

SIAST

Employer Survey

of 2008/09 Graduates



SIAST

SASKATCHEWAN INSTITUTE OF
APPLIED SCIENCE AND TECHNOLOGY

Acknowledgements

The Institutional Research and Analysis unit at SIAST would like to thank those who responded to the SIAST Employer Survey.

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Availability

This report is available in electronic format and can be found on the SIAST Web page at:
http://www.siastr.sk.ca/about/reports_statistics/institutional_reports.shtml

The on-line version of the report is in Adobe Acrobat pdf format and available free for download from the Adobe Web page (will require the Adobe Acrobat Reader software).



SASKATCHEWAN INSTITUTE OF
APPLIED SCIENCE AND TECHNOLOGY

Saskatchewan Institute of Applied Science and Technology

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EXECUTIVE SUMMARY

The Employer Survey is conducted annually to measure employer satisfaction with the skills and training of SIAST graduates and to identify areas for improvement in SIAST's curricula and mix of programs. Employers are surveyed each spring as a follow-up activity to the Graduate Employment Survey (GES). The survey is administered over the telephone to all employers for which graduates have provided their employer's contact information.

This report summarizes the key findings to a series of rating questions regarding the preparedness of graduates for training related and overall employment, and more specifically their job-related knowledge, skills and general employability skills.

- Based on feedback from graduates in the 2008/09 academic year, a list of 829 unduplicated employers was compiled. Two hundred seventy three (273) employers representing 78 programs participated in the 2008/09 Employer Survey, a response rate of approximately 33% (2007/08: 62%, 472 of 765).
 - *The consulting firm hired to conduct the 2008/09 Employer Survey reported a higher refusal rate relative to previous years. Given the low response rate, some non-response bias may have been introduced into the survey results. As such, the levels of satisfaction reported by those employers who chose to participate may be not as representative as previous years' results.*
- 98% of employers (267 of 273) indicated the SIAST graduate employed by their organization was working in a training-related occupation, up 5% from the previous year (2007/08: 93%, 438 of 472).
- 98% of employers (260 of 265), who employed graduates working in their field of training, felt SIAST's ability to prepare the graduate for employment in his/her field was "good" to "excellent", up 2% from the previous year (2007/08: 96%, 410 of 429).
- 82% of all employers (224 of 273) were either "satisfied" or "very satisfied" with the overall preparation of the SIAST graduates they had hired, down 7% from the previous year (2007/08: 89%, 415 of 464).
- Overall, 77% of all employers (208 of 271) indicated they were "satisfied" to "very satisfied" with the job-related knowledge of the graduates they hired, down 6% from the previous year (2007/08: 83%, 389 of 468).

- 80% (217 of 272) of all employers reported they were “satisfied” to “very satisfied” with graduates’ job-related skills, down 4% from the previous year (2007/08: 84%, 391 of 466).
- 80% (216 of 269) of all employers indicated they were “satisfied” to “very satisfied” with the general employability skills of SIAST graduates, a 1% increase from the previous year (2007/08: 79%, 363 of 464).
- 47% (128 of 273) of employers reported that they experienced hiring difficulties for similar positions over the past year due to a shortage of trained workers. They estimated that hiring was impacted for a total of 382 positions. Note: this is a new question hence there are no previous year results for comparison.
 - The Technology Division had the highest proportion of employers (57% or 24 of 42 employers) who reported hiring difficulties for similar positions due to a shortage of training workers over the past year.
 - Employers of Science and Health Division graduates reported the highest number of positions impacted by a shortage of trained workers (126 positions out of a total of 382 positions reported by all employers).
- 98% (265 of 270) of all employers indicated that, should they require employees with similar training in the future, they would hire a SIAST graduate again, approximately a 1% increase from the previous year (2007/08: 97%, 456 of 472).
- A summary of the divisions that had the two highest proportions of satisfied employers for each key rating are as follows:
 - Graduates employed in their field of training: Community Services (100%) and Nursing (100%).
 - Preparedness for employment in their field of training: Nursing (100%) and Technology (100%).
 - Overall preparation for employment: Science and Health (90%) and Technology (88%).
 - Job-related knowledge: Community Services (85%) and Science and Health (83%)
 - Job-related skills: Science and Health (89%) and Community Services (86%).
 - Employability skills: Technology (85%) and Community Services (83%).
 - Would hire a SIAST graduate again: Nursing (100%), Science and Health (100%) and Technology (100%).

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1.0 Introduction

SIAST is committed to ensuring its graduates have the training, skills and knowledge to meet the labour market needs of Saskatchewan employers. The Employer Survey is designed to measure employer satisfaction and to identify areas for improvement in SIAST's curricula and mix of programs. Beginning in 2007, the Employer Survey has been conducted yearly.

1.1 Methodology

In the fall of 2009, SIAST's Institutional Research and Analysis (IR&A) office sent invitations to participate in a Graduate Employment Survey to 3,519 graduates who completed their programs between July 2008 and October 2009. Of these, 2,079 graduates from 131 distinct programs completed the survey. Respondents to the survey were asked to provide employer contact information for the purposes of conducting an employer survey. Based on the information provided by the graduate respondents in the GES 2009, a list of 829 unduplicated employers was compiled (Note: Some graduates declined to provide their employer information). These employers were used as the sample for the Employer Survey conducted in the spring of 2010. Where many students were employed at the same organization and provided the same employer contact, those employers were contacted only once. In April 2010, Arcas Group, a marketing research firm based in Regina was engaged to contact the identified employers. This firm purchased the Saskatoon-based research firm (Norsask Consumer Interviewing Services Ltd) that traditionally conducted the employer survey for SIAST. Arcas used computer-assisted telephone interviewing (CATI) to conduct the survey.

A copy of the questionnaire is attached as Appendix B. Employers were instructed to answer the questions based on the training and skills the employees (former SIAST graduates) received while studying at SIAST, rather than on the actual work performance of the employee. The survey results were checked by SIAST's (IR&A) office for accuracy and analyzed utilizing the Statistical Package for Social Sciences (SPSS).

1.2 Response Rate

The consulting firm hired to conduct the survey reported a higher refusal rate relative to previous years. Of the 829 employers identified in the Graduate Employment Survey, 273 employers of graduates from 78 programs were successfully contacted and interviewed, a 33% response rate (2007/08: 62% response rate, 472 of 765). Note: Larger employers with multiple locations around the province and different managements (e.g., health regions) may be counted more than once in the 273 total.

Note: Given the low response rate, some non-response bias may have been introduced into the survey results. As such, the levels of satisfaction reported by those employers who chose to participate may not be as representative as previous years' results.

Table 1 shows the number of completed responses overall and by division. The largest proportion of responses came from employers of graduates from the Science and Health Division (62 of 273, or 22.7%), many of whom had been enrolled in the Continuing Care Assistant (37) and Primary Care Paramedic (6) programs. The Community Services Division had the second highest number of respondents (54 of 273, or 19.8%), and within that division over one-quarter of reporting employers were for Early Childhood Education graduates (16).

Table 1: Number of Responses, SIAST Overall and by Division

DIVISION	# OF RESPONSES	% OF TOTAL RESPONSES
Business and Entrepreneurial Studies	43	15.8%
Community Services	54	19.8%
Industrial Training	45	16.5%
Nursing	27	9.9%
Science and Health	62	22.7%
Technology	42	15.4%
SIAST Overall	273	100%

1.3 Reporting of Results

This report provides a summary of results for a series of rating questions regarding the preparedness of graduates for training-related and overall employment, and more specifically their job-related knowledge, skills and general employability skills.

The results are reported for SIAST overall and by SIAST's six academic divisions: Business and Entrepreneurial Studies; Community Services; Industrial Training; Nursing; Science and Health; and Technology. For comparative purposes, a three-year trend for 2006/07, 2007/08 and 2008/09 employer responses to the key rating questions has been provided for SIAST overall.

