



Report

RE-ENVISIONING CTE IN THE FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT: COMMUNITY ASSESSMENT

EMPLOYER & PARENT/STUDENT/STAFF INSIGHTS

DETAILED REPORT

PRODUCED BY

OnStrategy

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EXECUTIVE SUMMARY



SUMMARY OF FINDINGS

Industries

Students’ industries of interest closely align with several of the industries projected to grow in Alaska. There may be an opportunity to guide students’ specific job interests to the jobs that Alaska industries and employers are projected to need to fill (see below). However, given that a significant percentage of students expressed an interest in pursuing jobs/careers somewhere in the U.S. or the world (63% and 20%, respectively), limiting students’ focus to industries and jobs projected to grow in Alaska may not be necessary.

FNSBSD Top Industries of Career Interest

CHOICE	STUDENTS	PARENTS	STAFF
#1 most selected	Health / Medical	STEM	Health / Medical
#2 most selected	STEM	Health / Medical	STEM
#3 most selected	Arts, A/V Tech & Communications	Architecture & Construction	Information Technology
#4 most selected	Military	Information Technology	Architecture & Construction
#5 most selected	Law, Public Safety, Corrections & Security	Arts, A/V Tech & Communications	Arts, A/V Tech & Communications

Neither parents nor staff selected careers in the Military or Law, Public Safety, Corrections & Security, while these industries are among the top five industries of interest to FNSBSD students. Both FNSBSD parents and staff perceive that students are more interested in careers in Information Technology than perhaps they actually are.

Jobs

While there is some alignment between students’ job interests, jobs where the Alaska Department of Labor & Workforce Development projects meaningful growth and good wages, and employers’ near-term needs, there is significant opportunity to broaden students’ interests to include more of the jobs that are anticipated to be available and pay well in Alaska.

Given that a majority of students are at least considering seeking jobs in the United States after graduation, further research on which industries and jobs are projected to grow nationally will further ensure that the FNSBSD CTE program is aligning with both students’ interests and potential job openings in the United States.

Education Requirements

Regardless of industry or job, students’, parents’ and FNSBSD staff’s perceptions of education required is *significantly* higher than indicated by employers. Across industries and jobs, considerable percentages of FNSBSD parents, students and staff perceive that post-secondary, and particularly graduate degrees, are required, when in fact, they may not be.

Employers’ perceptions of whether the FNSBSD high school students are graduating as “workforce ready” are equally distributed among those who agree that graduates are workforce ready (notably, 12 of the 66 who responded to this question, answered that they were “not sure” if FNSBSD graduates are “workforce ready.”) Given employers’ emphasis on skills like interpersonal and verbal and written communications, indications are that there are either potential gaps in employers’ perceptions and the skills with which FNSBSD students are graduating with, or there is a need for FNSBSD to put more emphasis on the skills that employers find most important or non-negotiable for entry-level employees.



Skills Requirements

Among employers, there are several skills that are considered important and even non-negotiable for entry-level candidates; the top required skills were:

Foundational Skills

- Verbal communication
- Locating information
- Reading for information

Occupational Skills

- Real-world problem solving
- Workplace safety awareness
- Task management

Interpersonal Skills

- Motivation / work ethic
- Ability to work with others
- Honesty / integrity
- Dependability

Method of Delivering CTE Courses

Across all segments surveyed, **offering CTE courses at each high school** was the method most selected to best serve students. Students show a great deal of support for offering CTE courses online. While a meaningful number of students selected a Comprehensive CTE high school (a school offering multiple CTE career pathways and academics) as a method that would best serve students; parents and staff were more likely to consider a Comprehensive CTE high school to be a method that would serve students well. Students were significantly more likely than parents or staff to indicate that Career Academies (schools focused on one or two specific career pathways) would best serve students.



Hutchison High School

Hutchison high school students are much more likely to have taken at least one CTE course.

Hutchison students' career interests are very similar to those of the total 7th-12th grade student population. However, Hutchison students were more interested in careers in Transportation, Distribution & Logistics, Information Technology and Architecture & Construction than all FNSBSD students.

Hutchison students, parents and staff are much more likely than their non-Hutchison peers to feel that a Comprehensive Career and Technical High School offering multiple CTE career pathways and academics will best serve students.

Alternatively, except for Hutchison staff, there is interest in having CTE courses offered both online and in schools (although, very few students, parents or staff indicated that online-only CTE courses will best serve students). Hutchison staff are less inclined to consider that alternative avenues for delivering CTE courses will best serve FNSBSD students. Particularly, Hutchison staff are significantly less likely to feel that offering CTE courses at all high schools in the District will best serve students, while this alternative appeals to a meaningful cross-section of parents and students and to non-Hutchison staff.

While there is some interest among students and staff (both Hutchison and all), Hutchison parents are less likely to think that after-school CTE classes will serve students.



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Marketing 53

Science, Technology, & Engineering 54

Transportation, Distribution, & Logistics 55

Government / Public Administration 57

Military 58



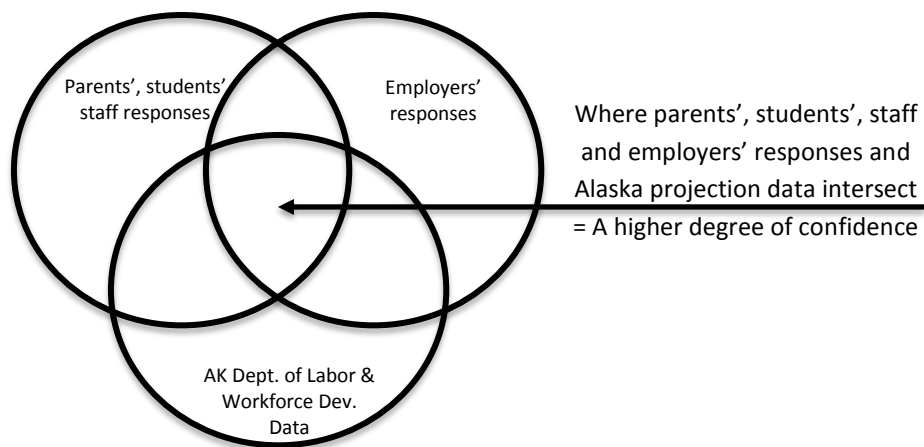
OVERVIEW

METHODOLOGY

Two online surveys were implemented reaching different Fairbanks North Star Borough School District (FNSBSD) stakeholders:

1. A survey for Students, Parents, and Employees of FNSBSD;
2. A survey for North Star Borough Employers designed to reach hiring decision-makers across several industries.

Where possible, the survey results have been compared with data from the Alaska Department of Labor and Workforce Development. This allows the FNSBSD to use Alaska statistics to compare and balance responses from students/parents/FNSBSD staff and responses from employers for a higher degree of confidence.



OBJECTIVES

Develop a data-driven assessment of employers/jobs needs and demand in the North Star Borough to inform future Career & Technical Education (CTE) paths and classes by gathering career interest data from FNSBSD students, parents and employees and comparing this data to insights from North Star Borough employers and their near-term open jobs and skills requirements, and Alaska Department of Labor's occupation projections through 2024.

- Quantify the industry and job interests of students (inclusive of the opinions of their parents and FNSBSD employees) and perceived skills / education requirements for those interests;
- Quantify the skills Borough-area employers require;
- Measure the near-term, local area open / potential jobs;
- Compare the local North Star Borough's employers' needs and students' interests with Alaska Department of Labor projections.

The Student/Parent/Employee survey also measured preferences for the forms of delivery (current and potential) of CTE courses.



DISTRIBUTION

The Student/Parent/Employee survey was posted online. Links to the survey were shared on the FNSBSD’s website and each high school and middle school’s website, the link was shared via emails and on the School District’s social media channels. FNSBSD worked with its partners including the Chamber of Commerce and local media outlets to share the Employers survey link with the region’s employers. FNSBSD also placed ads in local media requesting local employers take the online survey.

SURVEY LAUNCH & CLOSE DATES

The Student/Parent/Employee survey launched October 4, 2017, and closed December 15, 2017.
 The Employers survey launched October 4, 2017, and closed December 30, 2017.

RESPONDENTS PROFILES

Student / Parent / Staff Survey

Please tell us who you are:		
Responses	Count	%
Parent of a FNSBSD student	430	20.9%
FNSBSD Student	1,394	67.8%
Employee of FNSBSD	231	11.2%
Total Responses	2,055	

What grade are you / is your oldest child in?		
Responses	Students (n=1.394)	Parents (n=430)
Elementary School (K-6)	0.3%	6.7%
Middle School (7-8)	25.5%	20.5%
High School (9-12)	74.2%	72.8%



Which school do you / does your eldest child attend?		At which school do you teach or work?	
Responses	Students (n=1,383*)	Parents (n=399*)	Staff (n=211)
Barnette Middle School	0.2%	1.8%	1.4%
Ben Eielson High School	7.3%	2.8%	9.0%
Ben Eielson Junior High School	6.0%	2.3%	2.8%
BEST High School	0.1%	1.0%	2.4%
CEC High School	0.1%	0.5%	2.8%
Chinook Middle School	0.1%	0.5%	0.5%
Hutchison High School	17.3%	20.6%	13.3%
Lathrop High School	13.7%	8.8%	18.5%
North Pole Academy (Star of the North)	0.2%	1.5%	0.0%
North Pole High School	5.9%	14.0%	25.6%
North Pole Middle School	13.5%	5.3%	3.3%
Randy Smith Middle School	1.7%	5.3%	2.4%
Ryan Middle School	2.7%	3.5%	3.8%
Tanana Middle School	1.1%	2.8%	3.3%
Two Rivers Middle School	0.0%	0.0%	0.0%
Watershed Middle School	0.1%	0.0%	0.0%
West Valley High School	29.9%	29.6%	10.9%
Unknown* (did not answer question)	N=11	N=31	N=20

*Majority of those who did not respond to this question were 6th graders or younger or parents of 6th grade and younger children.

