
SIAST Employer Survey: 2012-13 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

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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 2012-13 graduates, a list of 738 employers was compiled. Four hundred and sixty two employers representing 86 programs participated in the Employer Survey of 2012-13 graduates, a response rate of 63% (2011-12: 66%, 401 of 604).
- Two per cent shy from the previous two years, 92% (426 of 462) of employers indicated the SIAST graduate employed by their organization was working in a training-related occupation. (2010-11: 94% or 487 of 518 and 2011-12: 94%, 377 of 401).
- Ninety-eight per cent (416 of 426) of employers, who employed graduates working in their field of training, were satisfied or very satisfied with SIAST's ability to prepare the graduate for employment in his/her field (2011-12: 96% or 363 of 377).

***Note:** For the administration of the survey to employers of 2011-12 graduates, the rating scale was refined from a five point positively weighted scale (i.e., good, very good, excellent) to a four point balanced satisfaction scale (i.e., satisfied, very satisfied).*

- Ninety-eight per cent (416 of 426) of all employers were satisfied or very satisfied with the overall preparation of the SIAST graduates they had hired, up 4% from the previous year (2011-12: 94%, 375 of 401).
- Eight-nine per cent (412 of 462) of all employers were satisfied or very satisfied with the job-related knowledge of the graduates they hired, down 2% from the previous year (2011-12: 91%, 363 of 401).
- There was a 2% improvement in the rating for the graduates' job related skills. Ninety per cent (415 of 462) of all employers were satisfied or very satisfied with graduates' job-related skills (2011-12: 88%, 353 of 401).

- Eighty-six per cent (396 of 462) of all employers were satisfied or very satisfied with the general employability skills of SIAST graduates, up 2% from the previous year (2011-12: 84%, 336 of 401).
- Forty-nine per cent (227 of 462) 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 1,417 positions. (2011-12: 47%, 189 of 401; 928 positions).
 - Graduates from the Science and Health division had the highest number of employers (63%, or 64 of 102) who reported hiring difficulties for similar positions due to a shortage of training workers over the past year.
 - Employers of Community Services Division graduates reported the highest number of positions where hiring was impacted by a shortage of trained workers (481 positions out of a total of 1,417 positions reported by all employers).
- Consistent with previous survey results, 98% (454 of 462) of all employers indicated that, should they require employees with similar training in the future, they would hire a SIAST graduate again (2011-12; 98% or 393 of 401).
- A summary of the divisions that had the three highest proportions of satisfied employers for each key rating are as follows:
 - **Graduates employed in their field of training:** Science and Health (96%), Nursing (93%), Technology (93%)
 - **Preparedness for employment in their field of training:** Nursing (100%), Business (99%), Science and Health (98%)/Industrial Training (98%)
 - **Overall preparation for employment:** Nursing (98%), Technology (97%), Business (96%)/Science and Health (96%)
 - **Job-related knowledge:** Nursing (95%), Science and Health (93%), Community Services (92%)
 - **Job-related skills:** Nursing (96%), Business (95%), Science and Health (94%)
 - **Employability skills:** All divisions between 85% to 87%, with Nursing highest at 87%
 - **Would hire a SIAST graduate again:** Nursing (100%), Business (100%), Science and Health (99%)/Technology (99%)

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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 2013, SIAST's Institutional Research and Analysis (IR&A) office sent invitations to participate in a Graduate Employment Survey (GES) to 3,498 graduates who completed their programs between July 2012 and June 2013. Of these, 2,144 graduates from 156 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 2013 GES, a list of 738 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 2014. In May 2014, 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 managed to interview 462 of the 738 employers identified in the Graduate Employment Survey, a 63% response rate (2011-12: 66% response rate, 401 of 604). Note: Larger employers with multiple locations around the province and different managements (e.g., health regions) may be counted more than once in the 462 total. The employers contacted came from a total of 86 programs.

Note: The response rate in 2012-13 appeared lower than the 2011-12 (63%, 462 of 738) due to the higher sample size. In 2012-13 more graduates provided complete employer contact details compared to the previous year (66%, 401 of 604).

Table 1 shows the number of completed responses overall and by division. Consistent with the previous survey results, the largest proportion of responses came from employers of graduates from the Science and Health Division (102 of 462, or 22%), many of whom had been enrolled in the Continuing Care Assistant (58) and Primary Care Paramedic (16) programs. The Community Services Division had the second highest number of respondents (91 of 462, or 20%), and within that division many of whom had been enrolled in Early Childhood Education (24) and Professional Cooking (11) and Youth Care Worker (11) programs.

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

DIVISION	# OF RESPONSES	% OF TOTAL RESPONSES
Business	77	17%
Community Services	91	20%
Industrial Training	70	15%
Nursing	46	10%
Science and Health	102	22%
Technology	76	17%
SIAST Overall	462	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 2010-11, 2011-12 and 2012-13 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 Bachelor of Science in Nursing 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 2012-13 survey, 92% of employers (426 of 462) indicated the SIASST graduate employed by their organization was working in a training-related position. As shown in figure 1, this is 2% down from the results of previous two years [2010-11 (94%, 487 of 518); 2011-12 (94%, 377 of 401)].

