
SIAST Employer Survey: 2010-11 Graduates



Acknowledgements

The Institutional Research and Analysis unit at SIAST would like to thank SIAST graduates and staff for providing employer contact information and the employers who participated in 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).



SIAST

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.

The 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 the 2010-11 graduates, a list of 894 employers was compiled. Five hundred and eighteen employers representing 67 programs participated in the Employer Survey of 2010-11 graduates, a response rate of approximately 58% (2009-10: 48%, 428 of 893).
- As in the previous year, 94% of employers (487 of 518) indicated the SIAST graduate employed by their organization was working in a training-related occupation. (2009-10: 94%, 403 of 428).
- Ninety-seven percent of employers (473 of 487), 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", a 2% decrease from the previous year (2009-10: 99%, 399 of 403).
- **Ninety-two percent of all employers (479 of 518) were either "satisfied" or "very satisfied" with the overall preparation of the SIAST graduates they had hired, up 7% from the previous year (2009-10: 85%, 363 of 428).
- **Eighty-six percent of all employers (446 of 518) indicated they were "satisfied" to "very satisfied" with the job-related knowledge of the graduates they hired, up 5% from the previous year (2009-10: 81%, 348 of 428).
- **Eighty eight percent of all employers (457 of 518) reported they were "satisfied" to "very satisfied" with graduates' job-related skills, up 8% from the previous year (2009-10: 80%, 342 of 428).
- **Eighty-six percent (443 of 518) of all employers indicated they were "satisfied" to "very satisfied" with the general employability skills of SIAST graduates, up 14% from the previous year (2009-10: 72%, 310 of 428).

- ****NOTE:** *The increase in employer satisfaction with graduate's overall preparation, job-related knowledge and skill, and general employability skills may be attributed a refinement in the rating scale, to a balanced four point satisfaction rating, for this administration of the survey.*
- Fifty-three percent (272 of 518) 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 1,324 positions. (2009-10: 52%, 223 of 428).
 - Similar to the 2009-10 survey results, the Industrial Training Division had the highest proportion of employers (67% or 60 of 89 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 (366 positions out of a total of 1,324 positions reported by all employers).
- Ninety-seven percent (502 of 518) of all employers indicated that, should they require employees with similar training in the future, they would hire a SIAST graduate again, a 1% decrease over 2009-10 (98%: 420 of 428).
- A summary of the divisions that had the highest proportions of satisfied employers for each key rating are as follows:
 - Graduates employed in their field of training: Nursing (98%) and Science and Health (98%) compared to Community Services (85%).
 - Preparedness for employment in their field of training: Business (100%), Nursing (100%), and Science and Health (99%) compare to Industrial Training (91%).
 - Overall preparation for employment: Business (99%) and Science and Health (96%) compared to Community Services (85%) and Industrial Training (89%).
 - Job-related knowledge: Science and Health (96%) and Nursing (96%) compared to Industrial Training (75%) and Technology (79%).
 - Job-related skills: Science and Health (98%) and Nursing (96%) compared to Industrial Training (74%).
 - Employability skills: Business (92%) and Science and Health (90%) compared to Industrial Training (75%).
 - Would hire a SIAST graduate again: Science and Health (100%) and Nursing (98%). All employers responded very positively, with Business and Community Services having relatively lower ratings at (95%).

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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 2011, SIAST's Institutional Research and Analysis (IR&A) office sent invitations to participate in a Graduate Employment Survey (GES) to 3,619 graduates who completed their programs between July 2010 and June 2011. Of these, 2,106 graduates from 157 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 2011 GES, a list of 894 employers was compiled (Note: Some graduates declined to provide their employer information). In addition, IR&A requested the heads of respective programs to send any employer contact information they had from their graduates who were employed. These employers were used as the sample for the Employer Survey conducted in the spring of 2012. In April 2012, Inshtrix Research Inc., a marketing research firm based in Saskatoon was engaged to contact the identified employers.

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 an improved response rate, relative to the 2009-10 survey. Of the 894 employers identified in the Graduate Employment Survey, 518 employers of graduates from 93 programs were successfully contacted and interviewed, a 58% response rate (2009-10: 48% response rate, 428 of 893). Note: Larger employers with multiple locations around the province and different managements (e.g., health regions) may be counted more than once in the 518 total.

Note: The response rate in 2010-11 has improved to 58% from 48% in 2009-10. Given the higher response rate, some non-response bias may have been reduced compared to the results in 2009-10. As such, the levels of satisfaction reported by those employers who chose to participate may be relatively representative than the 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 (131 of 518, or 25.3%), many of whom had been enrolled in the Continuing Care Assistant (58) and Primary Care Paramedic (16) programs. The Industrial Training Division had the second highest number of respondents (89 of 518, or 17.2%), and within that division close to one-quarter of reporting employers were for graduates from Welding (22).

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

DIVISION	# OF RESPONSES	% OF TOTAL RESPONSES
Business	77	14.9%
Community Services	84	16.2%
Industrial Training	89	17.2%
Nursing	50	9.7%
Science and Health	131	25.3%
Technology	87	16.8%
SIAST Overall	518	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; Community Services; Industrial Training; Nursing; Science and Health; and Technology. For comparative purposes, a three-year trend for 2008-09, 2009-10 and 2010-11 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 2010-11 survey, 94% of employers (487 of 518) indicated the SIASST graduate employed by their organization was working in a training-related position. As shown in figure 1, this is similar to 2009-10 (94%, 403 of 428) but a decrease of 4% from 2008-09 (98%, 267 of 273).