Employers Survey

Which category best describes your organization's primary industry? Please choose one.	
Responses	Count
Agriculture & Natural Resources	8
Architecture & Construction	8
Arts, A/V Technology & Communications	0
Business Management & Administration	1
Education & Training	6
Finance	2
Government & Public Administration	7
Health / Medical Industry	7
Hospitality and Tourism	5
Human Services (childcare, social workers, counselors)	4
Information Technology (computer systems, networks)	0
Law, Public Safety, Corrections, & Security	1
Manufacturing	3
Marketing	1
Military	2
Science, Technology, Engineering & Mathematics	0
Transportation, Distribution & Logistics	12
Other (Please specify)	3
Total Responses	72

Responses for "Other": Retail (2), Electric Utility (1)

Where is your organization's primary facility or headquarters?	
Responses	Count
Fairbanks North Star Borough	49
Elsewhere in Alaska	13
U.S. (lower 48 or Hawaii)	2
Outside the United States	1
Total Responses	65

How many total people does your organization currently employ in Alaska?	
Responses	Count
1-5	15
6-10	10
11-15	3
16-20	2
21-30	2
31-50	5
51-100	3
101+	24
Total Responses	64



- Employers who completed the survey represent both large, medium and small employers with 39 representing organizations that employ 100 or fewer people in Alaska and approximately a third employing more than 101 people in the state.

STATISTICAL CONFIDENCE

Student / Parent / Staff Survey

There were 2,055 responses to the Parent/Student/Employee survey, 33 of which were surveys begun by either elementary students or their parents—these respondents were redirected to a thank you page and were not permitted to complete the survey meant for 7th-12th grade students and parents. The responses represent the base of parents, students (7th-12th grades) with a 95% confidence level¹ and an interval between 2.3% and 6.2%. In other words, we are 95% confident that the recorded responses from students is +/- the “true answer” of all 5,738 middle and high school students.

Segment	# Respondents / Total	Statistical Confidence Level
Parents*	401 / 5,738	95% confidence level; 4.7% interval
Middle + High School Students	1,390 / 5,738	95% confidence level; 2.3% interval
Employees of FNSBSD	231 / 3,013	95% confidence level; 6.2% interval

*Unknown, assumed 1 parent /adult guardian per student

Employers Survey

Seventy-two responses are not a large enough sample size to project any degree of statistical confidence that the employers’ responses reflect all employers or all employers in a given industry. The responses received from the Employers Survey should be considered directional in that they provide first-hand, qualitative guidance for what employers think and need when it comes to hiring entry-level positions.

¹ Confidence level (aka margin of error) is the plus-or-minus figure (in this case, between 6.2% and 2.3%); for example, if we were to ask the same questions of the entire FNSBSD middle- and high-school student population, we can be 95% sure that all of their answers would be within the same percentage +/- 2.3%. The lower the margin of error, the more confident we can be that the sample size’s responses reflect the responses of the entire population.

SUMMARY OF RESPONSES BY SEGMENT

CTE ENROLLMENT

Are you or have you (has your child) ever been enrolled in any Career and Technical Education courses (CTE), for example, healthcare / medical, welding, automotive?

Responses	All Students (n=1,386)	All Parents (n=398)
No	59.6%	61.1%
Yes, currently or have been enrolled in 1 CTE Course	23.7%	20.6%
Yes, currently or have been enrolled in 2 - 3 CTE Courses	12.3%	12.6%
Yes, currently or have been enrolled in 4+ Courses / CTE program	4.4%	5.8%

- It appears that parents are adequately informed / understand whether their children have taken CTE courses.



STUDENTS' CAREER INTERESTS

All Students, Parents & Staff

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices. *Note: because multiple responses were requested, data reported are actual numbers.*

Circles indicate each segment's top 5 industries of interest/perceived students' industries of interest; numbers with a "-" next to them indicate where the percentage of a segment's responses are significantly lower than one or both of the other segments' responses (e.g., the percent of parents who believe that students are interested in a career in Arts, A/V Technology & Communications is lower than the percent of students and staff who selected this industry); numbers with a "+" next to them indicate where a percentage of a segment's responses are significantly higher than one or both of the other segments' responses (e.g., the percent of FNSBSD staff who believe that students are interested in careers in Architecture & Construction was higher than the percentage of students and parents who selected this industry).

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Agriculture & Natural Resources	96	27	16
Architecture & Construction	199 -	80	60 +
Arts, A/V Technology & Communications	366	75 -	58
Business Management & Administration	171	39	19 -
Education & Training	147	32	18
Finance	74	13	4
Government & Public Administration	77	19	6
Health / Medical Industry	453	125	147 +
Hospitality and Tourism	95	18	9
Human Services (childcare, social workers, counselors)	234 +	39	23
Information Technology (computer systems, networks)	157	78	80 +
Law, Public Safety, Corrections, & Security	241 +	49	27
Manufacturing	65	8	5
Marketing	66	15	0
Military	257	42 -	48
Science, Technology, Engineering & Mathematics	392 -	152	83
Transportation, Distribution & Logistics	96	24	12
Unsure	204	45	22 -
Other (Please specify)*	91	52	17

*The majority of Students' "Other" responses that could not be grouped into the above industries were for various forms of professional athletes.

- The Health / Medical Industry is the most frequently selected industry of interest by all segments, however, FNSBSD employees perceive it to be of much higher interest than it actually is to students and parents.
- While a meaningful number of students indicate careers in STEM are of high interest, a significantly higher percentage of parents and employees perceive it is of interest to more students.
- The percentage of Employees are much more likely to think that students want to pursue a career in Information Technology; in fact, the percentage of students who selected IT as a career industry of interest is significantly lower than the percentage of employees.



- Students are more likely to be interested in jobs in the fields of Human Services, Law, Public Safety, Corrections & Security than parents or employees perceive students are interested.
- Students also appear to be more interested in pursuing a military career than parents understand (but it appears employees’ perception of students’ interest in military careers is in-line with the percentage of students who selected military as a career of interest).

The Alaska Industries with a Significant Share of Employment in the State and Significant Forecasted Growth from 2014 to 2024

Industry	2014 Est. Jobs	Projected Growth by 2024
Retail Trade	36,168	+7.6%
Accommodation and Food Services	29,812	+10.8%
Professional & Business Services	29,432	+6.9%
Transportation & Warehousing	21,398	+9.7%
Elementary and Secondary Schools	20,899	+5%
Ambulatory Health Care Services	18,017	+22.2%
Hospitals	13,131	+8.3%

Source: Alaska Department of Labor and Workforce Dev. 2014 to 2024 Occupational Forecast

- The most-selected industry of interest, Health / Medical, overlaps with a few industries that are projected to experience significant growth in Alaska: Ambulatory Health Care Services and Hospitals.

STUDENTS’ GEOGRAPHIES OF INTEREST – POST-GRADUATION

Where do you want to secure a job in your preferred area of interest? Select all that are of interest to you. Note, because multiple answers were possible, data are reported as actual numbers.

Numbers with an “-“ next to them indicate where the percentage of a segment’s responses are significantly lower than one or both of the other segments’ responses; numbers with an “+” next to them indicate where a percentage of a segment’s responses are significantly higher than one or both of the other segments’ responses.

Responses	Students (n=1,372)	Parents (n=400)	Staff (n=229)
Fairbanks	354 -	150 +	71
Somewhere else in Alaska	220	57	50 +
United States	855 +	170 -	127
Somewhere else in the world	283 +	47	17 -
Unsure	270	96 +	38

- The responses among Hutchison students, parents and staff were the same as all respondents’.
- There are a significant number of students who are at least considering pursuing careers outside of Alaska.



STUDENTS', PARENTS', STAFF'S PREFERRED METHODS OF DELIVERY OF CTE COURSES

The Fairbanks North Star Borough School District's Career and Technical Education (CTE) program educates high school students with the academic and applied skills needed for today's jobs. High school students who take CTE courses may also gain technical training and earn certificates required by employers or for post-high school degrees. Knowing that the District's Career and Technical Education (CTE) delivery model will likely include a combination of the following, **which of these 2 options for delivering Career and Technical Education do you feel will serve students best? Please select your top 2 choices.**

Note, because multiple answers were possible, data are reported as actual numbers. Numbers with an "-" next to them indicate where the percentage of a segment's responses are significantly lower than one or both of the other segments' responses; numbers with a "+" next to them indicate where a percentage of a segment's responses are significantly higher than one or both of the other segments' responses.

Responses	All Students (n=1,325)	All Parents (n=396)	All Staff (n=230)
After-school CTE Program: Whether at a student's home school or a District location.	246	64	47
Career Academies: Where each high school focuses on one or two CTE career pathways, such as healthcare or engineering, and academics.	412 +	90	68
Comprehensive Career and Technical High School: Offers multiple CTE career pathways and academics.	366 -	137	87
CTE Courses Taught at a Central Location: Students from every high school can go for part of their day to take specific CTE courses.	265	106	65
Each High School: Offering a selection of CTE courses at each high school.	484	149	87
Online: Delivering CTE courses online.	163 +	28	15
Online and in-school: Delivering CTE courses both online and at school.	386	117	54

EMPLOYERS' AWARENESS OF FNSBSD CTE PROGRAM

The Fairbanks North Star Borough School District's Career and Technical Education (CTE) program educates high school students for the academic and applied skills needed for today's jobs. High school students who take CTE courses may also gain the technical training and earn certificates required by employers and for post-high school degrees. **How aware were you of this program before taking this survey and reading the above?**