Figure 1: Graduates Employed in Training-Related Positions, SIASST Overall, 2010-11 to 2012-13

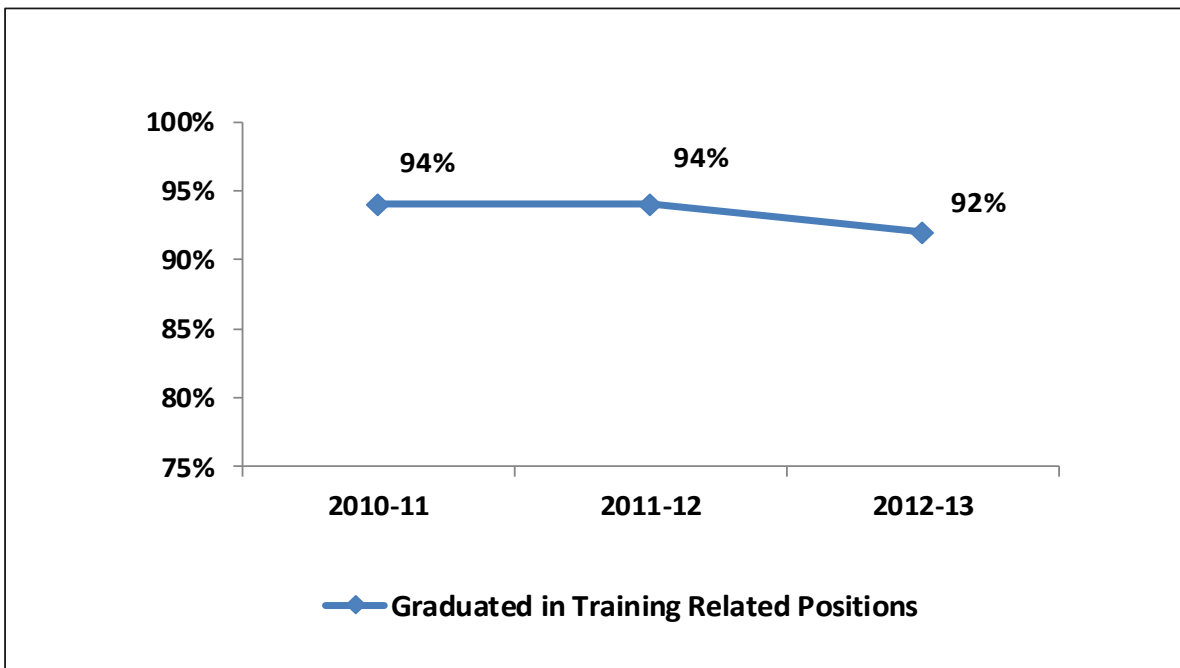


Table 2 provides a breakdown of training-related employment by division. The divisions of Science and Health (96% or 98 of 102), Nursing (94% or 43 of 46) and Technology (93% or 71 of 76) had a highest percentage of graduates employed in training-related positions. While still a high percentage, employers of graduates from the remainder of the divisions had lower proportion of training-related employment at 90% relative to the Science and Health, Nursing and Industrial Training divisions.

Table 2: Employers with Graduates Working in Training-Related Positions, SIAST Overall and by Division, 2012-13

DIVISION	YES	No	YES AS A % OF DIVISION TOTAL
Business	69	8	90%
Community Services	82	9	90%
Industrial Training	63	7	90%
Nursing	43	3	93%
Science and Health	98	4	96%
Technology	71	5	93%
SIAST Overall	426	36	92%

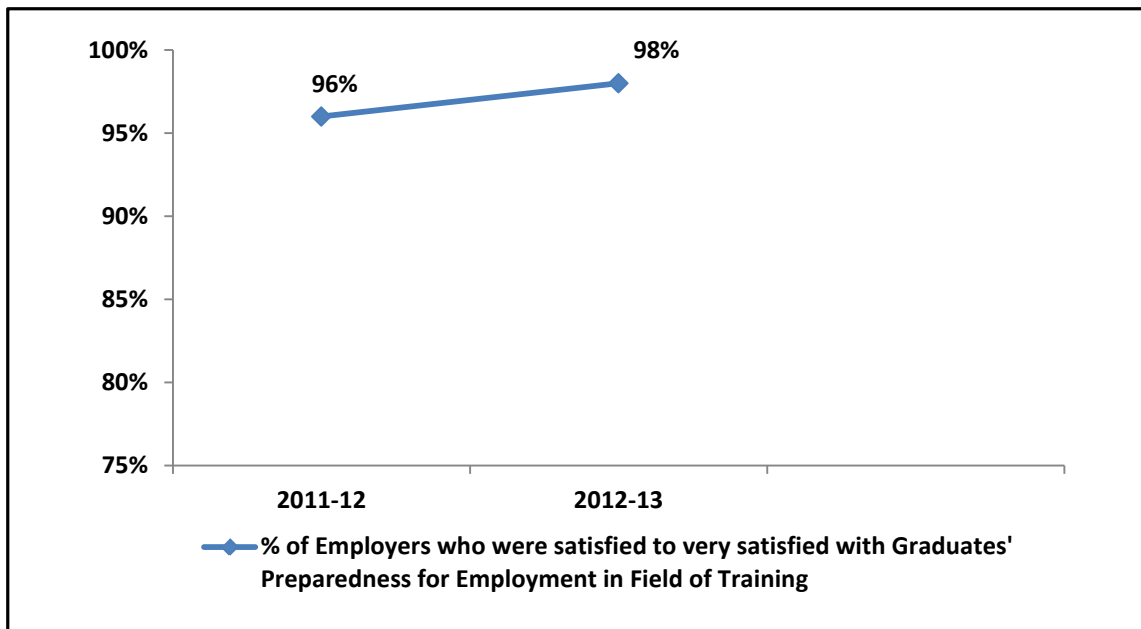
2.2 Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Training