Only valid responses have been included in the analysis of results. For quality and satisfaction rating questions (questions 3 and 4a to 4d), valid responses are considered to be those where the employer provided a specific rating of the graduate's skills, training or preparedness for employment. If an employer did not provide a response or was not sure of their answer to a particular question, they were removed from the analysis of that question. Note: Due to rounding (no decimals), percentages may not equal 100%.

Comments and open-ended responses are not included in this report but were grouped into themes and forwarded to the deans for review. Specific program level results were also generated. These were also distributed internally to the respective division offices.

Note: The Graduate Employment and Employer Surveys do not survey students who have completed basic education, apprenticeship or the Nursing Education Program of Saskatchewan or related NEPS Second Degree Entry Option programs, as students from these programs are credentialed or receive industry designations from other credit granting bodies.

2.0 Results

2.1 Graduates Employed in Training Related Positions

SIASST places emphasis on training its graduates to work in occupations related to their fields of study. From the 2008/09 survey, 98% of employers (267 of 273) indicated the SIASST graduate employed by their organization was working in a training-related position. As shown in figure 1, this is an increase of 5% from 2007/08 (93%, 438 of 472).

Figure 1: Graduates Employed in Training-Related Positions, SIASST Overall, 2006/07 to 2008/09

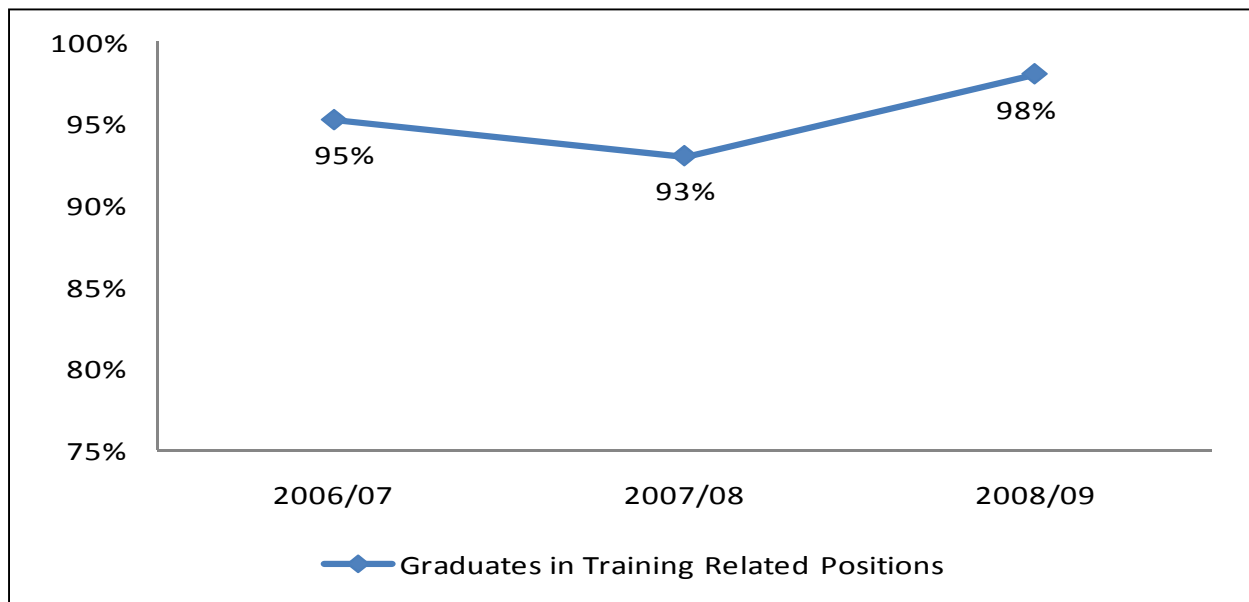


Table 2 provides a breakdown of training-related employment by division. The divisions of Community Services (100%, or 54 of 54) and Nursing (100% or 27 of 27) had all graduates employed in training-related positions. While still a high percentage, employers of graduates from the Technology Division had a lower proportion of training-related employment (93%, or 39 of 42) relative to the other divisions.

Table 2: Employers with Graduates Working in Training-Related Positions, SIAST Overall and by Division, 2008/09

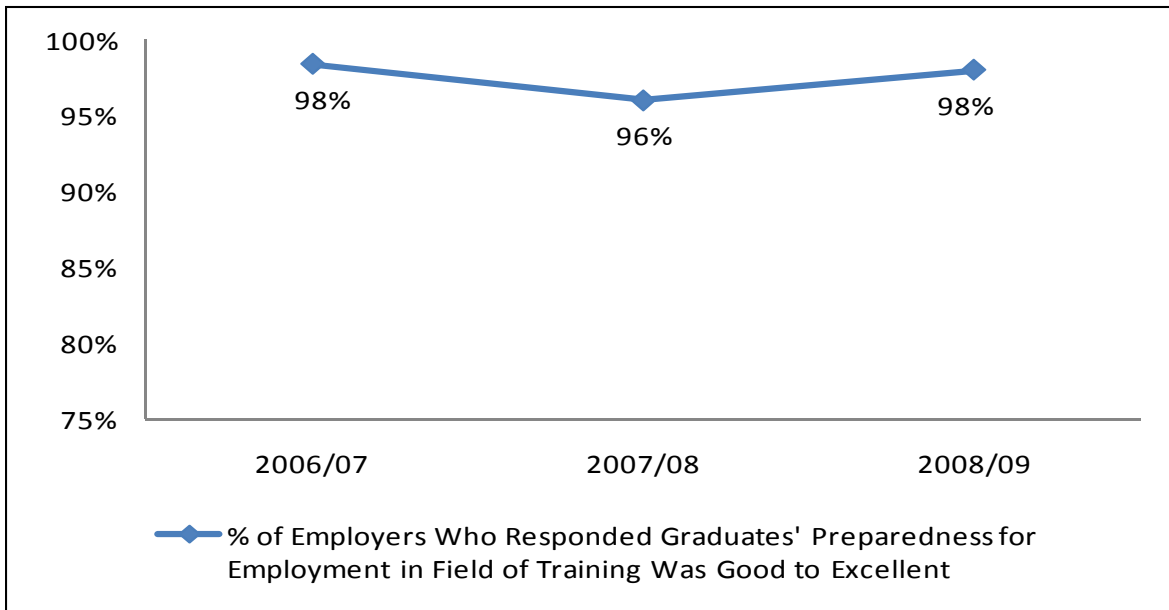
DIVISION	YES	No	YES AS A % OF DIVISION TOTAL
Business and Entrepreneurial Studies	42	1	98%
Community Services	54	0	100%
Industrial Training	44	1	98%
Nursing	27	0	100%
Science and Health	61	1	98%
Technology	39	3	93%
SIAST Overall	267	6	98%

2.2 Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Training

2.2.1 SIAST Overall

Employers, whose employees were working in a position related to their field of training, were asked to rate how well SIAST prepared the graduate for employment in their field of study. Overall, approximately 98% of employers in the 2008/09 survey (260 of 265), who responded to this question, felt SIAST's ability to prepare the graduate for employment in his/her field of study was "good" to "excellent" (2007/08: 96%, 410 of 429). As shown in figure 2, this is a 2% increase over the previous year, returning to the level of satisfaction achieved in 2006/07.

Figure 2: Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Study, SIAST Overall, 2006/07 to 2008/09



2.2.2 By Division

As shown in figure 3 and table 3, all of the employers of graduates from the divisions of Nursing (100%, or 27 of 27) and Technology (100%, or 39 of 39) reported the graduates' preparedness for employment in their field of study was "good" to "excellent". However, the division of Business and Entrepreneurial Studies (approximately 76%, or 31 of 41) had the highest proportion of employers who gave a rating of "very good" to "excellent".

While still receiving a very good overall rating, employers of Industrial Training Division graduates had the lowest proportion of employers among the six SIAST academic divisions who were satisfied with their employee's training-related preparedness (95% stating "good to excellent"; 65% stating "very good" to excellent").