Figure 1: Graduates Employed in Training-Related Positions, SIASST Overall, 2008-09 to 2010-11

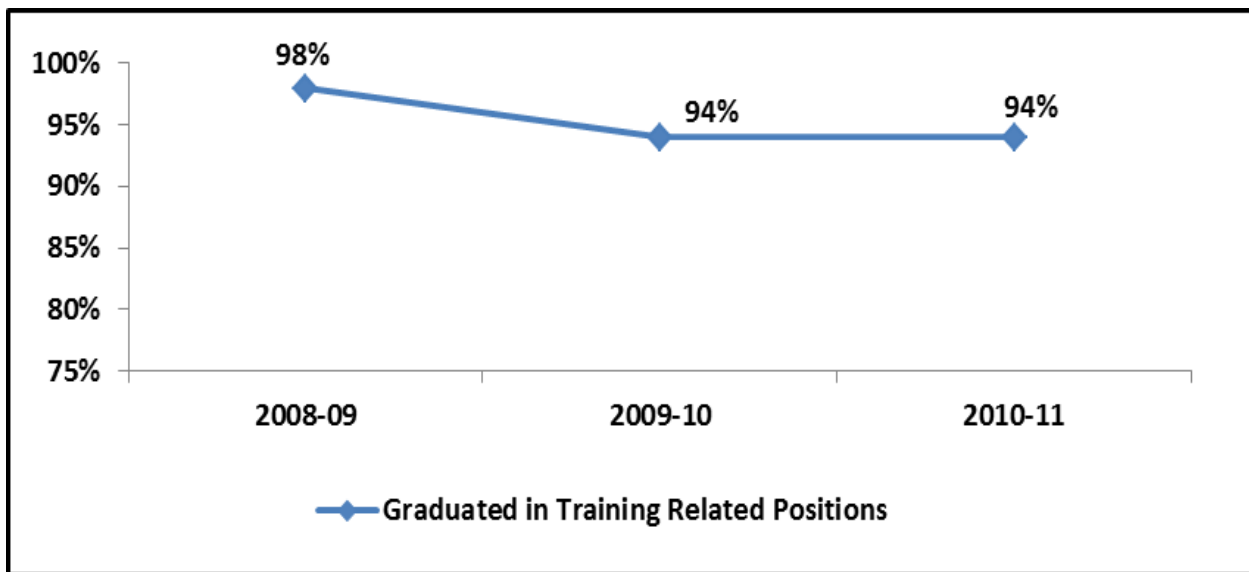


Table 2 provides a breakdown of training-related employment by division. The divisions of Nursing (98% or 49 of 50) and Science and Health (98% or 128 of 131) had a highest percentage of graduates employed in training-related positions. While still a high percentage, employers of graduates from the Community services division had a lower proportion of training-related employment (85%, or 71 of 84) relative to the other divisions.

Table 2: Employers with Graduates Working in Training-Related Positions, SIAST Overall and by Division, 2010-11

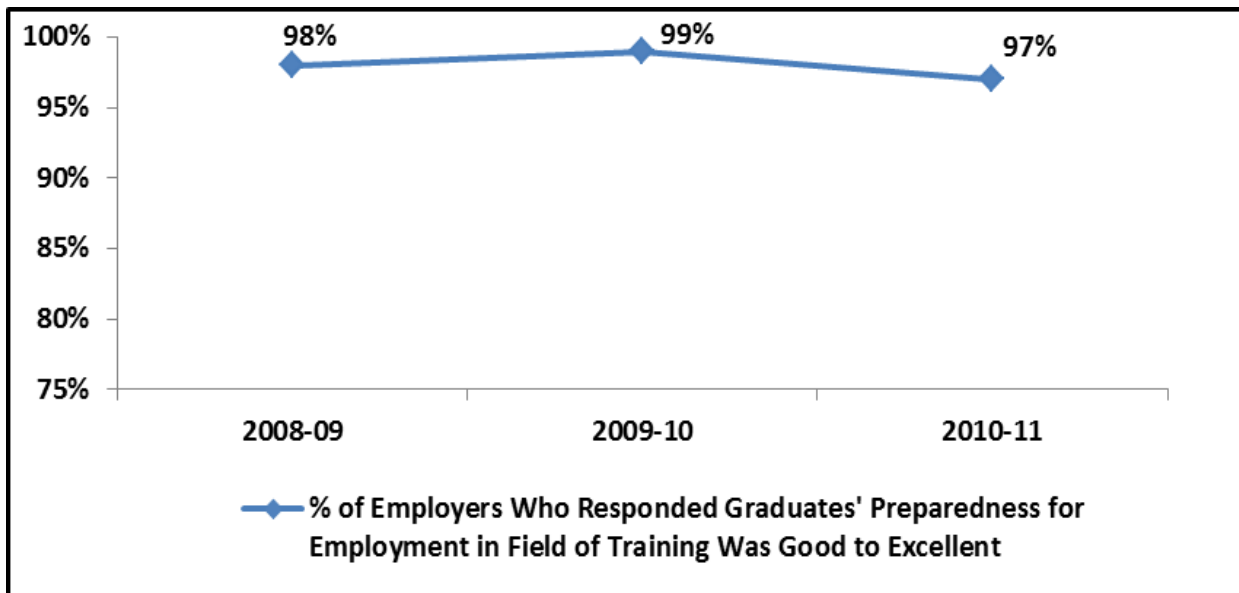
DIVISION	YES	No	YES AS A % OF DIVISION TOTAL
Business	71	6	92%
Community Services	71	13	85%
Industrial Training	86	3	97%
Nursing	49	1	98%
Science and Health	128	3	98%
Technology	82	5	94%
SIAST Overall	487	31	94%

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 97% of employers in the 2010-11 survey (473 of 487), 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" (2009/10: 99%, 399 of 403). As shown in figure 2, this is a 2% decrease over the previous year.

Figure 2: Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Study, SIAST Overall, 2008-09 to 2010-11



2.2.2 By Division

As shown in figure 3 and table 3, almost all the employers of graduates from the divisions of Business (100%, or 71 of 71), Nursing (100%, or 49 of 49), and Science and Health (99%, or 127 of 128) reported the graduates' preparedness for employment in their field of study was "good" to "excellent". However, the divisions of Nursing (approximately 80%, or 39 of 49) and Science and Health (approximately 78%, or 100 of 128) 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 and Community Services Divisions graduates had the lowest proportion of employers among the six SIAST academic divisions who were satisfied with their employee's training-related preparedness (91% and 96%, respectively, stating "good to excellent"; 51% and 65%, respectively, stating "very good" to excellent").