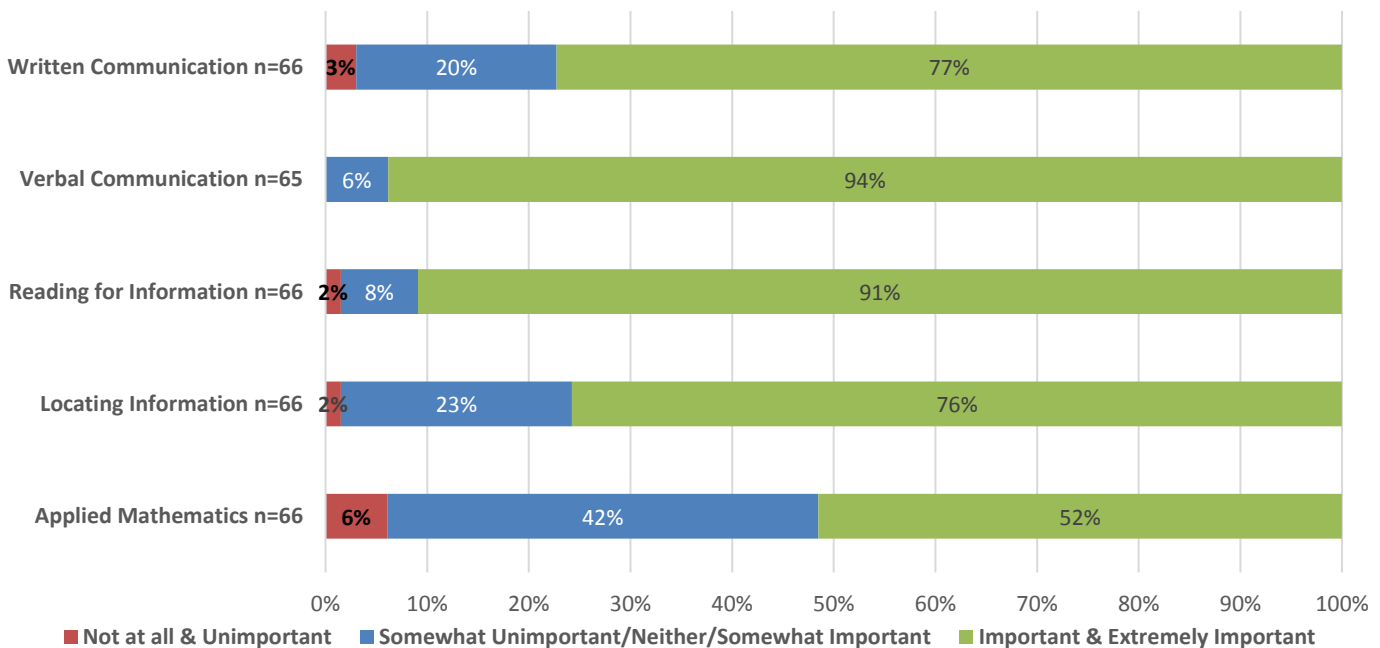
Responses	Count
Not at all Aware	7
Unaware	9
Somewhat Unaware	3
Neither Aware nor Unaware	4
Somewhat Aware	11
Aware	21
Very Aware	10
Total Responses	65

- Most employers said they are aware of the CTE program, but it is likely that the nature of this “aided awareness” question informed some respondents who may have never heard of the CTE program at FNSBSD before reading the description provided in the question.

FOUNDATIONAL SKILLS IMPORTANT TO EMPLOYERS

To ensure the entry-level workforce is ready, how important is it that entry-level candidates have the following foundational skills?

Respondents were asked to indicate the degree to which they agree or disagree with the above statement on a Likert scale between 1, not at all important to 7, extremely important, with an option to select “Not Applicable.” The responses were combined into 4 rating levels: 1) Not at All Important and Unimportant *combined*; 2) Somewhat Unimportant, Neither Unimportant nor Important, and Somewhat Important *combined*; 3) Important and Extremely Important *combined*; and 4) Not Applicable.



Choose the top 2 non-negotiable Foundational Skills for entry-level employees.

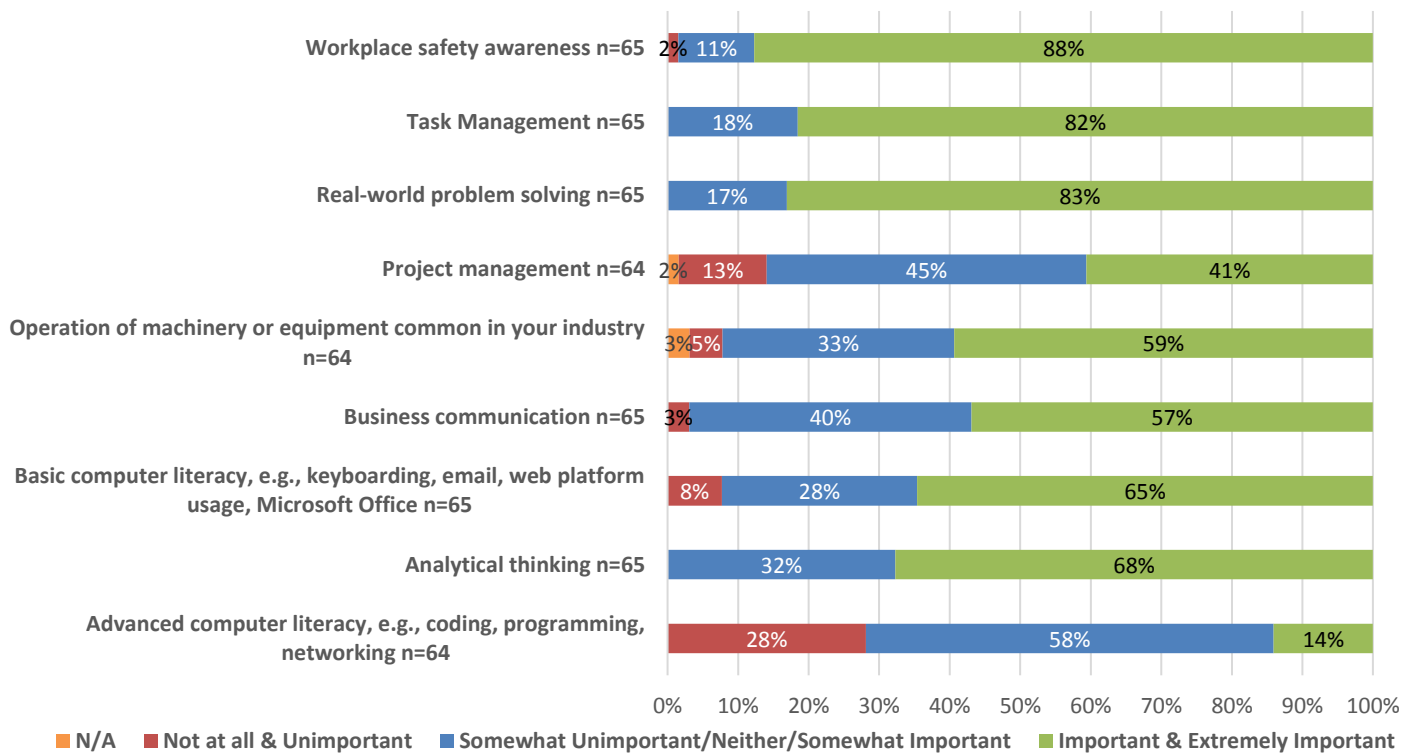
Responses	N=63
Applied Mathematics	14
Locating Information	22
Reading for Information	17
Verbal Communication	50
Written Communication	13
Other	9

- Generally, all of the Foundational Skills are considered important to employers when it comes to entry-level candidates, but Verbal Communication is the most important and the most non-negotiable requirement for entry level candidates.
- For those who consider Applied Mathematics an important skill (from somewhat to extremely important), it is a non-negotiable, must-have for entry level candidates.

OCCUPATIONAL SKILLS IMPORTANT TO EMPLOYERS

To ensure the entry-level workforce is ready, how important is it that entry-level candidates have the following occupational skills?

Respondents were asked to indicate the degree to which they agree or disagree with the above statement on a Likert scale between 1, not at all important to 7, extremely important, with an option to select “Not Applicable.” The responses were combined into 4 rating levels: 1) Not at All Important and Unimportant *combined*; 2) Somewhat Unimportant, Neither Unimportant nor Important, and Somewhat Important *combined*; 3) Important and Extremely Important *combined*; and 4) Not Applicable.



Choose the top 2 non-negotiable Occupational Skills for entry-level employees.

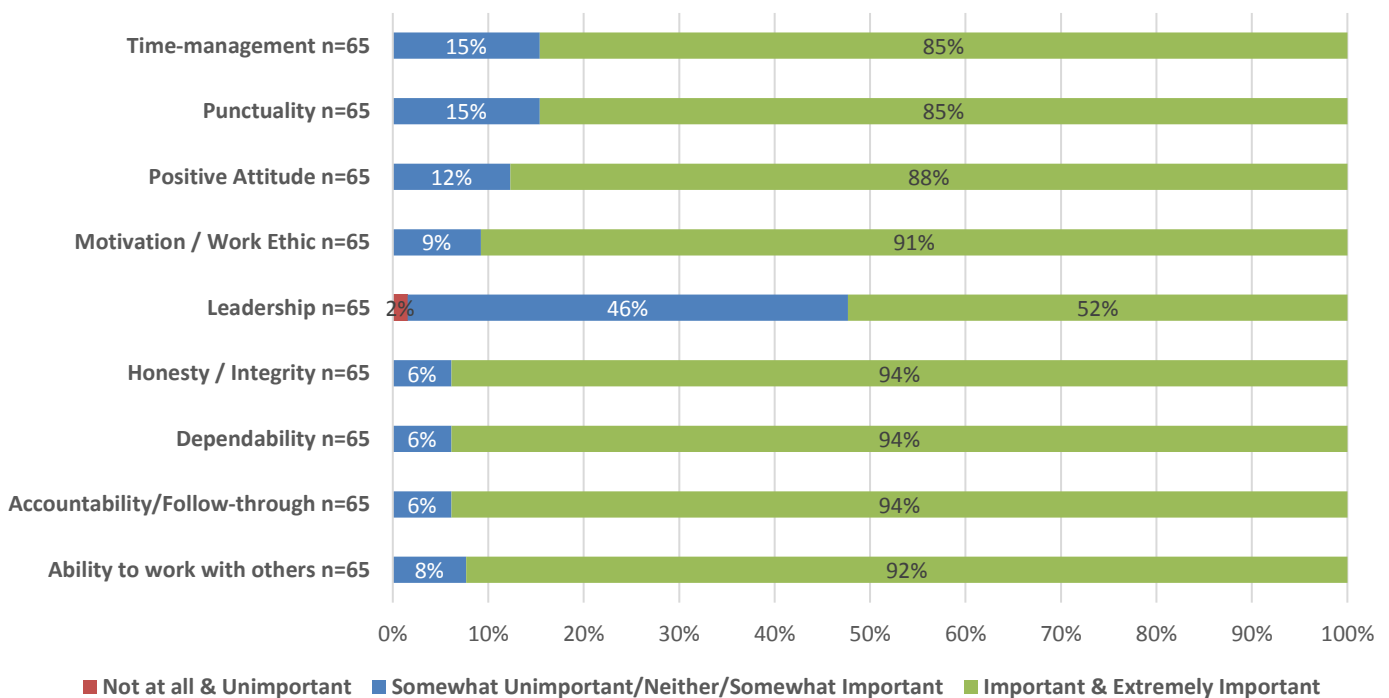
Responses	N=63
Advanced computer literacy, e.g., coding, programming, networking	3
Analytical thinking	15
Basic computer literacy, e.g., keyboarding, email, web platform usage, Microsoft Office	13
Business communication	6
Operation of machinery or equipment common in your industry	13
Project management	2
Real-world problem solving	32
Task Management	18
Workplace safety awareness	23
Other	1

- With the exception of advanced computer literacy skills, all occupational skills are relatively important with workplace safety awareness, task management and real-world problem solving being the most important to employers who took the survey.
- The most selected non-negotiable skill is real-world problem solving.