Figure 3: Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Study, SIAST Overall and by Division, 2008/09

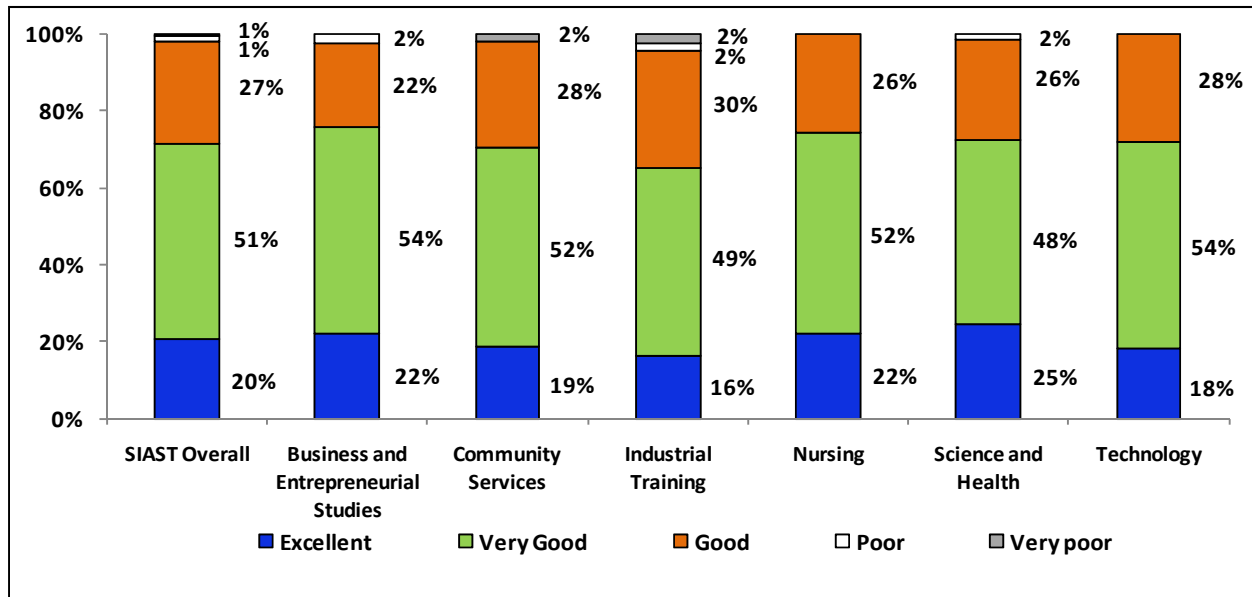


Table 3: Employer Ratings of Preparedness of SIAST Graduates for Employment in their Fields of Study, SIAST Overall and by Division, 2008/09

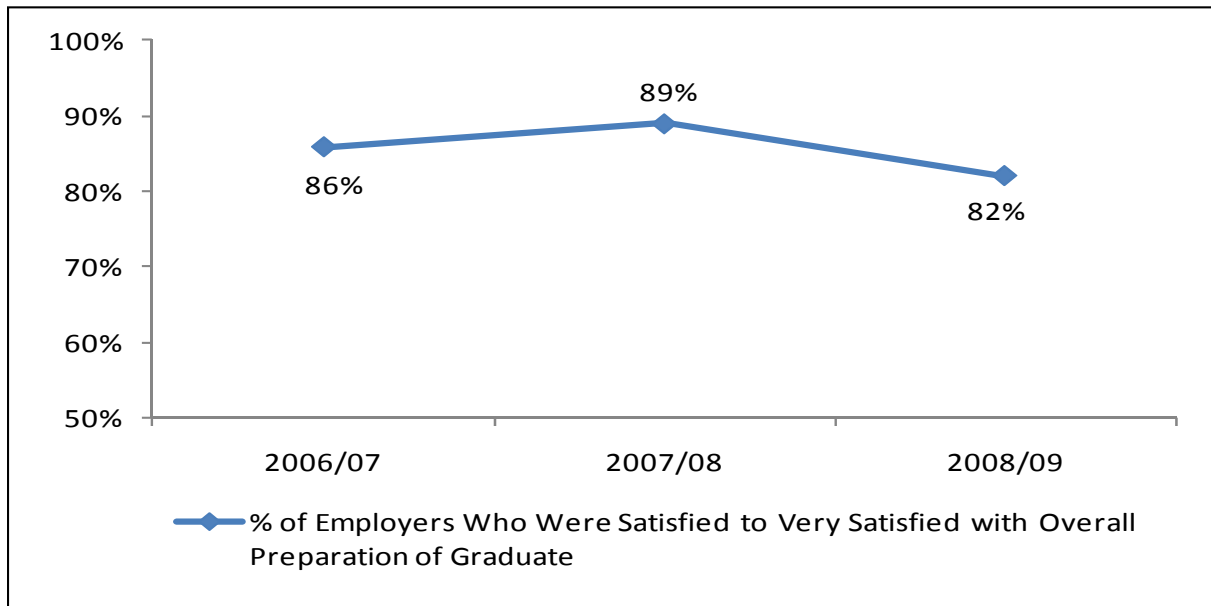
DIVISION	EXCELLENT	VERY GOOD	GOOD	POOR	VERY POOR	TOTAL
Business and Entrepreneurial Studies	9	22	9	1	0	41
Community Services	10	28	15	0	1	54
Industrial Training	7	21	13	1	1	43
Nursing	6	14	7	0	0	27
Science and Health	15	29	16	1	0	61
Technology	7	21	11	0	0	39
SIAST Overall	54	135	71	3	2	265

2.3 Employer Satisfaction with Graduates' Overall Preparation for Employment

2.3.1 SIAST Overall

All employers were asked to rate the overall preparation for employment of SIAST graduates. Overall, 82% of employers in 2010 (224 of 273) were either “satisfied” or “very satisfied” with the overall preparation of the SIAST graduates they had hired. As illustrated in figure 4, this is a 7% decrease since 2007/08 (89%, or 415 of 464).

Figure 4: Employer Satisfaction with Graduates' Overall Preparation for Employment, SIAST Overall, 2006/07 to 2008/09



2.3.2 By Division

On a divisional basis (figure 5 and table 4), the divisions of Science and Health (90%) and Technology (88%) had the highest proportion of employers who were “satisfied” or “very satisfied” with graduates’ overall preparation. There were a relatively lower number of employers of Industrial Training graduates that responded similarly (64%).

Figure 5: Employer Satisfaction with Graduates' Overall Preparation for Employment, SIAST Overall and by Division, 2008/09