Figure 3: Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Study, SIAST Overall and by Division, 2010-11

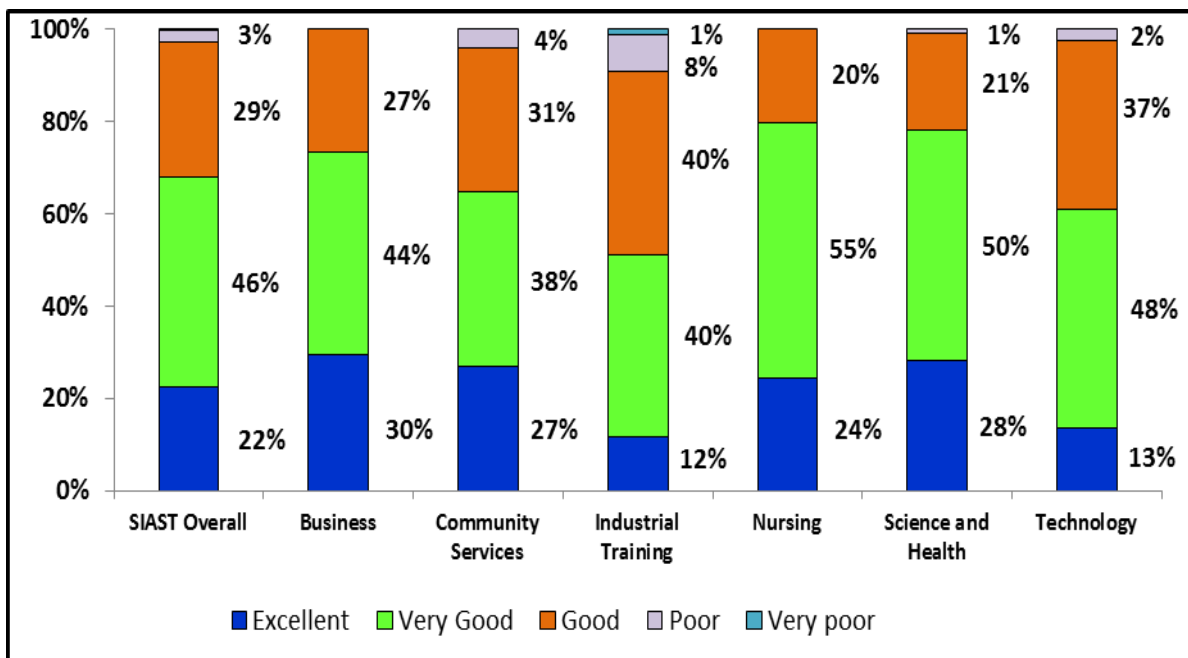


Table 3: Employer Ratings of Preparedness of SIAST Graduates for Employment in their Fields of Study, SIAST Overall and by Division, 2010-11

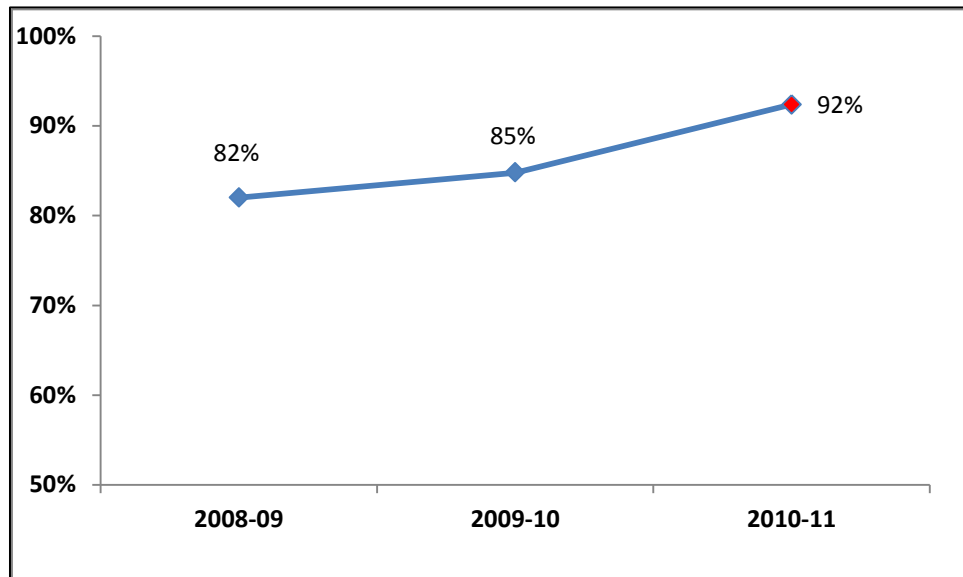
DIVISION	EXCELLENT	VERY GOOD	GOOD	POOR	VERY POOR	TOTAL
Business	21	31	19	0	0	71
Community Services	19	27	22	3	0	71
Industrial Training	10	34	34	7	1	86
Nursing	12	27	10	0	0	49
Science and Health	36	64	27	1	0	128
Technology	11	39	30	2	0	82
SIAST Overall	109	222	142	13	1	487

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, 92% of employers in 2012 (479 of 518) 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% increase since 2009-10 (85%, or 363 of 428). **NOTE:** This increase may, in part, be attributed to a refinement in the rating scale, in 2012, to a balanced four point satisfaction rating. The satisfaction rating based on the new scale is illustrated with a red data label.

Figure 4: Employer Satisfaction with Graduates' Overall Preparation for Employment, SIAST Overall, 2008-09 to 2010-11 (% Satisfied to Very Satisfied)



2.3.2 By Division

On a divisional basis (figure 5 and table 4), the divisions of Business (99%) and Science and Health (96%) 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 Community Services graduates that responded similarly (85%).

Figure 5: Employer Satisfaction with Graduates' Overall Preparation for Employment, SIAST Overall and by Division, 2010-11