INTERPERSONAL SKILLS IMPORTANT TO EMPLOYERS

To ensure the entry-level workforce is ready, how important is it that entry-level candidates have the following interpersonal skills?

Respondents were asked to indicate the degree to which they agree or disagree with the above statement on a Likert scale between 1, not at all important to 7, extremely important, with an option to select “Not Applicable.” The responses were combined into 4 rating levels: 1) Not at All Important and Unimportant *combined*; 2) Somewhat Unimportant, Neither Unimportant nor Important, and Somewhat Important *combined*; 3) Important and Extremely Important *combined*; and 4) Not Applicable.



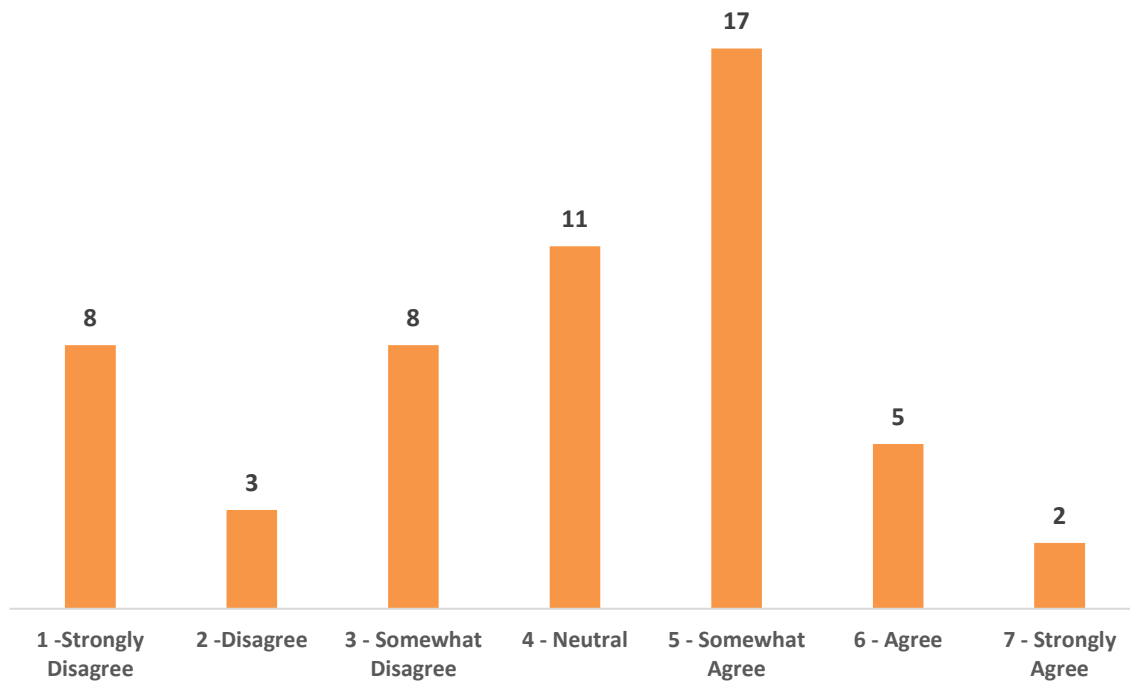
Choose the top 2 non-negotiable Interpersonal Skills for entry-level employees.

Responses	N=62
Ability to work with others	25
Accountability/Follow-through	14
Dependability	17
Honesty / Integrity	18
Leadership	1
Motivation / Work Ethic	32
Positive Attitude	8
Punctuality	4
Time-management	5

- Virtually every Interpersonal Skill is important to all employers who took the survey.
- Motivation / Work Ethic and Ability to work with others are top non-negotiable skills to employers for entry level candidates to have.

EMPLOYERS' PERCEPTIONS OF FNSBSD GRADUATES' WORKFORCE READINESS

Do you agree that high school graduates from the Fairbanks North Star Borough School District are “workforce ready” in that they fulfill most of the requirements for the entry-level jobs available in your organization that require a high school diploma? Respondents were asked to indicate the degree to which they agree / disagree with the above statement on a 7-point Likert scale.



- **Average rating: 3.9 / 7.0** (n=54); this means that approximately half of the employers who completed this question (54 employer respondents), *disagree* to some degree that FNSBSD graduates are “workforce ready;” and half of employers who completed this question *agree* to some degree that FNSBSD graduates are “workforce ready.”
- 12 responded, “Not sure.”



HUTCHISON



STATISTICAL CONFIDENCE

Hutchison Segment of Student / Parent / Staff Survey

There were 2,055 responses to the Parent/Student/Staff survey, 349 of which were students at, or parents of or staff who work at Hutchison High School. The responses represent the base of Hutchison parents, students and staff with a 95% confidence level² and an interval between 401% and 11.5%. In other words, we are 95% confident that the recorded responses from Hutchison students is +/- the “true answer” of all 408 middle and high school students.

Segment	# Respondents / Total	Statistical Confidence Level
Hutchison Parents*	82 / 408	95% confidence level; 9.7% interval
Hutchison High School Students	239 / 408	95% confidence level; 4.1 % interval
Hutchison Employees	28 / 45	95% confidence level; 11.5% interval

*Unknown, assumed 1 parent /adult guardian per student

CTE ENROLLMENT

Are you or have you (has your child) ever been enrolled in any Career and Technical Education courses (CTE), for example, healthcare / medical, welding, automotive?

Numbers with an “+” next to them indicate where the Hutchison Students or Parents’ responses were statistically significantly higher than all Students or all Parents.

Responses	All Students (n=1,386)	Hutchison Students (n=239)	All Parents (n=398)	Hutchison Parents (n=82)
No	59.6% +	5%	61.1%	3.7%
Yes, currently or have been enrolled in 1 CTE Course	23.7%	45.6% +.	20.6%	42.7% +
Yes, currently or have been enrolled in 2 - 3 CTE Courses	12.3%	33.5% +	12.6%	34.1% +
Yes, currently or have been enrolled in 4+ Courses / CTE program	4.4%	15.9% +	5.8%	19.5% +

- Perhaps not surprising, Hutchison students are much more likely than other high school or middle school students to have taken CTE courses; and Hutchison students are more likely to have taken multiple CTE courses. Note that Hutchison offers more CTE pathways / courses than the other high schools and middle schools.

² Confidence level (aka margin of error) is the plus-or-minus figure (in this case, between 11.5% and 4.1%); for example, if we were to ask the same questions of the entire Hutchison high-school student population, we can be 95% sure that all of their will answers would be within the same percentage + / - 4.1%. The lower the margin of error, the more confident we can be that the sample size’s responses reflect the responses of the entire Hutchison student population.

STUDENTS' CAREER INTERESTS

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Note, because multiple answers were possible, data are reported as actual numbers.

Numbers with a “-“ next to them indicate where the percentage of a segment’s responses are significantly lower than one or both of the other segments’ responses; numbers with a “+“ next to them indicate where a percentage of a segment’s responses are significantly higher than one or both of the other segments’ responses.

Responses	Hutchison Students (n=591)	Hutchison Parents (n=175)	Hutchison Staff (n=79)
Agriculture & Natural Resources	12	3	0
Architecture & Construction	52	20	8
Arts, A/V Technology & Communications	63	18	9
Business Management & Administration	28	9	3
Education & Training	16	8	1
Finance	7	0	1
Government & Public Administration	8	2	1
Health / Medical Industry	90 -	32	24 +
Hospitality and Tourism	6	2	0
Human Services (childcare, social workers, counselors)	31	4	0 -
Information Technology (computer systems, networks)	45	18	13 +
Law, Public Safety, Corrections, & Security	32	9	3
Manufacturing	13	0	0
Marketing	8	1	0
Military	29	7	1
Science, Technology, Engineering & Mathematics	63 +	28	7
Transportation, Distribution & Logistics	28	9 +	7 -
Unsure	30	5	1
Other (Please specify)	30	0	0

The Alaska Industries with a Significant Share of Employment in the State and Significant Forecasted Growth from 2014 to 2024

Industry	2014 Est. Jobs	Projected Growth by 2024
Retail Trade	36,168	+7.6%
Accommodation and Food Services	29,812	+10.8%
Professional & Business Services	29,432	+6.9%
Transportation & Warehousing	21,398	+9.7%
Elementary and Secondary Schools	20,899	+5%
Ambulatory Health Care Services	18,017	+22.2%
Hospitals	13,131	+8.3%

Source: Alaska Department of Labor and Workforce Development’s 2014 to 2024 Occupational Forecast

Top 5 Industries of Interest Selected by Segment

	#1	#2	#3	#4	#5
ALL STUDENTS	Health/Medical	STEM	Arts, A/V Tech & Comms	Military	Law, Public Safety, Corrections & Security
HUTCHISON STUDENTS	Health/Medical	Tie <ul style="list-style-type: none"> Arts, A/V Tech & Communications Transportation, Distribution & Logistics 		Architecture & Construction	Information Technology
ALL PARENTS	STEM	Health/Medical	Architecture & Construction	Information Technology	Arts, A/V Tech & Comms
HUTCHISON PARENTS	Health / Medical	Transportation, Distribution & Logistics	Architecture & Construction	Tie <ul style="list-style-type: none"> Information Technology Arts, A/V & Comms 	
ALL STAFF	Health/Medical	STEM	Information Technology	Architecture & Construction	Arts, A/V Tech & Comms
HUTCHISON STAFF	Health/Medical	Information Technology	Arts, A/V & Communications	Architecture & Construction	Tie <ul style="list-style-type: none"> Unsure Transportation, Distribution & Logistics

- The top 3 industries of interest for Hutchison students are very similar to the total 7th-12th grade student population with the exception of Transportation, Distribution & Logistics, which is among the top 3 industries for career interests among Hutchison students (and their parents).
- The total student population is more likely to select the Military and Law, Public Safety, Corrections & Security as industries of interest; while more Hutchison students selected Transportation, Distribution & Logistics, Architecture & Construction and Information Technology as industries of interest.
- Hutchison parents are closely aligned in their perceptions of students' interests.
- Staff appear to generally understand where students' interests lie, whether they work at Hutchison or throughout the District.