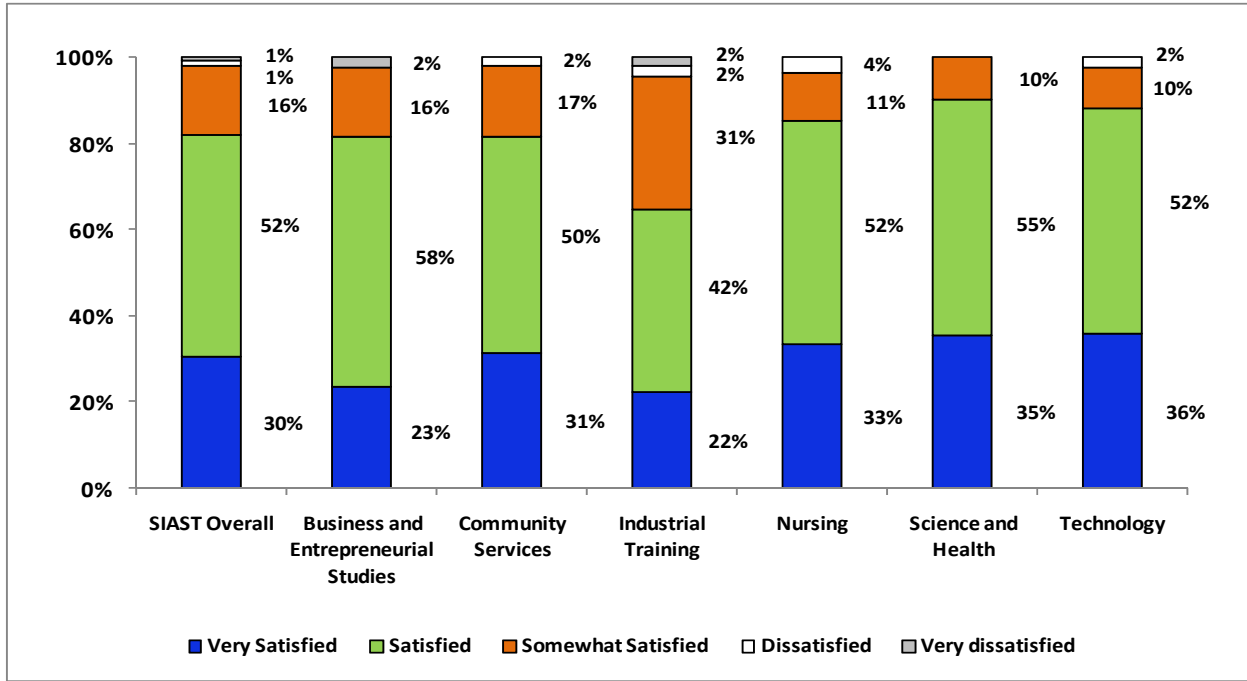


Table 4: Employer Satisfaction with Graduates' Overall Preparation, SIAST Overall and by Division, 2008/09

DIVISION	VERY SATISFIED	SATISFIED	SOMEWHAT SATISFIED	DISSATISFIED	VERY DISSATISFIED	TOTAL
Business and Entrepreneurial Studies	10	25	7	0	1	43
Community Services	17	27	9	1	0	54
Industrial Training	10	19	14	1	1	45
Nursing	9	14	3	1	0	27
Science and Health	22	34	6	0	0	62
Technology	15	22	4	1	0	42
SIAST Overall	83	141	43	4	2	273

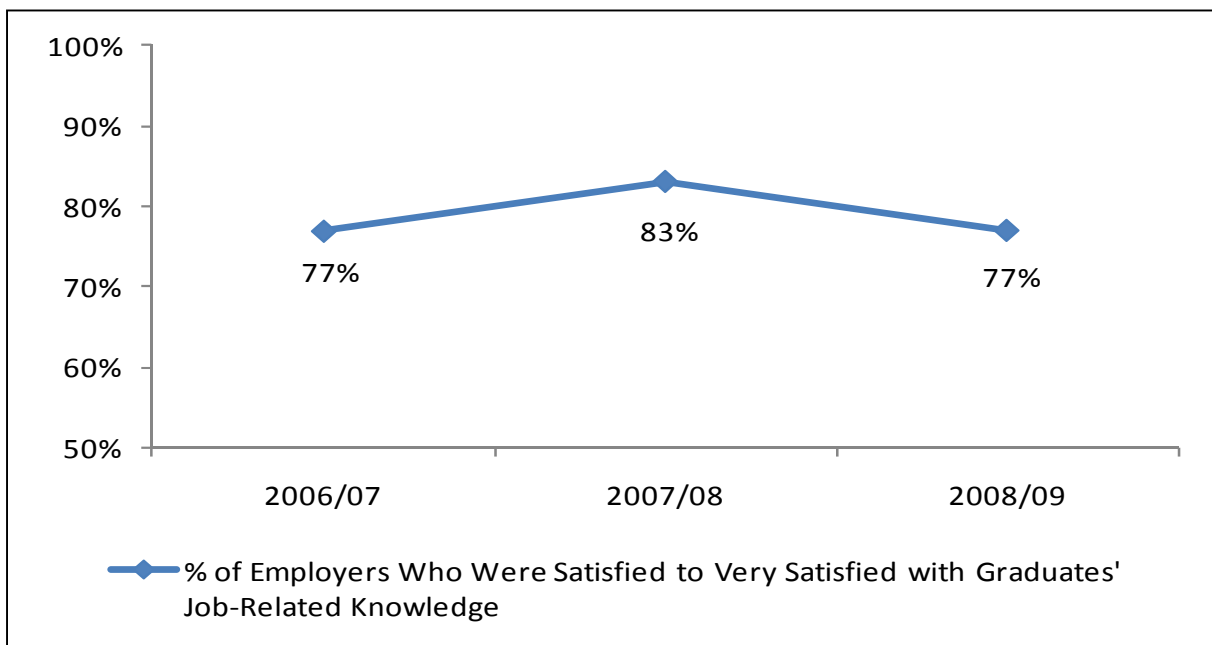
Note: Respondents who gave less than satisfactory ratings were asked to comment on what aspects of graduates' overall preparation, job-related knowledge, job-related skills and general employability or essential skills they were dissatisfied with (Questions 5 to 8). These comments were combined with the respective program pages and were made available to the deans.

2.4 Employer Satisfaction with Graduate's Job-Related Knowledge

2.4.1 SIAST Overall

All employers were asked to indicate their satisfaction with the graduates' job-related knowledge. As indicated by figure 6, 77% of employers in 2010 indicated they were "satisfied" to "very satisfied" with the job-related knowledge of the 2008/09 graduates they hired. This is a drop of 6% since 2007/08 (83%, or 389 of 468), returning to the level of satisfaction reported for the 2006/07 graduates.

Figure 6: Employer Satisfaction with Graduates' Job-Related Knowledge, SIAST Overall, 2006/07 to 2008/09



2.4.1 By Division

Among divisions (figure 7 and table 5), Community Services (85%, or 45 of 53) and Science and Health (83%, or 51 of 62) had a relatively higher proportion of employers who indicated they were “satisfied” to “very satisfied” with the graduates’ job-related knowledge.

Comparatively, only 65% (29 of 45) of employers of Industrial Training Division graduates were “satisfied” to “very satisfied”. The divisions of Business and Entrepreneurial Services (74%, 31 of 42) and Technology (74%, 31 of 42) also had a lower proportion of employers who were satisfied/very satisfied with graduates’ job-related knowledge, relative to the results for SIAST overall.

Figure 7: Employer Satisfaction with Graduates’ Job-Related Knowledge, SIAST Overall and by Division, 2008/09

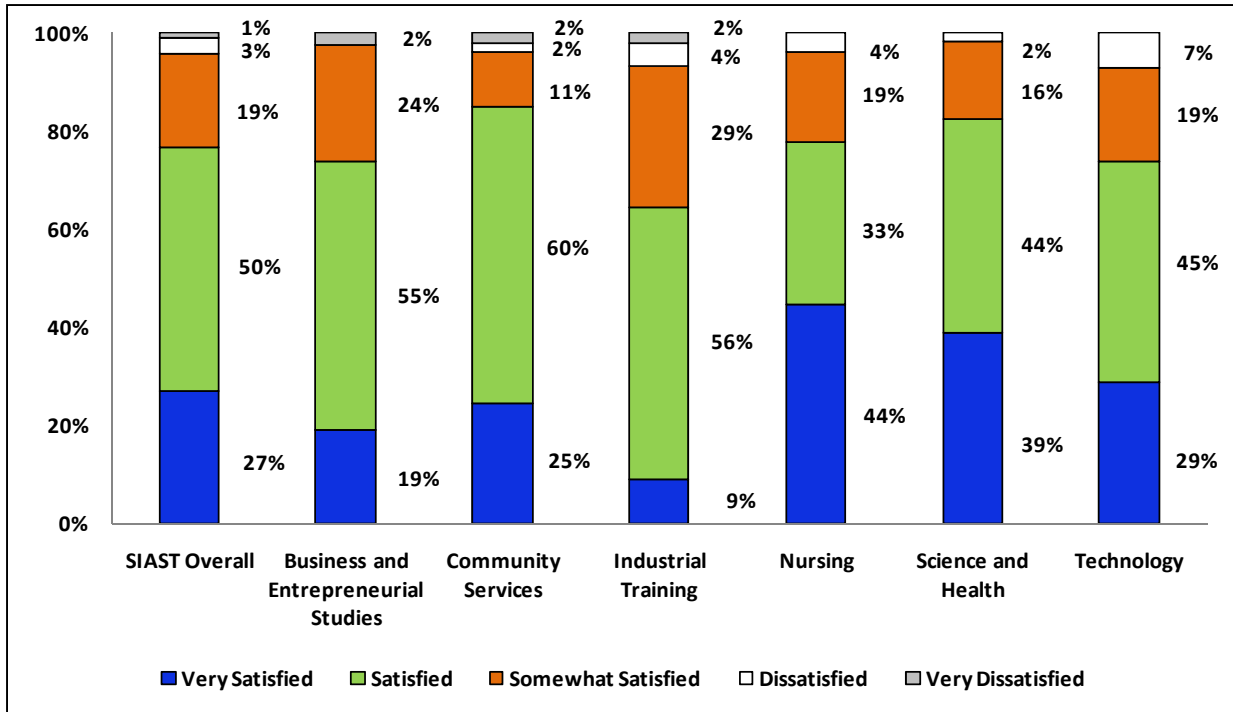


Table 5: Employer Satisfaction with Graduates' Job-Related Knowledge, SIAST Overall and by Division, 2008/09