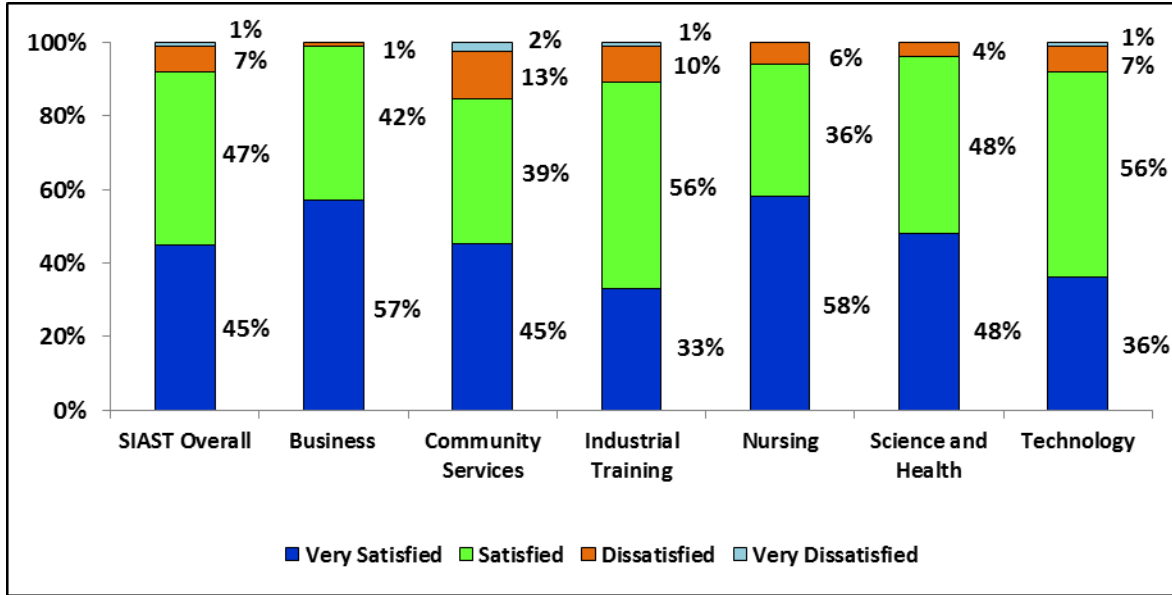


Table 4: Employer Satisfaction with Graduates' Overall Preparation, SIAST Overall and by Division, 2010-11

DIVISION	VERY SATISFIED	SATISFIED	DISSATISFIED	VERY DISSATISFIED	TOTAL
Business	44	32	1	0	77
Community Services	38	33	11	2	84
Industrial Training	29	50	9	1	89
Nursing	29	18	3	0	50
Science and Health	63	63	5	0	131
Technology	31	49	6	1	87
SIAST Overall	234	245	35	4	518

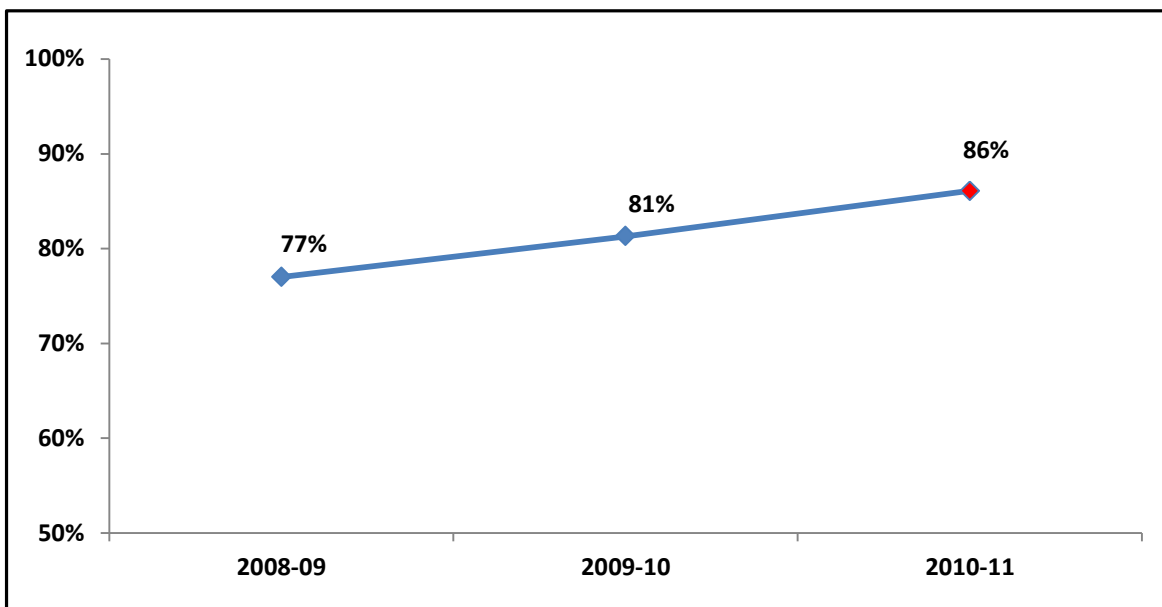
Note: Respondents who gave less than satisfactory ratings were asked to comment on what aspects of graduates' overall preparation, job-related knowledge, job-related skills and general employability or essential skills they were dissatisfied with (Questions 5 to 8). These comments were combined with 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, approximately 86% (or 446 of 518) of employers in 2012 indicated they were "satisfied" to "very satisfied" with the job-related knowledge of the 2010-11 graduates they hired. This is an increase of 5% since 2009/10 (81%, or 348 of 428). **NOTE:** This increase may, in part, be attributed to a refinement in the rating scale, in 2012, to a balanced four point satisfaction rating. The satisfaction rating based on the new scale is illustrated with a red data label.

Figure 6: Employer Satisfaction with Graduates' Job-Related Knowledge, SIAST Overall, 2008-09 to 2010-11 (% Satisfied to Very Satisfied)



2.4.1 By Division

Among divisions (figure 7 and table 5), Science and Health (96%, or 126 of 131) and Nursing (96% or 48 of 50) had a relatively higher proportion of employers who indicated they were “satisfied” to “very satisfied” with the graduates’ job-related knowledge.

Comparatively, lower proportion of employers (75%, or 67 of 89) of Industrial Training Division graduates were “satisfied” to “very satisfied”. The divisions of Technology (79%, 69 of 87) and Community Services (85%, 71 of 84) also had a lower proportion of employers who were satisfied/very satisfied with graduates’ job-related knowledge, relative to the results for SIAST overall (86%, or 446 of 518).

Figure 7: Employer Satisfaction with Graduates’ Job-Related Knowledge, SIAST Overall and by Division, 2010-11