HUTCHISON STUDENTS', PARENTS' AND STAFF'S PREFERRED METHODS OF DELIVERY OF CTE COURSES

The Fairbanks North Star Borough School District's Career and Technical Education (CTE) program educates high school students with the academic and applied skills needed for today's jobs. High school students who take CTE courses may also gain technical training and earn certificates required by employers or for post-high school degrees. Knowing that the District's Career and Technical Education (CTE) delivery model will likely include a combination of the following, **which of these 2 options for delivering Career and Technical Education do you feel will serve students best? Please select your top 2 choices.**

Note, because multiple answers were possible, data are reported as actual numbers.

Numbers with a “-“ next to them indicate where the percentage of a segment’s responses are significantly lower than one or both of the other segments’ responses; numbers with a “+“ next to them indicate where a percentage of a segment’s responses are significantly higher than one or both of the other segments’ responses.

Responses	All Students (n=1,325)	Hutchison Students (n=239)	All Parents (n=396)	Hutchison Parents (n=82)	All Staff (n=230)	Hutchison Staff (n=28)
After-school CTE Program: Whether at a student’s home school or a District location.	246	34	64	5 -	47	4
Career Academies: Where each high school focuses on one or two CTE career pathways, such as healthcare or engineering, and academics.	412 +	59	90	16 -	68	8
Comprehensive Career and Technical High School: Offers multiple CTE career pathways and academics.	366 -	113	137	55	87	8 +
CTE Courses Taught at a Central Location: Students from every high school can go for part of their day to take specific CTE courses.	265	60	106	15 -	65	6
Each High School: Offering a selection of CTE courses at each high school.	484	73	149	19	87	4 -
Online: Delivering CTE courses online.	163 +	15	28	4	15	0 -
Online and in-school: Delivering CTE courses both online and at school.	386	56	117	19	54	3 -



DETAILED JOB RESPONSES BY SEGMENT



“TOP JOBS” IN FAIRBANKS NORTH STAR BOROUGH: OCCUPATIONS 2012-2020 PROJECTED TO HAVE HIGH GROWTH, NUMEROUS OPENINGS AND OFFER ABOVE-AVERAGE WAGES

<p>Architecture & Engineering Civil Engineering Technicians Civil Engineers</p> <p>Business & Financial Operations Financial Managers Accountants and Auditors Purchasing Agents, Except Wholesale, Retail, and Farm Products</p> <p>Construction & Extraction Plumbers, Pipefitters, and Steamfitters Carpenters Electricians Geological and Petroleum Technicians Service Unit Operators, Oil, Gas, and Mining</p> <p>Computer & Mathematical Computer User Support Specialists</p> <p>Education, Training & Library Secondary School Teachers, Except Special Education Elementary School Teachers, Except Special Education Middle School Teachers, Except Special and Career/Technical Education</p>	<p>Healthcare Practitioner & Technical Registered Nurses Physician Assistants Physical Therapists Family and General Practitioners Medical and Health Services Managers</p> <p>Healthcare Support Massage Therapists Dental Hygienists</p> <p>Installation, Maintenance & Repair First-Line Supervisors of Mechanics, Installers, and Repairers Mobile Heavy Equipment Mechanics, Except Engines First-Line Supervisors of Bus and Truck Mechanics and Diesel Engine Specialists Aircraft Mechanics and Service Technicians</p> <p>Life, Physical & Social Science Geoscientists, Except Hydrologists and Geographers Zoologists and Wildlife Biologists Environmental Scientists and Specialists, Including Health</p>	<p>Management General and Operations Managers Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products Chief Executives Administrative Services Managers Sales Managers Human Resources Specialists Education Administrators, Elementary and Secondary School Financial Managers Education Administrators, Elementary and Secondary School Office & Administrative Support Office and Administrative Support Workers Executive Secretaries and Executive Administrative Assistants</p>	<p>Protective Service Correctional Officers and Jailers Firefighters Police and Sheriff's Patrol Officers</p> <p>Production Welders, Cutters, Solderers, and Brazers Water and Wastewater Treatment Plant and System Operators Power Plant Operators Inspectors, Testers, Sorters, Samplers, and Weighers</p> <p>Transportation & Material Moving Airline Pilots, Copilots, and Flight Engineers Commercial Pilots Captains, Mates, and Pilots of Water Vessels</p>
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Source: Alaska Department of Labor and Workforce Development

EMPLOYERS' ANTICIPATED HIRING, NEAR-TERM

In the next 12 to 18 months, do you anticipate that your organization will:	
Responses	Count
Hire approximately the same number and levels of new employees in the next 12 -18 months	28
Hire fewer new employees in the next 12-18 months than in the previous 12-18 months	8
Hire more new employees in the next 12-18 months than in the previous 12-18 months	9
Not hire any new employees in the next 12-18 months	4
Unsure	14
Total Responses	63

- Most Fairbanks North Star Borough employers anticipate hiring the same number of employees in the near future as they did in the past 12 to 18 months. Of note is the number who are unsure what their hiring levels will be near-term—this points to the need to rely on Alaska Department of Labor and Workforce Development’s projections.

For entry-level candidates, do you typically pay hourly wages or annual salaries?	
Responses	Count
Hourly wages	56
Annual salaries	5
Total Responses	61

EMPLOYERS' EDUCATION REQUIREMENTS FOR ENTRY-LEVEL POSITIONS

For most entry-level positions in your organization, what level of education is required or preferred? Multiple responses possible				
	Required	Preferred	N/A	Total Responses
High school diploma	36	23	2	61
Occupational Certification (e.g., phlebotomist, ASE automotive, Microsoft certification)	10	23	27	60
State or federal license/certification (e.g., certified nursing assistant, airframe & power plant)	16	15	29	60
2-year Associate's degree	4	21	34	59
Registered apprentice or journeyman	5	9	45	59
Bachelor of Arts degree	3	17	38	58
Bachelor of Science degree	3	17	39	59
Graduate degree (e.g., Master's or Doctorate)	2	15	42	59

- For the Employers who responded to this question, the most required education is a high school diploma, followed by a state or federal license or certificate. There were far more employers who indicated that non-post-secondary degrees are required (62) than those who indicated that a post-secondary degree of any sort is required (17). However, 71 of the Employers indicated they would give *preference* to entry-level candidates with at least a 2-year Associate's degree.
- More employer respondents actually indicated that post-secondary degrees are not applicable to the entry level positions in their organizations than indicated they were required or preferred.

DETAILED JOB INTEREST RESPONSES BY INDUSTRY / BY SEGMENT

Agriculture, Food & Natural Resources

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Agriculture & Natural Resources	96	27	16

Please select the job that is of greatest interest to you. Agriculture, Food & Natural Resources Industry

Responses	Students (n=69)	Parents (n=24)	Staff (n=16)
Environmental Scientists	10.1%	12.5%	6.3%
Horticulturists & Range Scientists	1.4%	12.5%	25.0%
Mining & Reclamation	15.9%	0.0%	6.3%
Veterinary Technicians & Veterinarians	15.9%	29.2%	31.3%
Wildlife Biologists & Zoologists	33.3%	29.2%	25.0%
Other (Please specify)	23.2%	16.7%	6.3%

[Alaska Department of Labor 2014 to 2024 Occupational Forecast:](#)

- Veterinarian jobs are expected to grow 11% from 2014 to 2024 with an AK mean wage of \$52.85/hour; vet technicians jobs are expected to grow 13.2% in the same period, their AK mean wage is \$19.91/hour;
- Zoologists and wildlife biologists are expected to grow 3.3% in the same period; in Alaska, their mean wage is \$36.59/hour;
- Environmental science jobs are expected to grow 1.2% in the same period; the AK mean wage for these jobs is \$41.71/hour.
- Jobs in extraction (Mining and Reclamation) are expected to decline 3.6% in the same period.

[FNSBSD Employers Survey Responses](#)

Please select the positions you filled in the past 12-18 months. Please select all that apply. Agriculture, Food & Natural Resources Industry

Responses	Count
Environmental Scientists	0
Horticulturists & Range Scientists	0
Mining & Reclamation	4
Veterinary Technicians & Veterinarians	0
Wildlife Biologists & Zoologists	0
Other (Please specify)	2
Total Responses	6

- In the recent past, employers have hired for Mining and Reclamation jobs, which are of interest to students.



Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Agriculture, Food & Natural Resources Industry

Responses	Students (n=67)	Parents (n=24)	Staff (n=15)
High School Diploma	13.4%	4.2%	0.0%
Internship	7.5%	0.0%	13.3%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	10.4%	0.0%	13.3%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	7.5%	4.2%	20.0%
2-year Associate's Degree	19.4%	8.3%	20.0%
Apprenticeship	4.5%	4.2%	0.0%
Military	4.5%	0.0%	0.0%
Undergraduate College Degree	7.5%	41.7%	20.0%
Graduate Degree (Doctorate, Master's, etc.)	25.4%	37.5%	13.3%

Architecture & Construction

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Architecture & Construction	199 -	80	60 +

Please select the job that is of greatest interest to you. Architecture & Construction Industry

Responses	Students (n=181)	Parents (n=78)	Staff (n=57)
Commercial Construction	23.8%	16.7%	31.6%
Drafting	28.2%	17.9%	5.3%
Residential Construction	22.1%	15.4%	33.3%
Specialty Trade Contractors	10.5%	30.8%	24.6%
Other (Please specify)	15.5%	19.2%	5.3%

[Alaska Department of Labor 2014 to 2024 Occupational Forecast:](#)

- Job openings for drafters, engineering and mapping technicians will grow 1.9% 2014 to 2024; and the wages range from \$28.63/hour to \$41.40 / hour, depending on specific jobs;
- Construction supervisor jobs are expected to decline 0.7% 2014 to 2024;
- Construction trade workers jobs are expected to increase 1.6% 2014-2024, with wages ranging from \$23.88/hour to \$39.23/hour.

