordinator	Mountain Region Donor Services	Gray, TN
Health Sciences	Pharmacy Tech	Rite Aid	Coeburn, VA
Health Sciences	Pharmacy Technician	Food City	Big Stone Gap, VA
Health Sciences	Receptionist	Train Heating and Cooling	Kingsport, TN
Health Sciences	RN Nurse Intern	Norton Community Hospital	Norton, VA
Health Sciences	RRT	Mountain States/Indian Path	Kingsport, TN
Health Sciences	Sales Associate	Wal-Mart	Jonesville, VA
Health Sciences	Secretary	Double D Tire Inc.	Big Stone Gap, Va
Health Sciences	Secretary	Hines Real Estate	Jonesville, VA
Health Sciences	Server	Applebee's	Norton, VA
Health Sciences	Server	Huddle House	Big Stone Gap, VA
Health Sciences	Shippit	Flowers Baking Company	Big Stone Gap, VA
Health Sciences	Substitute Teacher	Dickenson County Public Schools	Clintwood, VA
Health Sciences	Surgical Technologist	Bristol Regional Medical Center	Bristol, TN
Health Sciences	Tutor & Cook/Waitress	MECC & UVA-Wise	Big Stone Gap & Wise, VA
Health Sciences	Waitress	Reno's	Wise, VA
Health Sciences	Work Study	MECC	Big Stone Gap, VA
Health Sciences	Work Study	MECC	Big Stone Gap, VA
Health Sciences			
Help Desk Support	Computer tech	radio shack	norton,va
Help Desk Support	Customer Service Rep	Sykes	Wise, VA
Help Desk Support	Document Integrity Specialist	Wellmont Health Systems	Kingsport, TN
Help Desk Support	Office Manager	Michael T. Porter, CPA	Clintwood, VA
Help Desk Support	System Administrator	Crutchfield Corp.	Norton, VA
Maintenance	Advance Maintenance Technician	Mullican Flooring	Norton, VA
Management	Executive Secretary to Warden	Red Onion State Prison	Pound, VA
Management	Sales Associate	Cato	Norton, VA
Med Office Coding & Procedures	Administrative Assistant	Alexander Prosthetics & Orthopaedics	Wise, VA (3 days)& Kingsport, TN (1 day)
Med Office Coding & Procedures	Cashier	Food City	Weber City, VA
Med Office Coding & Procedures	Cashier	Lowe's	Wise, VA
Med Office Coding & Procedures	Licensed Veterinary Technician	Wise Co. Animal Hospital	Wise, VA
Med Office Coding & Procedures	Unit Secretary Float	Weckmont Holston Valley CICU	Kingsport, TN
Medical Office Specialist	Secretary/Vet Tech	Scott Vet Services	Gate City
Medical Records Clerk	Teacher	Wise Co. Public Schools, Vocational Ctr	Wise, VA