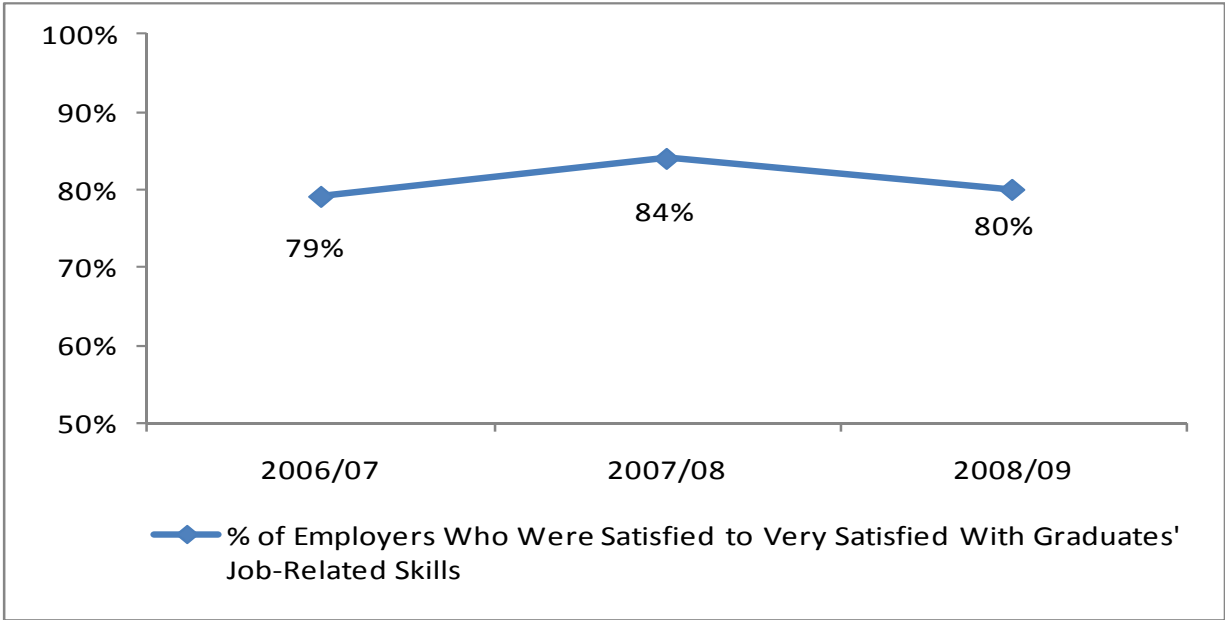
DIVISION	VERY SATISFIED	SATISFIED	SOMEWHAT SATISFIED	DISSATISFIED	VERY DISSATISFIED	TOTAL
Business and Entrepreneurial Studies	8	23	10	0	1	42
Community Services	13	32	6	1	1	53
Industrial Training	4	25	13	2	1	45
Nursing	12	9	5	1	0	27
Science and Health	24	27	10	1	0	62
Technology	12	19	8	3	0	42
SIAST Overall	73	135	52	8	3	271

2.5 Employer Satisfaction with Graduate's Job-Related Skills

2.5.1 SIAST Overall

All employers were asked to rate their satisfaction with the job-related skills displayed by the SIAST graduates they hired. As shown in figure 8, approximately 80% (217 of 272) of employers indicated they were "satisfied" to "very satisfied" with graduates' job-related skills. While still higher than 2006/07 results, this is a decrease of 4% from the previous year (2007/08: 84%, or 391 of 466).

Figure 8: Employer Satisfaction with Graduates' Job-Related Skills, SIAST Overall, 2006/07 to 2008/09



2.5.2 By Division

As shown in figure 9 and table 6, the divisions of Science and Health (89%, or 55 of 62) and Community Services (87%, or 46 of 53) had the highest percentage of employers who were “satisfied” or “very satisfied” with graduate preparation in the area of job-related skills. As with job-related knowledge, employers of Industrial Training (71%, or 32 of 45), Technology (71%, or 30 of 42) and Business and Entrepreneurial Divisions (74%, or 32 of 43) graduates reported a relatively lower level of satisfaction with their job-related skills in the range of “satisfied” to “very satisfied”.

Figure 9: Employer Satisfaction with Graduates' Job-Related Skills, SIAST Overall and by Division, 2008/09

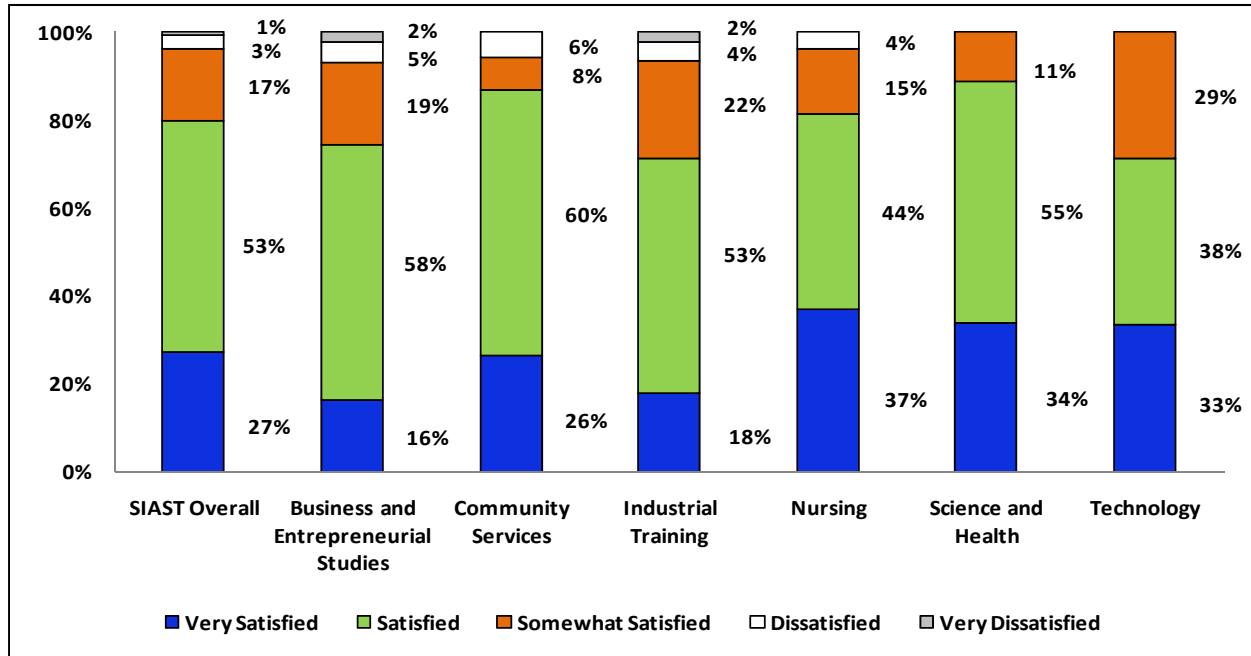


Table 6: Employer Satisfaction with Graduates' Job-Related Skills, SIAST Overall and by Division, 2008/09