FNSBSD Employers Survey Responses

Please select the positions you filled in the past 12-18 months. Please select all that apply. Architecture & Construction Industry	
Responses	Count
Commercial Construction	5
Drafting	2
Residential Construction	5
Specialty Trade Contractors	5
Other (Please specify)	1
Total Unique Responses	8
Total Responses	18

- Employers' recent hires align closely with current students' career interests in this industry.

Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Architecture & Construction Industry			
Responses	Students (n=180)	Parents (n=78)	Staff (n=57)
High School Diploma	22.8%	12.8%	17.5%
Internship	2.8%	2.6%	10.5%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	10.0%	11.5%	14.0%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	10.0%	15.4%	15.8%
2-year Associate's Degree	12.2%	2.6%	1.8%
Apprenticeship	15.0%	29.5%	36.8%
Military	4.4%	0.0%	0.0%
Undergraduate College Degree	7.2%	15.4%	3.5%
Graduate Degree (Doctorate, Master's, etc.)	15.6%	10.3%	0.0%

Arts / A/V Technology & Communications

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Arts, A/V Technology & Communications	366	75	58

Please select the job that is of greatest interest to you. Arts, A/V Technology & Communications Industry

Responses	Students (n=299)	Parents (n=73)	Staff (n=58)
Desktop Publishing	6.0%	4.1%	1.7%
Graphic Designers	49.8%	47.9%	60.3%
Radio & TV Broadcast Journalists	15.1%	15.1%	8.6%
Telecommunications	2.0%	2.7%	10.3%
Other (Please specify)	27.1%	30.1%	19.0%

[Alaska Department of Labor 2014 to 2024 Occupational Forecast:](#)

- Arts, design, entertainment, sports and media occupations realize an AK mean wage of \$26.29/hour and are projected to grow 2.6% 2014-2024;
- Openings for Media and communications workers (e.g., radio and tv announcers, writers, editors) are projected to decline 2.2% in 2024 from 2014;
- Entertainers and performers, sports and related workers openings are expected to increase 6.0% in 2024 over 2014; mean wages range from \$30.71/hour to \$49,900/year.
- Media and communication equipment workers job openings are expected to decline 0.7% in 2024 over 2014. Alaska mean wages in this segment range from \$28.84/hour to \$32.49/hour.

Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Arts, A/V Technology & Communications Industry

Responses	Students (n=291)	Parents (n=73)	Staff (n=58)
High School Diploma	28.9%	8.2%	10.3%
Internship	7.9%	4.1%	8.6%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	4.1%	5.5%	5.2%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	7.9%	9.6%	17.2%
2-year Associate's Degree	14.1%	12.3%	19.0%
Apprenticeship	3.8%	5.5%	0.0%
Military	3.8%	0.0%	1.7%
Undergraduate College Degree	8.9%	39.7%	34.5%
Graduate Degree (Doctorate, Master's, etc.)	20.6%	15.1%	3.4%

Business Management & Administration

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Business Management & Administration	171	39	19 -

Please select the job that is of greatest interest to you. Business Management & Administration Industry

Responses	Students (n=167)	Parents (n=37)	Staff (n=16)
Budget and Operations Analysts	16.8%	27.0%	12.5%
Human Resources	9.0%	2.7%	6.3%
Marketing and Advertising	37.1%	32.4%	31.3%
Office Assistants	11.4%	2.7%	25.0%
Training & Development Specialists	6.0%	5.4%	6.3%
Other (Please specify)	19.8%	29.7%	18.8%

[Alaska Department of Labor 2014 to 2024 Occupational Forecast:](#)

- Business and Financial Operations jobs are expected to increase 3.5% 2014 to 2024; these jobs realize an Alaska mean wage of \$37.30/hour;
- Advertising, marketing, promotions, PR and sales managers jobs are predicted to grow 6% in the same period; AK mean wages in this segment range from \$45.79/hour to \$55.37/hour.
- Budget analyst jobs are projected to grow 3.5% in the same period; AK mean wage for these jobs is \$39.57/hour.

Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Business Management & Administration Industry

Responses	Students (n=166)	Parents (n=37)	Staff (n=16)
High School Diploma	18.1%	5.4%	12.5%
Internship	3.0%	2.7%	6.3%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	4.2%	0.0%	12.5%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	4.2%	5.4%	0.0%
2-year Associate's Degree	14.5%	18.9%	31.3%
Apprenticeship	3.0%	0.0%	6.3%
Military	2.4%	0.0%	0.0%
Undergraduate College Degree	16.9%	48.6%	31.3%
Graduate Degree (Doctorate, Master's, etc.)	33.7%	18.9%	0.0%

Education & Training

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Education & Training	147	32	18

Please select the job that is of greatest interest to you. Education & Training Industry

Responses	Students (n=140)	Parents (n=30)	Staff (n=17)
Administrators (K-12)	2.1%	0.0%	0.0%
College Instructors & Professors	9.3%	6.7%	0.0%
Program Managers	4.3%	6.7%	17.6%
School Counselors & Psychologists	18.6%	6.7%	5.9%
Teachers (K-12)	53.6%	63.3%	58.8%
Other (Please specify)	12.1%	16.7%	17.6%

[Alaska Department of Labor 2014 to 2024 Occupational Forecast:](#)

- Education, training and library occupations employment is expected to grow 4.0 2014 to 2024;
- Post-secondary teacher jobs are expected to decline 1.0% 2014 to 2024, while primary, secondary and special education teachers jobs are expected to grow 5.1% in the same period (low mean wage of \$18.45/hour to high mean wage of \$82K/year).

[FNSBSD Employers Survey Responses](#)

Please select the positions you filled in the past 12-18 months. Please select all that apply. Education & Training Industry

Responses	Count
Administrators (K-12)	3
College Instructors & Professors	2
Program Managers	2
School Counselors & Psychologists	0
Teachers (K-12)	1
Other (Please specify)	2
Total Unique Responses	5
Total Responses	10

- There is some alignment between this industry's employers' recent hires and students' interests; it is likely that the majority of employers completing this survey were not hiring for FNSBSD, so is representing more by higher-education employers.



Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Education & Training Industry

Responses	Students (n=139)	Parents (n=30)	Staff (n=17)
High School Diploma	7.9%	3.3%	0.0%
Internship	3.6%	0.0%	0.0%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	6.5%	6.7%	17.6%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	3.6%	3.3%	5.9%
2-year Associate's Degree	13.7%	13.3%	0.0%
Apprenticeship	0.7%	0.0%	0.0%
Military	2.9%	0.0%	0.0%
Undergraduate College Degree	18.7%	50.0%	58.8%
Graduate Degree (Doctorate, Master's, etc.)	42.4%	23.3%	17.6%



Finance

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Finance	74	13	4

Please select the job that is of greatest interest to you. Finance Industry

Responses	Students (n=69)	Parents (n=13)	Staff (n=4)
Financial Analysts	47.8%	69.2%	50.0%
Insurance Sales & Claims	14.5%	7.7%	25.0%
Investment Fund Managers	14.5%	0.0%	0.0%
Loan Officers	5.8%	7.7%	0.0%
Tax Preparers	1.4%	0.0%	25.0%
Other (Please specify)	15.9%	15.4%	0.0%

Alaska Department of Labor 2014 to 2024 Occupational Forecast:

- Financial analyst jobs are predicted to grow 4.9% 2014 to 2024 (Alaska mean wage of \$47.17/hour).
- Insurance underwriters are predicted to grow 3% in the same period; insurance sales agent jobs will grow 2.8% in the same period, the AK mean wage for insurance sales agents is \$29.03/hour.

FNSBSD Employers Survey Responses

Please select the positions you filled in the past 12-18 months. Please select all that apply. Finance Industry

Responses	Count
Financial Analysts	0
Insurance Sales & Claims	1
Investment Fund Managers	0
Loan Officers	0
Tax Preparers	0
Other (Please specify)	1
Total Unique Responses	2



Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Finance Industry

Responses	Students (n=67)	Parents (n=13)	Staff (n=4)
High School Diploma	14.9%	0.0%	25.0%
Internship	0.0%	7.7%	0.0%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	6.0%	0.0%	0.0%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	1.5%	0.0%	0.0%
2-year Associate's Degree	16.4%	15.4%	25.0%
Apprenticeship	3.0%	0.0%	0.0%
Military	1.5%	0.0%	0.0%
Undergraduate College Degree	16.4%	53.8%	50.0%
Graduate Degree (Doctorate, Master's, etc.)	40.3%	23.1%	0.0%



Health / Medical Industry

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Health / Medical Industry	453	125	147+

Please select the job that is of greatest interest to you. Health / Medical Industry

Responses	Students (n=437)	Parents (n=124)	Staff (n=146)
Dentists	4.6%	2.4%	0.0%
Dental Assistants & Hygienists	2.1%	1.6%	4.1%
Medical Doctors	33.6%	44.4%	11.6%
Medical Technicians (lab workers)	4.8%	5.6%	6.2%
Medical Coders and Billing	0.0%	0.0%	0.7%
Nurses & Physician Assistants	18.3%	19.4%	56.2%
Physical Therapist	13.0%	12.1%	10.3%
Other (Please specify)	23.6%	14.5%	11.0%

[Alaska Department of Labor 2014 to 2024 Occupational Forecast:](#)

- Healthcare practitioners and technical occupations are expected to grow 12.7% 2014 to 2014 with an AK mean wage of \$46.02/hour;
- General Dentists jobs expected to grow 20.2% and make an AK mean wage of \$112.61/hour;
- MDs are expected to grow between 11.4% and 18.8% 2014 to 2024, depending on the field of specialty (e.g., general practitioners, OB/Gyn, surgeons); the AK mean wages for MDs ranges from \$107.09/hour to \$129.58/hour;
- Physicians Assistants jobs are predicted to grow 16.1% 2014-2024, the AK mean wage is \$54.26/hour; RNs are predicted to grow 10.2% in the same period and their AK mean wage is \$41.56/hour.
- Physical, radiation, recreational and respirational therapists are expected to grow between 7.6% and 19.8% 2014 to 2024 and they realize AK mean wages between \$34.53/hour to \$44.74/hour.
- Health technologists and technicians are predicted to grow 14.4% from 2014 to 2024 and realize and AK mean wage of \$19.59/hour (ophthalmic technicians) to \$49.47/hour (dental hygienists).
- Healthcare support occupations (e.g., home health aides, nursing assistants, physical therapist assistants, etc.) are expected to grow 15.2% 2014-2024, their AK mean wage is \$21.26/hour.