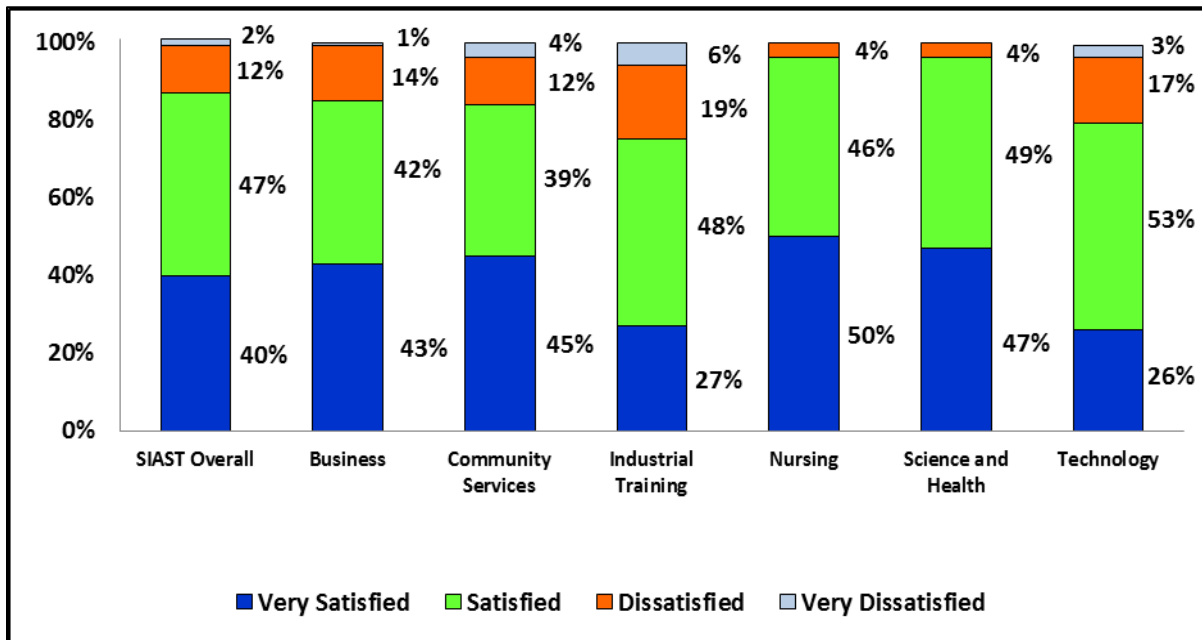


Table 5: Employer Satisfaction with Graduates' Job-Related Knowledge, SIAST Overall and by Division, 2010-11

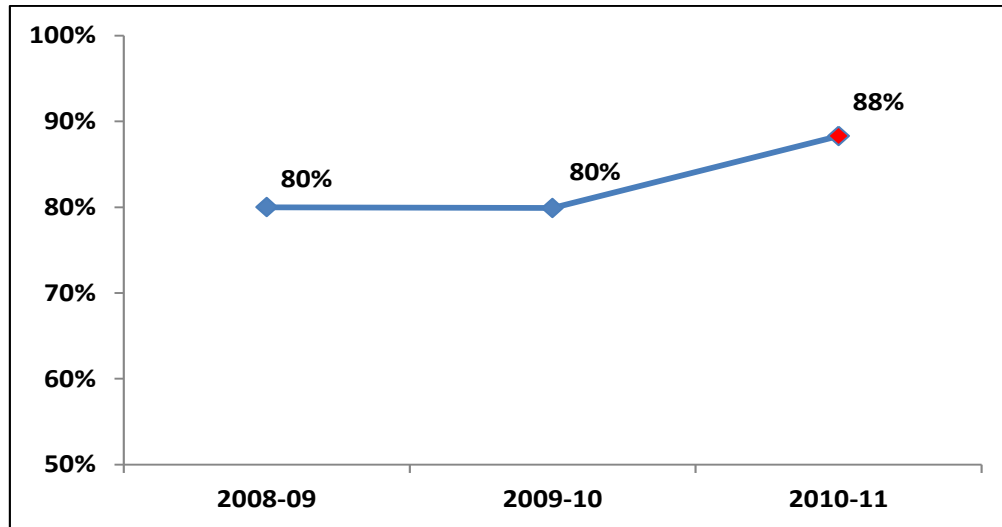
Division	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Total
Business	33	32	11	1	77
Community Services	38	33	10	3	84
Industrial Training	24	43	17	5	89
Nursing	25	23	2	0	50
Science and Health	62	64	5	0	131
Technology	23	46	15	3	87
SIAST Overall	205	241	60	12	518

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 88% (457 of 518) of employers indicated they were “satisfied” to “very satisfied” with graduates’ job-related skills. This is an increase of 8% since 2009-10 (80%, or 342 of 428). **NOTE:** *This increase may, in part, be attributed to a refinement in the rating scale, in 2012, to a balanced four point satisfaction rating. The satisfaction rating based on the new scale is illustrated with a red data label.*

Figure 8: Employer Satisfaction with Graduates' Job-Related Skills, SIAST Overall, 2009-10 to 2010-11 (% Satisfied to Very Satisfied)



2.5.2 By Division

As shown in figure 9 and table 6, the divisions of Science and Health (98%, or 128 of 131) and Nursing (96%, or 48 of 50) 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 (74%, or 66 of 89), Community Services Divisions (85%, or 71 of 84) 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, 2010-11

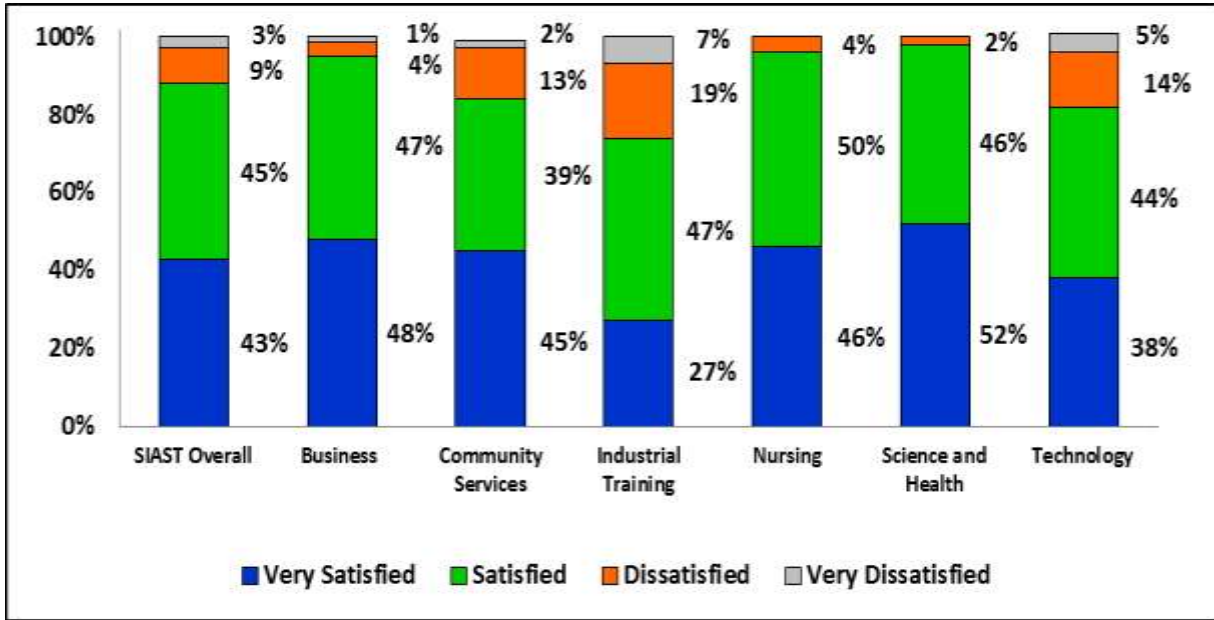


Table 6: Employer Satisfaction with Graduates' Job-Related Skills, SIAST Overall and by Division, 2010-11