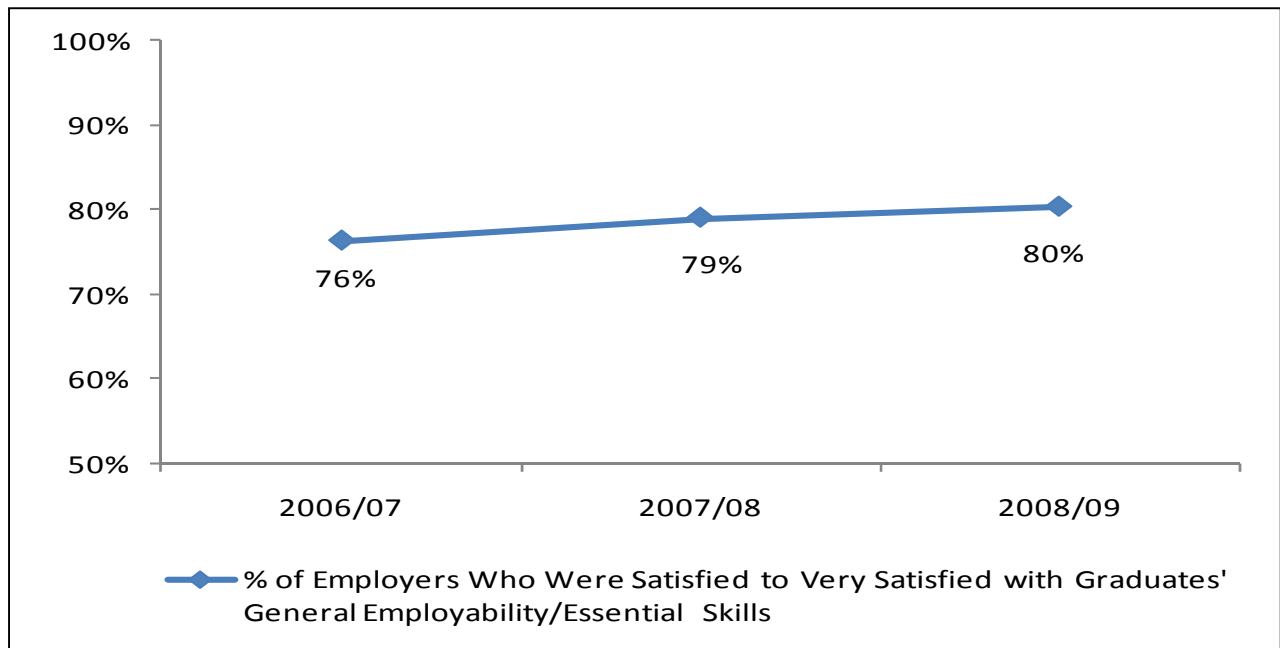
DIVISION	VERY SATISFIED	SATISFIED	SOMEWHAT SATISFIED	DISSATISFIED	VERY DISSATISFIED	TOTAL
Business and Entrepreneurial Studies	7	25	8	2	1	43
Community Services	14	32	4	3	0	53
Industrial Training	8	24	10	2	1	45
Nursing	10	12	4	1	0	27
Science and Health	21	34	7	0	0	62
Technology	14	16	12	0	0	42
SIAST Overall	74	143	45	8	2	272

2.6 Employer Satisfaction with Graduates' General Employability or Essential Skills

2.6.1 SIAST Overall

As depicted in figure 10, approximately 80% (216 of 269) of all employers in 2010 rated the general employability or essential skill preparation of SIAST graduates in the range of "satisfied" to "very satisfied" (2007/08: 79%, 363 of 464). Over the past three years, employer satisfaction with the general employability or essential skills of SIAST graduates has steadily increased.

Figure 10: Employer Satisfaction with Graduates' General Employability or Essential Skills, SIAST Overall, 2006/07 to 2008/09



2.6.2 By Division

Across the divisions (figure 11 and table 7), the Technology Division had the highest proportion of employers who were satisfied with graduates' employability skills (85%, or 36 of 42). Comparatively, the divisions of Industrial Training (73%, or 32 of 44) and Science and Health (79%, or 48 of 61) had a

relatively lower percentage of employers who indicated they were “satisfied”/“very satisfied” with the graduates’ general employability skills.

Note: The Conference Board of Canada defines employability skills as a set of general fundamental, personal management and teamwork skills that are critical for the workplace and include things such as communication, problem solving, positive attitudes and behaviours, adaptability, working with others, and technology and mathematics skills. Further details can be viewed at http://www.conferenceboard.ca/libraries/educ_public/emskill.sflb.

Figure 11: Employer Satisfaction with Graduates’ General Employability or Essential Skills, SIAST Overall and by Division, 2008/09

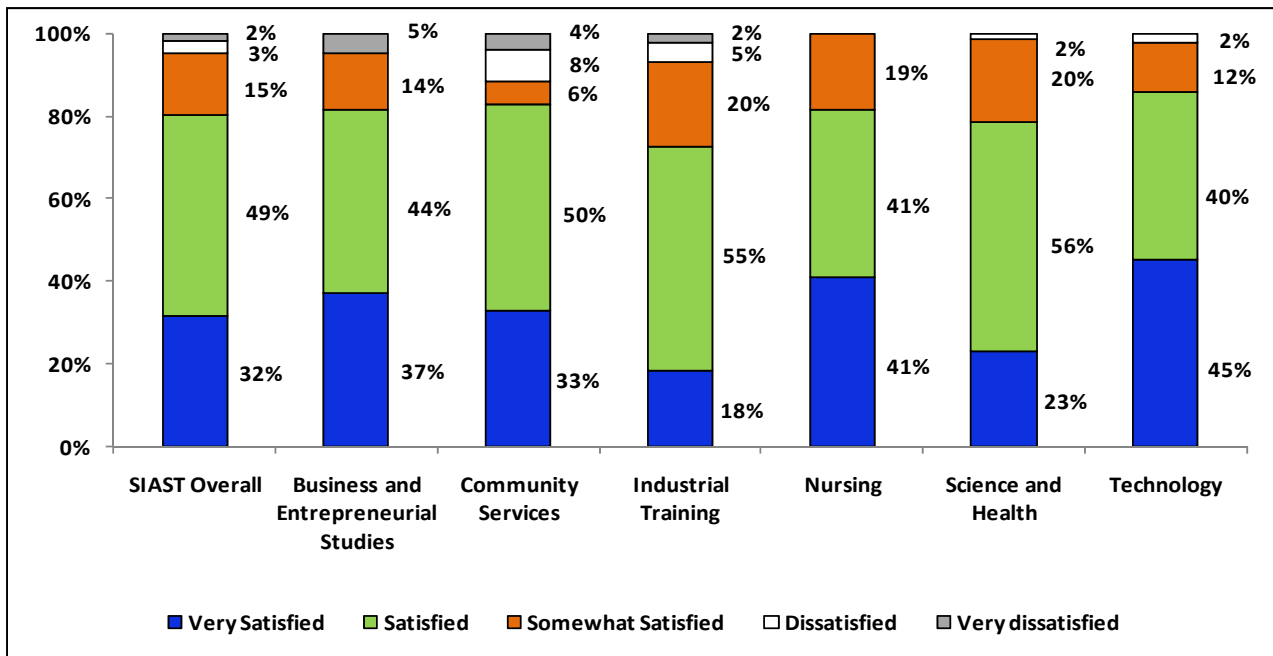


Table 7: Employer Satisfaction with Graduates' General Employability or Essential Skills, SIAST Overall and by Division, 2008/09

DIVISION	VERY SATISFIED	SATISFIED	SOMEWHAT SATISFIED	DISSATISFIED	VERY DISSATISFIED	TOTAL
Business and Entrepreneurial Studies	16	19	6	0	2	43
Community Services	17	26	3	4	2	52
Industrial Training	8	24	9	2	1	44
Nursing	11	11	5	0	0	27
Science and Health	14	34	12	1	0	61
Technology	19	17	5	1	0	42
SIAST Overall	85	131	40	8	5	269

2.7 Hiring Difficulties Due to a Shortage of Trained Workers

For the first time in the Employer Survey, employers of 2008/09 graduates were asked whether their organizations experienced difficulty hiring similar positions due to a shortage of trained workers. Of the 273 employers who responded, approximately 47% (128) indicated that they experienced hiring difficulties.