FNSBSD Employers Survey Responses

Please select the positions you filled in the past 12-18 months. Please select all that apply. Health / Medical Industry	
Responses	Count
Dentists	1
Dental Assistants & Hygienists	1
Medical Doctors	4
Medical Technicians (lab workers)	6
Medical Coders and Billing	6
Nurses & Physician Assistants	6
Physical Therapist	4
Other (Please specify)	4
Total Unique Responses	6
Total Responses	32

- It appears that there were more recent job openings in Fairbanks for medical/health jobs that are of lower interest (or not of interest) to students, e.g., Med Techs, Medical Coders and Billing.

Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Health / Medical Industry			
Responses	Students (n=435)	Parents (n=123)	Staff (n=146)
High School Diploma	4.1%	2.4%	1.4%
Internship	2.1%	0.0%	0.0%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	14.9%	3.3%	26.0%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	6.2%	2.4%	2.7%
2-year Associate's Degree	10.3%	12.2%	16.4%
Apprenticeship	0.7%	0.8%	2.1%
Military	2.1%	0.0%	0.0%
Undergraduate College Degree	4.6%	17.1%	28.8%
Graduate Degree (Doctorate, Master's, etc.)	54.9%	61.8%	22.6%

Hospitality & Tourism

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Hospitality and Tourism	95	18	9

Please select the job that is of greatest interest to you. Hospitality and Tourism Industry

Responses	Students (n=71)	Parents (n=18)	Staff (n=9)
Chefs and Cooks	29.6%	38.9%	55.6%
Hotel Services & Managers	21.1%	11.1%	11.1%
Meeting & Convention Planners	14.1%	16.7%	0.0%
Restaurant Managers	2.8%	0.0%	0.0%
Restaurant Support Services	1.4%	0.0%	0.0%
Tour Guides	21.1%	22.2%	11.1%
Other (Please specify)	9.9%	11.1%	22.2%

[Alaska Department of Labor 2014 to 2024 Occupational Forecast:](#)

- Chefs and Head Cooks jobs are expected to grow 9% 2014 to 2024; in AK, the mean wage is \$18.95/hour.

FNSBSD Employers Survey Responses

Please select the positions you filled in the past 12-18 months. Please select all that apply. Hospitality and Tourism Industry

Responses	Count
Chefs and Cooks	1
Hotel Services & Managers	2
Meeting & Convention Planners	0
Restaurant Managers	1
Restaurant Support Services	1
Tour Guides	1
Other (Please specify)	2
Total Unique Responses	4
Total Responses	8

- There appears to be some alignment among some students' interests and recent jobs available: Tour Guides and Hotel Services & Managers.
- The most-selected job interest, Chefs & Cooks, may also be a viable career choice for students.



Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Hospitality and Tourism Industry

Responses	Students (n=71)	Parents (n=18)	Staff (n=9)
High School Diploma	26.8%	5.6%	33.3%
Internship	11.3%	5.6%	11.1%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	11.3%	16.7%	22.2%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	4.2%	16.7%	11.1%
2-year Associate's Degree	18.3%	16.7%	0.0%
Apprenticeship	1.4%	0.0%	22.2%
Military	1.4%	0.0%	0.0%
Undergraduate College Degree	14.1%	27.8%	0.0%
Graduate Degree (Doctorate, Master's, etc.)	11.3%	11.1%	0.0%

Human Services Industry

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Human Services (childcare, social workers, counselors)	234 +	39	23

Please select the job that is of greatest interest to you. Human Services Industry

Responses	Students (n=225)	Parents (n=39)	Staff (n=22)
Child Care Workers	32.9%	12.8%	18.2%
Counselors, Social Workers & Psychologists	48.0%	69.2%	54.5%
Hairdressers & Cosmetologists	12.4%	2.6%	22.7%
Massage Therapists	2.7%	5.1%	4.5%
Other (Please specify)	4.0%	10.3%	0.0%

Alaska Department of Labor 2014 to 2024 Occupational Forecast:

- Counselors, social workers and other community and social service specialists jobs are expected to increase 10.6% 2014 to 2024; AK mean wages range from \$17.23/hour (social and human service assistants) to \$34.44/hour (educational, guidance, school and vocational counselors).
- Hairdressers, hairstylists and cosmetologist jobs are expected to increase 9.1% in the same period; the jobs earn a mean wage of \$17.16/hour in AK.
- Child care workers are expected to grow 6.1% in the same period; their mean wage in AK is \$12.85/hour.

FNSBSD Employers Survey Responses

Please select the positions you filled in the past 12-18 months. Please select all that apply. Human Services Industry

Responses	Count
Child Care Workers	3
Counselors, Social Workers & Psychologists	3
Hairdressers & Cosmetologists	0
Massage Therapists	0
Other (Please specify)	0
Total Unique Responses	4
Total Responses	6

- Students' career interests are more aligned with recent employers' job openings than parents' or staff's perceptions.



Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Human Services Industry

Responses	Students (n=221)	Parents (n=38)	Staff (n=22)
High School Diploma	14.9%	5.3%	0.0%
Internship	1.8%	0.0%	0.0%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	13.6%	7.9%	18.2%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	4.1%	7.9%	9.1%
2-year Associate's Degree	14.0%	15.8%	13.6%
Apprenticeship	2.3%	0.0%	4.5%
Military	1.4%	0.0%	0.0%
Undergraduate College Degree	8.1%	23.7%	36.4%
Graduate Degree (Doctorate, Master's, etc.)	39.8%	39.5%	18.2%



Information Technology Industry

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Information Technology (computer systems, networks)	157 -	78	80 +

Please select the job that is of greatest interest to you. Information Technology Industry

Responses	Students (n=144)	Parents (n=78)	Staff (n=80)
Computer Systems Administrators	7.6%	6.4%	5.0%
Computer Systems & Support Specialists/Engineers	16.7%	19.2%	18.8%
Cyber Security Specialists	10.4%	9.0%	2.5%
Network Designers	5.6%	10.3%	5.0%
Software Engineers & Programmers	47.2%	34.6%	47.5%
Web Developers	4.9%	9.0%	12.5%
Other (Please specify)	7.6%	11.5%	8.8%

[Alaska Department of Labor 2014 to 2024 Occupational Forecast:](#)

- Computer occupations are predicted to grow 4% 2014 to 2024 with an AK mean wage of \$39.84/hour;
- Support specialists (User and Network) jobs are predicted to grow 5.4% to 5.9% 2014 to 2024 with an AK mean wage of \$27.57 to \$32.17/hour.
- Software developers jobs are expected to grow 3.9% (applications) and 7.5% (systems software) 2014 to 2024 with AK mean wages of \$57.27/hour.

Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Information Technology Industry

Responses	Students (n=143)	Parents (n=78)	Staff (n=80)
High School Diploma	9.8%	3.8%	5.0%
Internship	4.2%	1.3%	1.3%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	7.7%	9.0%	7.5%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	15.4%	7.7%	15.0%
2-year Associate’s Degree	11.2%	19.2%	23.8%
Apprenticeship	1.4%	2.6%	1.3%
Military	3.5%	0.0%	0.0%
Undergraduate College Degree	19.6%	39.7%	42.5%
Graduate Degree (Doctorate, Master’s, etc.)	27.3%	16.7%	3.8%

Law, Public Safety, Corrections, & Security

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Law, Public Safety, Corrections, & Security	241 +	49	27

Please select the job that is of greatest interest to you. Law, Public Safety, Corrections, & Security Industry

Responses	Students (n=236)	Parents (n=49)	Staff (n=27)
Corrections, Probation & Parole Officers	0.8%	0.0%	7.4%
Fire Fighters, EMT & Investigators	9.7%	12.2%	29.6%
Police Officers & Detectives	33.9%	38.8%	29.6%
Lawyers	37.7%	42.9%	18.5%
Law Clerks & Paralegals	1.7%	2.0%	7.4%
Private Security	8.5%	0.0%	0.0%
Other (Please specify)	7.6%	4.1%	7.4%

[Alaska Department of Labor 2014 to 2024 Occupational Forecast:](#)

- Legal occupations (lawyers, legal support) are expected to decline 5.9% 2014-2024;
- Law enforcement jobs are expected to grow 0.4% 2014 to 2024; AK mean wages in this category range from \$29.56/hour (correctional officers) to \$54.79/hour (detectives and criminal investigators);
- Firefighter jobs are expected to grow 4.5% in the same period; AK mean wages for firefighters is \$28.09/hour.