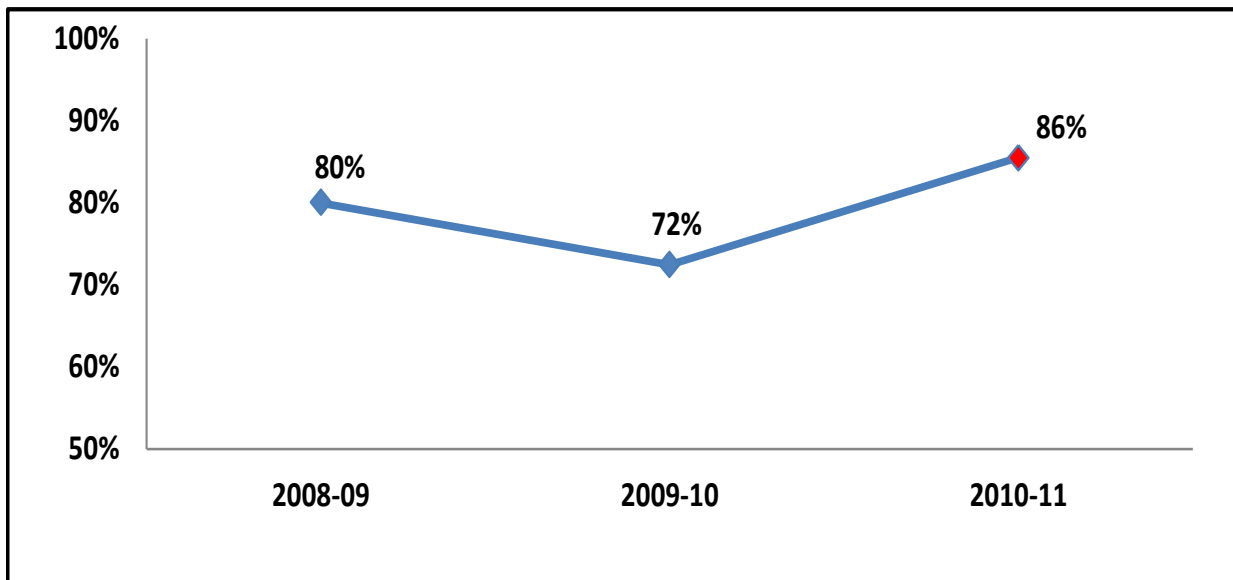
Division	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Total
Business	37	36	3	1	77
Community Services	38	33	11	2	84
Industrial Training	24	42	17	6	89
Nursing	23	25	2	0	50
Science and Health	68	60	3	0	131
Technology	33	38	12	4	87
SIAST Overall	223	234	48	13	518

2.6 Employer Satisfaction with Graduates' General Employability or Essential Skills

2.6.1 SIAST Overall

As depicted in figure 10, approximately 86% (443 of 518) of all employers in 2012 rated the general employability or essential skill preparation of SIAST graduates in the range of “satisfied” to “very satisfied”. As illustrated in figure 10, this is a 14% increase since 2009-10 (2009-10: 72%, 310 of 428). **NOTE:** This increase may, in part, be attributed to a refinement in the rating scale, in 2012, to a balanced four point satisfaction rating. The satisfaction rating based on the new scale is illustrated with a red data label.

Figure 10: Employer Satisfaction with Graduates' General Employability or Essential Skills, SIAST Overall, 2008-09 to 2010-11 (% Satisfied to Very Satisfied)



2.6.2 By Division

Across the divisions (figure 11 and table 7), the Business and Entrepreneurial Studies Division had the highest proportion of employers who were satisfied with graduates' employability skills (92%, or 71 of 77). Comparatively, the divisions of Industrial Training (75%, or 67 of 89) 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, 2010-11

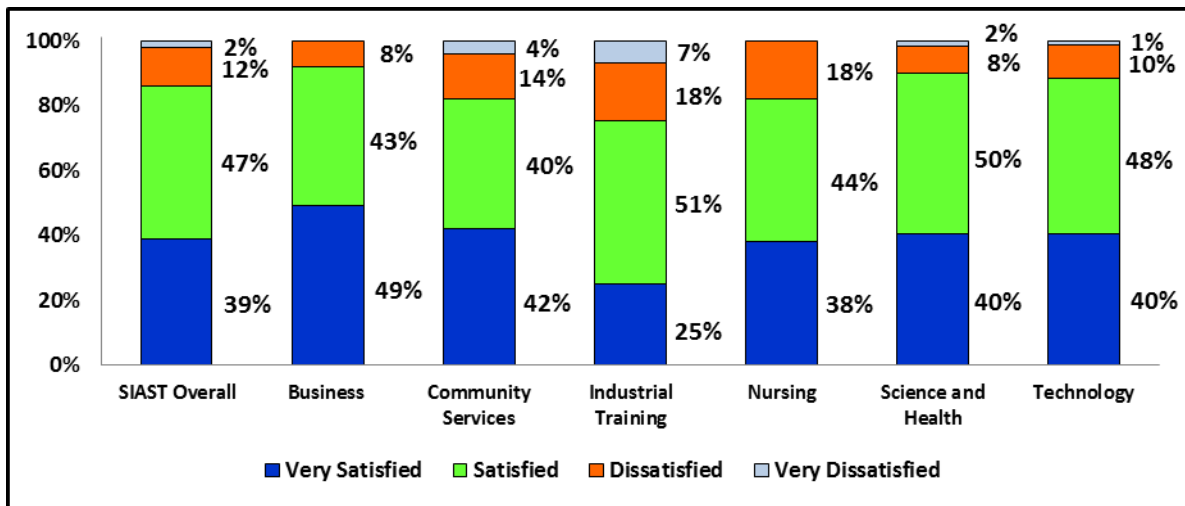


Table 7: Employer Satisfaction with Graduates' General Employability or Essential Skills, SIAST Overall and by Division, 2010-11

Division	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Total
Business	38	33	6	0	77
Community Services	35	34	12	3	84
Industrial Training	22	45	16	6	89
Nursing	19	22	9	0	50
Science and Health	53	65	11	2	131
Technology	35	42	9	1	87
SIAST Overall	202	241	63	12	518

2.7 Hiring Difficulties Due to a Shortage of Trained Workers

For the third time in the Employer Survey, employers of 2010-11 graduates were asked whether their organizations experienced difficulty hiring similar positions due to a shortage of trained workers. Of the 518 employers who responded, approximately 53% (272) indicated that they experienced hiring difficulties, a 1% increase over 2009-10.