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Program Description	Job Title	Employer	City/State of Employment
Nursing	Director of Quality & Risk	Lonesome Pine Hospital	Big Stone Gap, VA
Nursing	Infusion Nurse	Holston Medical Group	Kingsport, TN
Nursing	Nursing Supervisor	Heritage Hall Nursing Home	Big Stone Gap, VA
Nursing	Registered Nurse	Bristol Regional Medical Center	Bristol, TN
Nursing	Registered Nurse	Harlan Hospital	Harlan, KY
Nursing	Registered Nurse	Mountain States Health Alliance	Indian Path Hospital in Kingsport Tennes
Nursing	Registered Nurse	Wellmont Lonesome Pine Hospital	Big Stone Gap, VA
Nursing	RN	Holston Valley ER	Kingsport, TN
Nursing	RN	Holston Valley Hospital	Kingsport, TN
Nursing	RN	Holston Valley-FT & Lee Regional-PT	Kingsport, TN & Pennington Gap, VA
Nursing	RN	Indian Path Medical Center	Kingsport, TN
Nursing	RN	indian path medical center	kingsport tn
Nursing	RN	JC Medical Ctr(Mtn States Hlth Alliance)	Johnson City, TN
Nursing	RN	Lee Regional Medical Center	Pennington Gap, VA
Nursing	RN	Memorial Central Hospital	Colorado Springs, CO
Nursing	RN	Norton Community Hospital	Norton, VA
Nursing	RN	Norton Community Hospital	Norton, VA
Nursing	RN	Wellmont	Big Stone Gap, VA
Nursing	RN	Wellmont	Norton VA
Nursing	RN	Wellmont	Norton, VA
Nursing	RN	Wellmont - Holston Valley	Kingsport, TN
Nursing	RN	Wellmont - Holston Valley Medical	Kingsport, TN
Nursing	RN	Wellmont Lonesome Pine	Big stong gap va
Nursing	RN	Wellmont Lonesome Pine Hospital	Big Stone Gap, VA
Nursing	RN	Wellmont(at Mountain View)	Norton, VA
Nursing	RN	Mountain View Regional Medical Ctr	Norton, VA
Nursing	RN OBGYN/PEDS	NCH	Norton
Nursing	RN-Surgical Case Manager	Mountain View Health Alliance	Norton, VA
Paralegal Studies	Mine Safety Health Asst/Secretary	Mine Safety Health Admin, Dept of Labor	Norton, VA
Paralegal Studies	Paralegal	George Cridlin & Stephanie Brooks Chadwe	Jonesville, VA
Pharmacy Aide	Bartender	Norton Inn (Fizz Too)	Norton, VA
Pharmacy Aide	Data Entry Clerk	Stone Mountain Health Services	Pennington Gap, VA
Pharmacy Aide	Pharm Tech	Rite Aid Pharmacy	Clintwood, VA
Pharmacy Aide	Records Clerk	Southwest VA Regional Jail	Duffield, VA
Pharmacy Aide	Work At Home Agent	Convergys	Coeburn, VA
Phlebotomy	Cashier	Wal-Mart	Jonesville, VA
Phlebotomy	Hostess/Cook	Pizza Plus	Rose Hill, VA
Phlebotomy	Manager-Store	Road Runner	Gate City, VA
Phlebotomy	Phlebotomist	Wellmont-Holston Valley	Kingsport, TN
Phlebotomy	Security Gaurd	Securitas	Clintwood VA & Norton VA
Practical Nursing	Administrative Assistant	Trinity United Methodist Church	Big Stone Gap, VA
Practical Nursing	Licensed Practical Nurse	Frontier Health	Rogersville, TN
Practical Nursing	LPN	Clinch River Health Services	Dungannon, VA
Practical Nursing	LPN	Clinch River Health Services	Dungannon, VA
Practical Nursing	LPN	Clinch River Health Services	Dunganon, VA
Practical Nursing	lpn	lee health and rehab	pennington gap va
Practical Nursing	LPN	Lee Regional Medical Center	Pennington Gap, VA
Practical Nursing	Lpn	Msha	Norton,va
Practical Nursing	LPN	Norton Community Hospital	Norton, VA
Practical Nursing	LPN	Pikeville Medical Center	Pikeville Ky
Practical Nursing	LPN	Ridge Crest Manor	Duffield, VA
Practical Nursing	LPN	Wexford House	Kingsport, TN
Practical Nursing	Nurse Extern	Wellmont Holston Valley	Kingsport, TN
Practical Nursing	Probation Clerk	US Federal Court	Big Stone Gap, VA
Practical Nursing	Video Clerk	Food City	Clintwood, VA
Practical Nursing	Waitressb	Hob Knob	Gate City, VA
Pre-Funeral Services	Funeral Director/ Embalmer	Holding Funeral Home INC.	Big Stone Gap Va
Pre-Funeral Services	Funeral Director/Embalmer Apprentice	Gate City Funeral Home	Gate City, VA
Pre-Funeral Services	funeral service	Vaughan-Guynn Funeral Home	Galax, VA
Pre-Funeral Services	General Employee	Hometown Variety	Appalachia, VA
Respiratory Therapy	Respiratory Therapist	HOLSTON VALLEY MEDICAL CENTER	KINGSPORT TN
Respiratory Therapy	Registered Respiratory Therapist	Appalachian Regional Healthcare	Hazard KY
Respiratory Therapy	Registered Respiratory Therapist	Mountain States Health Alliance	Abingdon, VA
Respiratory Therapy	Registered Respiratory Therapist	Wellmont Health Systems	Kingsport, TN
Respiratory Therapy	Teller / Respiratory Therapist	Farmers & Miners Bank / Nursing Home	Pennington Gap, VA
Respiratory Therapy	Respiratory Therapist	Norton Community Hospital	Norton, VA
Respiratory Therapy	Respiratory Therapist	Duffield Nursing Home	Duffield, VA
Respiratory Therapy	Respiratory Therapist	Healthsouth	Bristol, TN
Respiratory Therapy	Respiratory Therapist	Holston Valley	Kingsport, TN
Respiratory Therapy	Respiratory Therapist	Holston Valley	Kingsport, TN
Respiratory Therapy	Respiratory Therapist	Stone Mountain Med Clinic	Haysi, VA
Respiratory Therapy	Respiratory Therapist	Mountain View Medical Ctr	Norton, VA
Respiratory Therapy	Respiratory Therapist	Holston Valley	Kingsport, TN
Science	Sales Associate	Wal-Mart	Norton, VA
Science	Student Worker	ETSU	Johnson City TN

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<b>Program Description</b>	<b>Job Title</b>	<b>Employer</b>	<b>City/State of Employment</b>
Small Business Management	Administrative Office Specialist II	MECC	Big Stone Gap
Software Development I	IT Management	Cellular Sales of Knoxville, Inc	Knoxville, Tn
Software Development I	Member Service Specialist	Virginia Farm Bureau	Wise, VA
Software Development I	Teacher's Aide	Longfork Elementary School	Clintwood, VA
Water/Wastewater	Operator Class I Water Treatment	City of Richmond	Richmond, VA
Water/Wastewater	Utility Operator	City of Richmond	Richmond, VA

Appendix B.2 College or University for Graduates Continuing Education (158)

<b><u>At which college/university are you enrolled?</u></b>	<b><u>Total by College/University</u></b>
<b>Colorado Tech University Count</b>	1
<b>ETSU Count</b>	7
<b>John Tyler Communtiy Coll Count</b>	3
<b>King College Count</b>	12
<b>Liberty University Count</b>	4
<b>Lindsay Wilson College Count</b>	5
<b>Mountain Empire Community College Count</b>	87
<b>Old Dominion University Count</b>	7
<b>Southwest Comm College Count</b>	2
<b>UVA Wise Count</b>	23
<b>VA Highlands CC Count</b>	3
<b>Virginia Intermont Count</b>	1
<b>Woodfield Count</b>	1
<b>Wytheville Com College Count</b>	2
<b>Grand Count</b>	158