Employers estimated there were 382 positions that experienced hiring difficulties due to a shortage of trained workers. Employers of Science and Health Division graduates reported the highest number of positions where hiring was impacted by a shortage of trained workers (126 positions out of a total of 382 positions reported by all employers).

On a divisional basis (table 8), approximately half of employers with graduates from the Technology (57%), Nursing (52%), Science and Health (52%) and Community Services (50%) divisions reported hiring difficulties. A relatively lower number of employers with graduates from the Industrial Training Division (31%) and the Business and Entrepreneurial Studies (40%) Division reported similar difficulty. A breakdown of the exact programs whose employers experienced hiring difficulties is presented in Appendix A.

Table 8: Employers Reporting Hiring Difficulties for Similar Positions Due to Shortage of Trained Workers, 2008/09

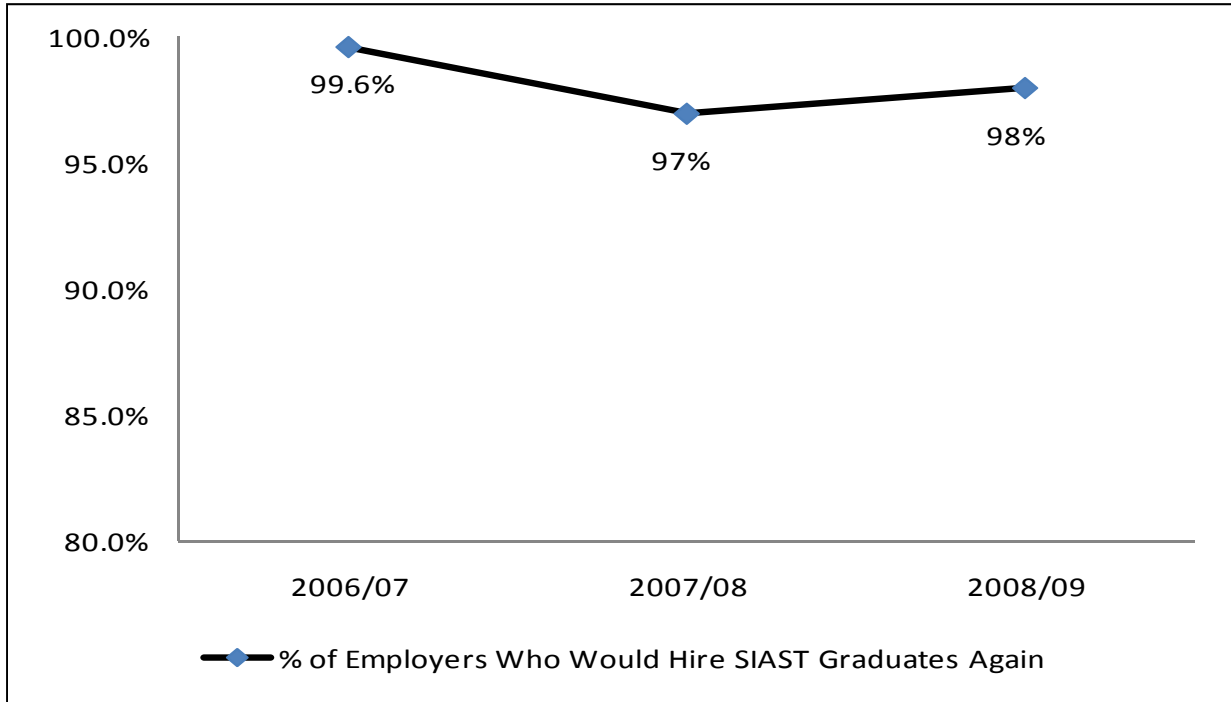
DIVISION	TOTAL # OF EMPLOYERS	EMPLOYERS WHO EXPERIENCED HIRING DIFFICULTIES		# OF POSITIONS IMPACTED BY SHORTAGES OF TRAINED WORKERS
		#	%	
Business and Entrepreneurial Studies	43	17	40%	43
Community Services	54	27	50%	73
Industrial Training	45	14	31%	34
Nursing	27	14	52%	37
Science and Health	62	32	52%	126
Technology	42	24	57%	69
Total	273	128	47%	382

2.8 Future Hiring of SIAST Graduates

2.8.1 SIAST Overall

Employers were asked to indicate whether they would hire a SIAST graduate with similar training at their organization in the future. Of the 270 employers who responded in 2010, approximately 98% (265) indicated that they would hire a SIAST graduate again. This is up one percentage point from 2007/08 (97%, or 456 of 472), although still slightly lower than 2005/06 (figure 12).

Figure 12: Employers Who Would Hire SIAST Graduates with Similar Training in the Future, SIAST Overall, 2006/07 to 2008/09



2.8.2 By Division

As shown in figure 13 and table 9, all employers of graduates from the Nursing, Science and Health and Technology Divisions indicated they would hire SIAST graduates again in the future. Approximately, 93% to 98% of employers from the remaining divisions also agreed they would hire a SIAST graduate.

Those respondents who indicated that they would not hire a SIAST graduate in the future were asked to indicate why. The responses to this question were categorized into themes and forwarded internally to the divisions.

Figure 13: Percent of Employers Who Would Hire SIAST Graduates with Similar Training in the Future, by Division, 2008/09

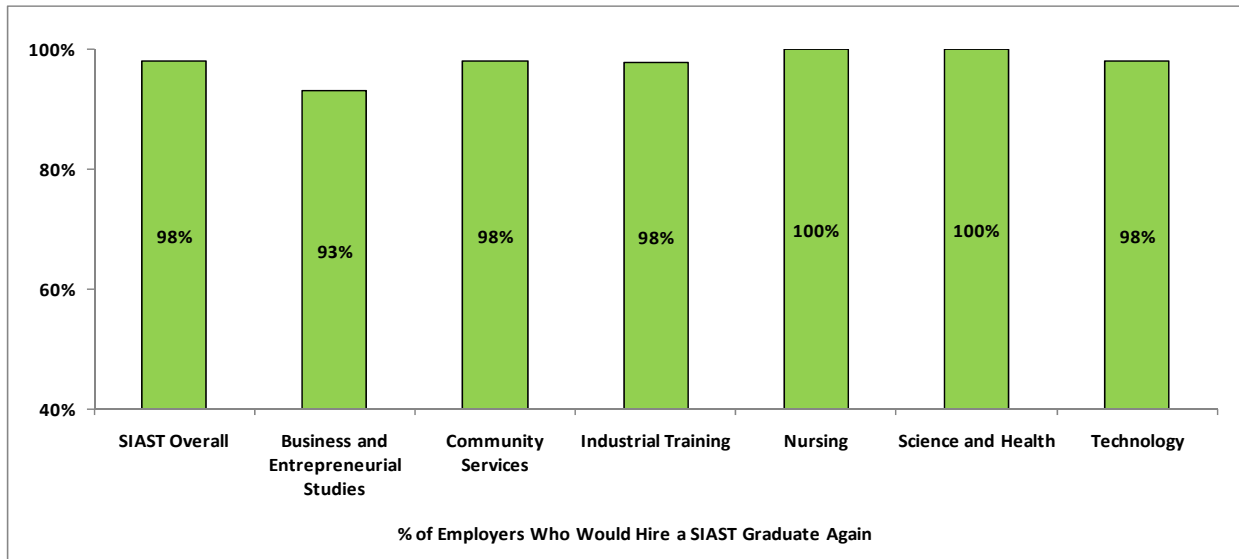


Table 9: Employer Willingness to Hire SIAST Graduate with Similar Training in the Future, by Division, 2008/09