Employers estimated there were 1,324 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 (366 positions out of a total of 1,324 positions reported by all employers).

On a divisional basis (table 8), the highest number of employers (50%, or 65 of 131) with graduates from Science and Health Division reported hiring difficulty. Approximately half of employers with graduates from the Community Services (48%), Nursing (52%), and Technology (63%) divisions reported hiring difficulties. A relatively lower number of

employers with graduates from the Business Division (34%) 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, 2010-11**

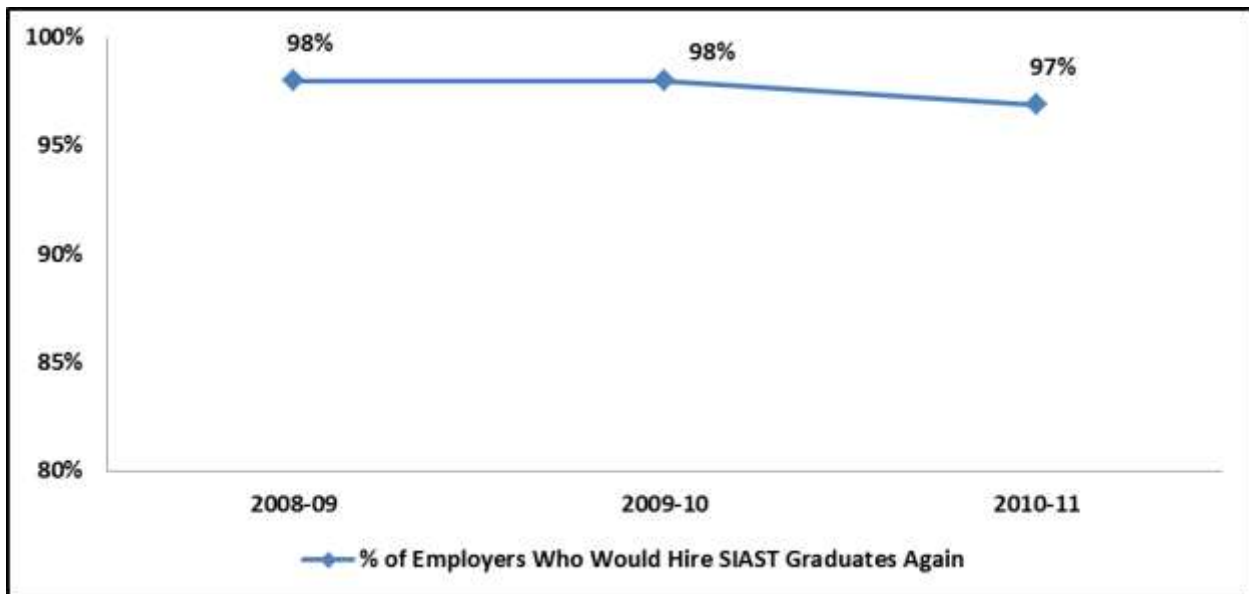
Division	Total # of Employers	Employers Who Experienced Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
Business	77	26	34%	144
Community Services	84	40	48%	224
Industrial Training	89	60	67%	269
Nursing	50	26	52%	95
Science and Health	131	65	50%	366
Technology	87	55	63%	226
Total	518	272	53%	1,324

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 518 employers who responded in 2011, approximately 97% (502) indicated that they would hire a SIAST graduate again. This is 1% decreased over 2009-10 (98%, or 420 of 428) (figure 12).

Figure 12: Employers Who Would Hire SIAST Graduates with Similar Training in the Future, SIAST Overall, 2008-09 to 2010-11

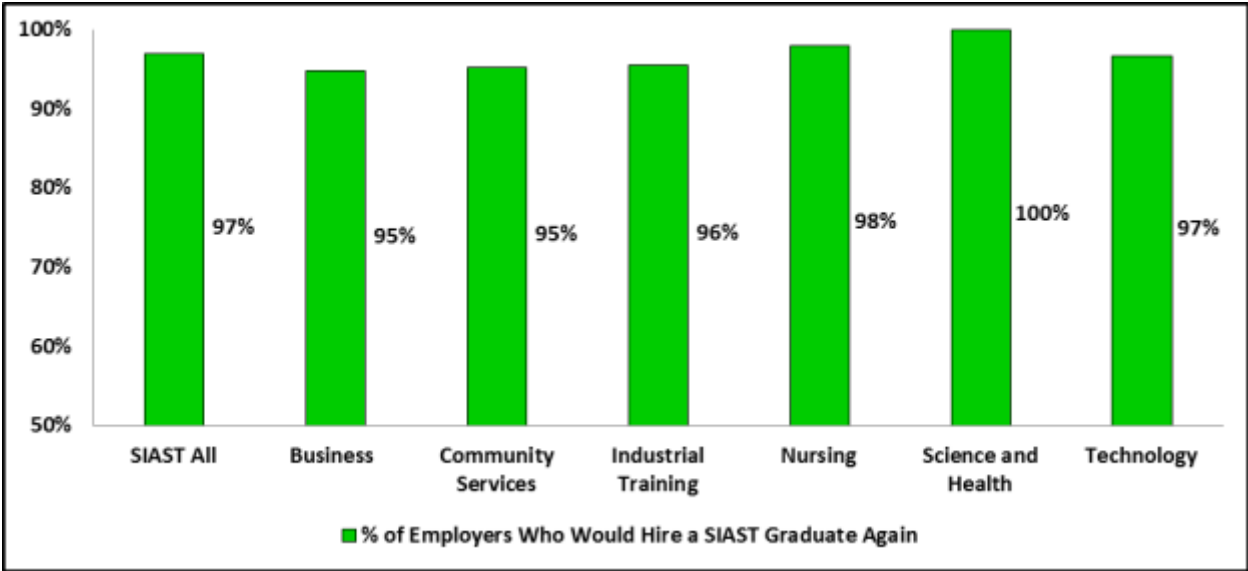


2.8.2 By Division

As shown in figure 13 and table 9, all employers of graduates from the Science and Health Division indicated they would hire SIAST graduates again in the future. Approximately, 95% 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, 2010-11