FNSBSD Employers Survey Responses

Please select the positions you filled in the past 12-18 months. Please select all that apply. Law, Public Safety, Corrections, & Security Industry

Responses	Count
Corrections, Probation & Parole Officers	0
Fire Fighters, EMT & Investigators	1
Police Officers & Detectives	0
Lawyers	0
Law Clerks & Paralegals	0
Private Security	0
Other (Please specify)	0
Total Unique Responses	1



Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Law, Public Safety, Corrections, & Security Industry

Responses	Students (n=232)	Parents (n=49)	Staff (n=27)
High School Diploma	18.1%	6.1%	14.8%
Internship	1.7%	0.0%	3.7%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	5.2%	4.1%	3.7%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	4.7%	6.1%	22.2%
2-year Associate's Degree	12.1%	8.2%	18.5%
Apprenticeship	1.7%	2.0%	0.0%
Military	9.1%	6.1%	0.0%
Undergraduate College Degree	8.2%	24.5%	14.8%
Graduate Degree (Doctorate, Master's, etc.)	39.2%	42.9%	22.2%

Manufacturing

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Manufacturing	65	8	5

Please select the job that is of greatest interest to you. Manufacturing Industry

Responses	Students (n=64)	Parents (n=7)	Staff (n=5)
Machine Tool Operators	43.8%	28.6%	40.0%
Process Technicians	17.2%	14.3%	40.0%
Production Managers	17.2%	42.9%	0.0%
Other (Please specify)	21.9%	14.3%	20.0%

[Alaska Department of Labor 2014 to 2024 Occupational Forecast:](#)

- Production occupations are predicted to decline 0.4% 2014 to 2024;
- Jobs in metal plastic working are projected to grow 1.9% in the same period; the mean wages in AK range from \$17.28/hour (cutting, punching, press machine operators) to \$34.11/hour (welders, cutters, solderers, brazers).

Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Manufacturing Industry

Responses	Students (n=64)	Parents (n=7)	Staff (n=5)
High School Diploma	21.9%	0.0%	20.0%
Internship	1.6%	0.0%	0.0%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	14.1%	0.0%	40.0%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	25.0%	28.6%	20.0%
2-year Associate's Degree	6.3%	14.3%	0.0%
Apprenticeship	6.3%	28.6%	20.0%
Military	3.1%	0.0%	0.0%
Undergraduate College Degree	3.1%	28.6%	0.0%
Graduate Degree (Doctorate, Master's, etc.)	18.8%	0.0%	0.0%

Marketing

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Marketing	66	15	0

Please select the job that is of greatest interest to you. Marketing Industry

Responses	Students (n=66)	Parents (n=15)	Staff (n=0)
Advertising	25.8%	40.0%	
Market Research Analysts	19.7%	13.3%	
Real Estate Brokers & Agents	18.2%	6.7%	
Real Estate Appraisers	3.0%	0.0%	
Merchandising	21.2%	20.0%	
E-Commerce	3.0%	6.7%	
Other (Please specify)	9.1%	13.3%	

[Alaska Department of Labor 2014 to 2024 Occupational Forecast:](#)

- Advertising, marketing, promotions, PR and sales managers occupations are expected to grow 6% from 2014 to 2024; the AK mean wages range from \$45.79/hour to \$55.37/hour.

FNSBSD Employers Survey Responses

Please select the positions you filled in the past 12-18 months. Please select all that apply. Marketing Industry

Responses	Count
Advertising	1
Market Research Analysts	0
Real Estate Brokers & Agents	0
Real Estate Appraisers	0
Merchandising	0
E-Commerce	0
Other (Please specify)	0
Total Unique Responses	1

Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Marketing Industry

Responses	Students (n=64)	Parents (n=15)
High School Diploma	21.9%	13.3%
Internship	4.7%	6.7%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	6.3%	0.0%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	7.8%	0.0%
2-year Associate's Degree	7.8%	20.0%
Apprenticeship	4.7%	6.7%
Military	1.6%	0.0%



Undergraduate College Degree	20.3%	46.7%
Graduate Degree (Doctorate, Master's, etc.)	25.0%	6.7%

Science, Technology, & Engineering

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Science, Technology, Engineering & Mathematics	392	152	83

Please select the job that is of greatest interest to you. Science, Technology, & Engineering Industry

Responses	Students (n=373)	Parents (n=151)	Staff (n=80)
Biochemists & Biophysicists	13.7%	13.9%	2.5%
Engineers (Petroleum, Civil, Chemical, Mechanical, etc.)	41.8%	45.0%	88.8%
Environmental Scientists	8.3%	7.9%	6.3%
Geologists	4.8%	6.0%	0.0%
Hydrologists	0.8%	0.7%	0.0%
Mathematics	11.0%	8.6%	0.0%
Statisticians & Analysts	4.6%	4.0%	0.0%
Other (Please specify)	15.0%	13.9%	2.5%

[Alaska Department of Labor 2014 to 2024 Occupational Forecast:](#)

- In AK, Engineer jobs are expected to grow 0.6% 2014 to 2024; Aerospace engineer jobs will grow 10% in the same period; Computer Hardware engineer jobs will grow 8.6%; Electronic engineer jobs will grow 6%.

Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Science, Technology, & Engineering Industry

Responses	Students (n=364)	Parents (n=151)	Staff (n=79)
High School Diploma	8.2%	1.3%	2.5%
Internship	2.2%	0.0%	0.0%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	5.2%	1.3%	0.0%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	8.8%	4.0%	2.5%
2-year Associate's Degree	7.4%	2.6%	1.3%
Apprenticeship	1.9%	4.0%	0.0%
Military	1.9%	2.0%	0.0%
Undergraduate College Degree	13.7%	40.4%	70.9%
Graduate Degree (Doctorate, Master's, etc.)	50.5%	44.4%	22.8%

Transportation, Distribution, & Logistics

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Transportation, Distribution & Logistics	96	24	12

Please select the job that is of greatest interest to you. Transportation, Distribution & Logistics Industry

Responses	Students (n=75)	Parents (n=24)	Staff (n=12)
Airfield Operations Managers	1.3%	4.2%	0.0%
Airline Pilots, Copilots & Flight Engineers	20.0%	0.0%	16.7%
Air Traffic Controllers	5.3%	4.2%	0.0%
Automotive Industry (not mechanic)	5.3%	4.2%	0.0%
Auto Mechanic	29.3%	45.8%	75.0%
Aviation Inspectors	0.0%	0.0%	0.0%
Aviation Mechanics	9.3%	4.2%	0.0%
Captains, Mates, and Pilots of Water Vessels	2.7%	0.0%	0.0%
Cargo Agents	0.0%	0.0%	0.0%
Commercial Truck Drivers	6.7%	4.2%	0.0%
Industrial Safety Engineers	1.3%	4.2%	0.0%
Logistics Managers	1.3%	8.3%	0.0%
Railroad Industry	8.0%	4.2%	0.0%
Other (Please specify)	9.3%	16.7%	8.3%

[Alaska Department of Labor 2014 to 2024 Occupational Forecast:](#)

- Airline pilots, copilots and flight engineer jobs are expected to grow 11.7% in AK; they realize an AK mean wage of \$115,940/year;
- Automotive service technicians and mechanics jobs are expected to grow from 4.9% 2014 to 2024; they realize an AK mean wage of \$26.17/hour.
- Heavy tractor/trailer truck drivers jobs are expected to grow 4.6% 2014 to 2024; in AK, they realize a mean wage of \$25.71/hour.
- Aircraft mechanics and service technician jobs are expected to grow 10/7% in the same period; in AK, the mean wage is \$31.49 / hour.

FNSBSD Employers Survey Responses

Please select the positions you filled in the past 12-18 months. Please select all that apply. Transportation, Distribution & Logistics Industry	
Responses	Count
Airfield Operations Managers	0
Airline Pilots, Copilots & Flight Engineers	3
Air Traffic Controllers	1
Automotive Industry (not mechanic)	2
Auto Mechanic	4
Aviation Inspectors	1
Aviation Mechanics	4
Captains, Mates, and Pilots of Water Vessels	0
Cargo Agents	1
Commercial Truck Drivers	1
Industrial Safety Engineers	0
Logistics Managers	3
Railroad Industry	0
Other (Please specify)	4
Total Unique Responses	10
Total Responses	23

- Students' interests in this industry appear to align with recent hires employers have made.

Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the job you selected previously. Transportation, Distribution & Logistics Industry			
Responses	Students (n=71)	Parents (n=24)	Staff (n=12)
High School Diploma	29.6%	20.8%	8.3%
Internship	2.8%	0.0%	8.3%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	11.3%	16.7%	25.0%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	22.5%	41.7%	33.3%
2-year Associate's Degree	7.0%	4.2%	8.3%
Apprenticeship	8.5%	4.2%	0.0%
Military	2.8%	0.0%	0.0%
Undergraduate College Degree	2.8%	12.5%	16.7%
Graduate Degree (Doctorate, Master's, etc.)	12.7%	0.0%	0.0%



Government / Public Administration

Because most jobs in government and public administration are similar to industry-specific jobs, students, parents and employees who selected this industry were not asked to select specific jobs of interest.

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Government & Public Administration	77	19	6

Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in Government / Public Administration.

Responses	Students (n=75)	Parents (n=19)	Staff (n=)
High School Diploma	13.3%	0.0%	0.0%
Internship	4.0%	0.0%	0.0%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	4.0%	0.0%	20.0%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	4.0%	0.0%	0.0%
2-year Associate's Degree	9.3%	5.3%	0.0%
Apprenticeship	1.3%	0.0%	0.0%
Military	8.0%	0.0%	20.0%
Undergraduate College Degree	18.7%	57.9%	40.0%
Graduate Degree (Doctorate, Master's, etc.)	37.3%	36.8%	20.0%



Military

Because the range of jobs in the Military are vast, students, parents and employees who selected the Military as an industry of interest to students were not asked to select specific jobs in the Military category.

When thinking about the career that is right for you (your child, of interest to 7th-12th grade students), which industries are of the greatest interest? Please select your top 3 choices.

Responses	Students (n=1,387)	Parents (n=400)	Staff (n=231)
Military	257	42 -	48

Tell us what minimum education or training is necessary to secure a good job that provides a solid economic future in the Military.

Responses	Students (n=255)	Parents (n=42)	Staff (n=48)
High School Diploma	39.2%	45.2%	68.8%
Internship	0.8%	0.0%	0.0%
Certification (e.g. Certified Nursing Assistant, American Welding Society, ASE Automotive, EETC Small Engines)	3.1%	0.0%	0.0%
Technical Training (e.g. Automotive, Pre-Engineering, Health Science/Medical)	6.3%	2.4%	2.1%
2-year Associate's Degree	6.7%	4.8%	8.3%
Apprenticeship	0.4%	2.4%	0.0%
Military	31.4%	19.0%	12.5%
Undergraduate College Degree	3.9%	21.4%	6.3%
Graduate Degree (Doctorate, Master's, etc.)	8.2%	4.8%	2.1%