DIVISION	YES	NO	UNDECIDED
Business and Entrepreneurial Studies	40	0	3
Community Services	53	0	1
Industrial Training	43	1	0
Nursing	27	0	0
Science and Health	62	0	0
Technology	40	0	0
SIAST Overall	265	1	4

**Appendix A:
Employers Experiencing Hiring Difficulties due to
Shortage of Trained Workers, by Program**

PROGRAM NAME	TOTAL # OF EMPLOYERS	EMPLOYERS WHO EXPERIENCED HIRING DIFFICULTIES		# OF POSITIONS IMPACTED BY SHORTAGES OF TRAINED WORKERS
		#	%	
Addictions Counseling	3	3	100%	8
Agricultural Machinery Technician	1	0	0%	0
Applied Photography	2	1	50%	1
Architectural & Building Technician	3	0	0%	0
Automotive Service Technician	11	5	45%	9
Basic Critical Care Nursing	4	2	50%	9
Biotechnology	2	2	100%	4
Building Systems Technician	1	0	0%	0
Business	15	5	33%	11
Business Accountancy	4	3	75%	6
Business Financial Services	2	1	50%	10
Business Marketing	2	0	0%	0
CAD\CAM Engineering	2	1	50%	1
Carpentry	3	1	33%	2
Chemical Technology	4	1	25%	2
Civil Engineering Technology	4	2	50%	12
Combined Lab/Xray Technician	1	0	0%	0
Commercial Pilot	1	0	0%	0
Computer Aided Design/Drafting	1	1	100%	2
Computer Engineering Technology	1	1	100%	2
Computer Networking Technician	1	1	100%	3
Computer Systems Technology	1	0	0%	0
Continuing Care Assistant	37	21	57%	103
Correctional Studies	1	0	0%	0
Dental Assisting	2	1	50%	1
Dental Hygiene	1	0	0%	0
Early Childhood Education (Certificate)	8	6	75%	22
Early Childhood Education (Diploma)	8	3	38%	6
Educational Assistant	8	6	75%	21
Electrical Engineering Technology	2	2	100%	5
Electrician	5	3	60%	7
Electronic Systems Engineering Technology	1	1	100%	4
Electronics Engineering	1	1	100%	3

PROGRAM NAME	TOTAL # OF EMPLOYERS	EMPLOYERS WHO EXPERIENCED HIRING DIFFICULTIES		# OF POSITIONS IMPACTED BY SHORTAGES OF TRAINED WORKERS
		#	%	
Electronics Technician	1	1	100%	2
Entrepreneurship and Small Business	3	1	33%	2
Environmental Engineering Technology	4	3	75%	9
Food and Nutrition Management	1	1	100%	2
Funeral Services	5	0	0%	0
GIS Resource Management	2	1	50%	2
Graphics Arts Production	1	0	0%	0
Hairstylist	2	1	50%	1
Heavy Equip/Truck & Transport (Applied Certificate)	1	0	0%	0
Heavy Equip/Truck & Transport Technician (Certificate)	5	2	40%	11
Heavy Equipment Operator	2	1	50%	2
Hotel & Restaurant Admin	2	0	0%	0
Human Resources Management	1	0	0%	0
Industrial Mechanics	1	0	0%	0
Instrumentation Engineering	2	1	50%	4
Intermediate Care Paramedic	1	1	100%	2
Machine Shop	2	0	0%	0
Mechanical Engineering Technology	2	2	100%	7
Medical Laboratory Assistant	1	0	0%	0
Medical Laboratory Technology	2	2	100%	4
New Media Communications	3	2	67%	4
Nursing Re-entry	2	0	0%	0
Office Education	15	7	47%	14
OH&S Practitioner	1	1	100%	1
OPET Motorcycle and Snowmobile	3	1	33%	1
Perioperative Nursing/LPN	2	2	100%	7
Pharmacy Technician	1	1	100%	2
Plumbing and Pipefitting	2	2	100%	5
Power Engineering Technician	2	1	50%	2
Practical Nursing	15	9	60%	20
Primary Care Nurse Practitioner	1	0	0%	0
Primary Care Paramedic	6	1	17%	3
Professional Cooking	2	1	50%	2
Psychiatric Nursing Re-entry	1	0	0%	0
Radiation Environmental Technician	1	0	0%	0
Recreation/Tourism Management	1	0	0%	0
Refrigeration/Air Conditioning	2	1	50%	2
Rehabilitation Worker	2	1	50%	1

PROGRAM NAME	TOTAL # OF EMPLOYERS	EMPLOYERS WHO EXPERIENCED HIRING DIFFICULTIES		# OF POSITIONS IMPACTED BY SHORTAGES OF TRAINED WORKERS
		#	%	
Short Order Cooking	1	0	0%	0
Social Housing Management	1	0	0%	0
Veterinary Technology	3	2	67%	5
Water Resources Engineering Technology	3	2	67%	4
Welding	11	1	9%	2
Youth Care Worker (Certificate)	3	2	67%	5
Youth Care Worker (Diploma)	1	0	0%	0
Total	269	128	48%	382

Appendix B: SIAST Employer Survey 2010 (Telephone Survey)

Name of employer _____

1. What is the graduate's current position title in your organization? _____
2. Is the graduate currently working in a position that is related to the (name of program) training they received at SIAST?
 Yes No (skip to Q4)
3. How well did SIAST prepare the graduate for employment in his/her field of study at your organization? [i.e., we are looking for the employer's opinion on the skills and training the graduate learned that are specific to the program, not general employability.]
 Excellent Very Good Good Poor Very Poor
4. On a scale of 1 - 5, with 5 being "very satisfied" and 1 being "very dissatisfied," please indicate how satisfied you were with the preparation of the SIAST graduate(s) in the following areas:

	VERY DISSATISFIED (1)	DISSATISFIED (2)	SOMEWHAT SATISFIED (3)	SATISFIED (4)	VERY SATISFIED (5)
A. Overall preparation for employment at your organization					
B. Job-related knowledge					
C. Job-related skills					
D. General employability or essential skills (communication, problem-solving, team-building, time management, leadership)					

If respondents gave a rating of "somewhat satisfied" to "very dissatisfied" in any of the areas above, ask them questions 5 to 8 where applicable; otherwise skip to Q9.

5. What aspects of the graduate's job-related knowledge preparation caused you to give a "less than satisfactory" rating?
6. What aspects of the graduate's job-related skills preparation caused you to give a "less than satisfactory" rating?
7. What aspects of the graduate's general employability skills preparation caused you to give a "less than satisfactory" rating?

8. What aspects of the graduate's overall preparation for employment caused you to give a "less than satisfactory" rating?
9. In what ways should SIAST improve the curriculum content, instruction, practicums or method of training for the (*interviewer provide program name*) program?
10. What other important skills or abilities are required by your organization that are not demonstrated by SIAST graduates from this program?
11. Should your organization/business need employees with similar training in the future, would you hire a SIAST graduate?
 Yes (*skip to Q13*) No Undecided
12. Why [would you not hire] OR [are you undecided about hiring] (*question would be based on response to Q11*) a SIAST graduate in the future?
13. In the past year, has your organization experienced difficulty hiring <name of program> -related positions due to a shortage of trained workers?
 Yes No (Skip to Q15)
14. How many <name of program> -related positions was there a shortage for? _____
15. What is the primary industry that your organization operates in?
 Agriculture
 Forestry, Fishing
 Mining, Oil, Gas
 Utilities
 Construction
 Manufacturing
 Trades (includes Retail and Wholesale)
 Transportation
 Retail and Warehousing
 Finance, Insurance, Real Estate, Leasing
 Professional/Scientific/Technical services
 Business and other support services
 Education
 Health Care, Social Assistance
 Information, Culture, Recreation (includes film, video, multi-media, printing, publishing)
 Accommodation and Food Services
 Public Administration
 Other (please specify) _____
16. Do you have any other comments you wish to make about SIAST graduates or programs?
17. May I please have your name? _____