**Table 9: Employer Willingness to Hire SIAST Graduate with
Similar Training in the Future, by Division, 2010-11**

Division	Yes	No	Undecided
Business	73	1	3
Community Services	80	2	2
Industrial Training	85	1	3
Nursing	49	0	1
Science and Health	131	0	0
Technology	84	1	2
SIAST Overall	502	5	11

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

Program	Total # of Employers	Employers Who Experience Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
Accounting Certificate Program	1	0	0%	0
Addictions Counseling	1	0	0%	0
Advanced Care Paramedic	1	0	0%	0
Agricultural Machinery Technician	2	2	100%	5
Architectural and Building Technologies	3	2	67%	4
Architectural and Interior Technologies	1	1	100%	2
Auto Body Technician	7	5	71%	7
Automotive Service Technician	8	5	63%	14
Basic Critical Care Nursing	3	1	33%	4
Biotechnology	1	0	0%	0
Building Systems Technician	4	2	50%	5
Business	16	9	56%	68
Business Accountancy	9	1	11%	2
Business Administration	2	0	0%	0
Business Financial Services	2	1	50%	1
Business Human Resources	1	0	0%	0
Business Information Systems	3	2	67%	7
CAD/CAM Engineering Technology	1	0	0%	0
Carpentry	9	4	44%	15
Chemical Technology	1	0	0%	0
Civil Engineering Technology	5	2	40%	8
Combined Laboratory and X-Ray Technology	6	3	50%	4
Commercial Pilot	6	5	83%	18
Engineering Design and Drafting Technology	5	4	80%	8
Computer Networking Technician	2	2	100%	12
Computer Systems Technology	5	4	80%	9
Continuing Care Assistant	58	34	59%	270
Correctional Studies	3	2	67%	37

Program	Total # of Employers	Employers Who Experience Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
Dental Assisting	9	3	33%	5
Dental Hygiene	3	1	33%	1
Digital Graphic Design	1	1	100%	2
Early Childhood Education	24	16	67%	95
Educational Assistant	9	4	44%	25
Electrical Engineering Technology	5	4	80%	15
Electrician	19	9	47%	57
Electronics Systems Engineering Technology	2	1	50%	2
Electronics Technician	3	2	67%	4
Environmental Engineering Technology	2	1	50%	3
Food and Nutrition Management	3	0	0%	0
Forest Ecosystem Technology	1	0	0%	0
Funeral Service	1	0	0%	0
Geomatics Engineering Technology	1	1	100%	3
Geographic Information Science for Resource	2	0	0%	0
Hairstylist	6	3	50%	8
Health Information Management	3	2	67%	6
Heavy Equipment Operator	3	2	67%	5
Heavy Equipment Truck and Transport (Applied Cert)	1	1	100%	2
Heavy Equipment Truck and Transport Technician	8	8	100%	45
Human Resources Management	2	0	0%	0
Industrial Mechanics	9	4	44%	10
Institutional Cooking	1	1	100%	2
Instrumentation Engineering Technology	1	1	100%	2
Integrated Resource Management	1	0	0%	0
Intermediate Care Paramedic	4	2	50%	10
Aboriginal Police Preparation	6	1	17%	8
Machine Shop	8	6	75%	36
Mechanical Engineering Technology	5	4	80%	9
Medical Laboratory Assistant	5	2	40%	7
Medical Laboratory Technology	6	4	67%	31

Program	Total # of Employers	Employers Who Experience Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
Medical Radiologic Technology	3	0	0%	0
New Media Communications	3	0	0%	0
Nursing Re-entry	1	0	0%	0
Occupational Health and Safety Practitioner	1	0	0%	0
Office Education	41	13	32%	66
Parts Management Technician	1	0	0%	0
Perioperative Nursing/Licensed Practical Nurse	2	1	50%	1
Perioperative Nursing/Registered Nurse	3	2	67%	10
Pharmacy Technician	7	4	57%	10
Plumbing and Pipefitting	8	6	75%	18
Power Engineering Technician	1	1	100%	1
Power Engineering Technology	5	4	80%	46
Practical Nursing	35	20	57%	58
Primary Care Nurse Practitioner	1	0	0%	0
Primary Care Paramedic	16	7	44%	17
Professional Cooking	12	8	67%	35
Psychiatric Nursing	4	2	50%	22
Radiation/Environmental Monitoring Technician	2	0	0%	0
Recreation and Tourism Management	2	1	50%	2
Refrigeration & Air Conditioning	1	1	100%	2
Disability Support Worker	1	1	100%	5
Resource and Environmental Law	2	0	0%	0
Short Order Cooking	1	1	100%	2
Therapeutic Recreation	4	1	25%	3
Veterinary Technology	6	3	50%	5
Water Resources Engineering Technology	3	3	100%	11
Web Site Design and Development	1	0	0%	0
Welding	22	15	68%	108
Youth Care Worker	6	1	17%	5
Heritage & Building Renovation	1	1	100%	2
Tri-Trades HE/TT/AMT	1	1	100%	2
Log Building - Floor and Wall Construction	1	0	0%	0
Total	518	272	53%	1324

Appendix B: SIAST Employer Survey 2012 (Telephone Survey)

Name of the 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(s) for employment in their field of study at your organization? [i.e., we are looking for the employers 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 1-4, with 4 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)	Satisfied (3)	Very Satisfied (4)
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 dissatisfied or very dissatisfied in any of the areas above ask them questions 5 to 8 where applicable, otherwise skip to Q9.

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, practicum, 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 and Gas
_____ Utilities

- Construction
- Manufacturing
- Trades (includes Retail and Wholesale)
- Transportation
- Retail and Warehousing
- Finance, Insurance, Real Estate and Leasing
- Professional, Scientific and Technical Services
- Business and other support services
- Education
- Health care and social assistance
- Information, culture and recreation (includes Film, video, multi-media, printing and 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: (For verification purposes) _____