NO DEGREE 52

GENDER		%
F	16	30.76923077
M	33	63.46153846
N	3	5.769230769

Ethnic Minorities	9
%	17.30769231

Years in DV	# of people	people years
0.50	5.00	2.5
1.00	8.00	8
2.00	7.00	14
3.00	1.00	3
4.00	2.00	8
5.00	1.00	5
8.50	13.00	110.5
13.50	10.00	135
18.50	2.00	37
23.50	3.00	70.5
	Total ppl years	393.5
	AVERAGE YEARS	7.567307692

Median Pay	# of people	people pay
5	2	10
15	0	0
30	3	90
50	5	250
70	7	490
90	4	360
110	2	220
130	3	390
150	2	300
170	0	0
190	1	190
210	1	210
230	0	0
250	0	0
total people pay		2510
AVERAGE PAY		**48.26923077**

Roles	
Analyst	10
Designer	10
Developer	5
Engineer	4
Scientist	1
Journalist	2
Cartographer	1
Leadership	8

Frustrations	total	%
Lack of Time	21	40.38461538
Lack of Design Expertise	13	25.00
Lack of Technical Skill	13	25.00
Learning new tools etc	11	21.15
Accessing Data	13	25.00
Information Overload	9	17.31
Lack of Collaboration	14	26.92
Lack of Mentorship	16	30.77
Low Data Literacy	18	34.62
Not enough respect for DV	11	21.15
Tech Limits of Tools	12	23.08
Too much effort on non DV	15	28.85
Data Volume	9	17.31
	sum	336.5384615
	Total %	**25.88757396**

TOP 5 Tools	
Excel	23
Pen and Paper	22
Tableau	20
Powerpoint	16
Illustrator	14

Growth Methods	total
Books	26
Workshops	18
Examples	36
Video Tutorials	27
Collab with skilled	31
working through a project	38
Mentoring/teaching	13
Podcasts	7
In person learning	11
Virtual learning	12