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 2012-13 survey (416 of 426), indicated they were "satisfied to very satisfied" (Figure 2) with SIAST's ability to prepare the graduate for employment in his/her field of study. This represents 2% increase in satisfaction since the previous year (2011-12: 96% or 363 of 377).

Note: In 2012, the rating scale was refined from a five point (very poor to excellent) to a four point scale (very dissatisfied to very satisfied), therefore only two survey result points are available for comparison.

Figure 2: Employer Satisfaction with Graduates' Preparedness for Employment In Their Field of Study, SIAST Overall, 2011-12 to 2012-13



2.2.2 By Division

As shown in figure 3 and table 3, almost all the employers of graduates from the divisions of Nursing (100%, or 43 of 43), Business (99%, 68 of 69), Science and Health (98%, or 96 of 98), and Industrial Training (98%, or 62 of 63) reported the graduates' preparedness for employment in their field of study was "satisfied" to "very satisfied. While still receiving a very good overall rating, the employers of graduates from Community Services (96% or 79 of 82) and Technology (96% or 68 of 71) divisions reported the lowest satisfaction among the six SIAST academic divisions who were satisfied with their employee's training-related preparedness. Consistent with the previous survey, the Business division (approximately 54% or 37 of 69) had the highest proportion of employers who gave a rating of "very satisfied", followed by the Nursing division at 51% or 22 of 43.

Figure 3: Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Study, SIAST Overall and by Division, 2012-13

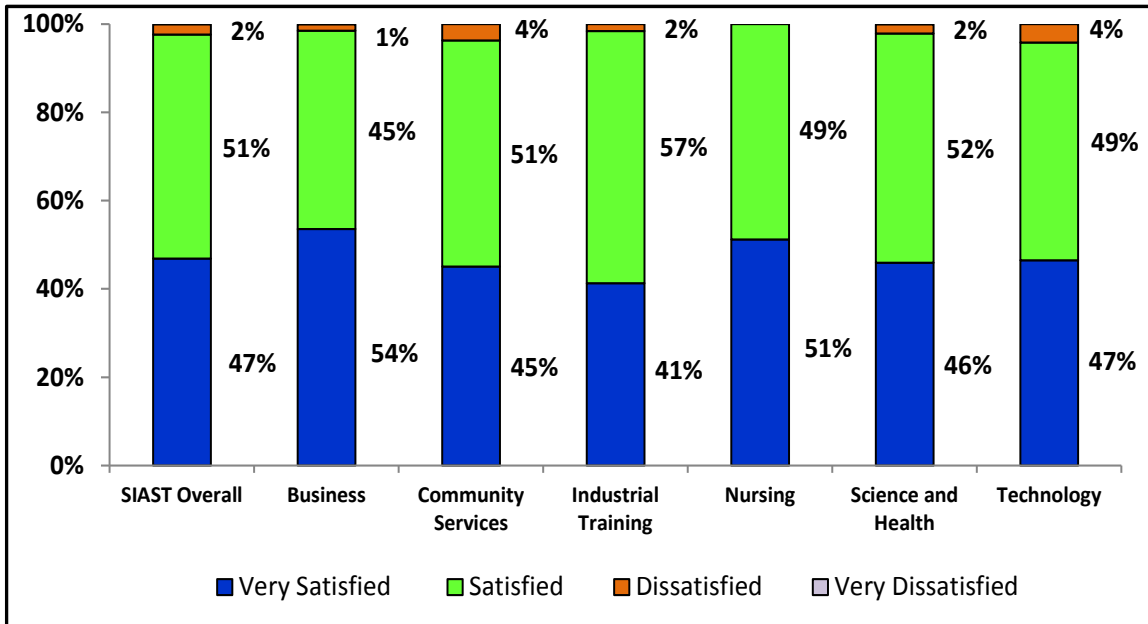


Table 3: Employer Ratings of Preparedness of SIAST Graduates for Employment in their Fields of Study, SIAST Overall and by Division, 2012-13

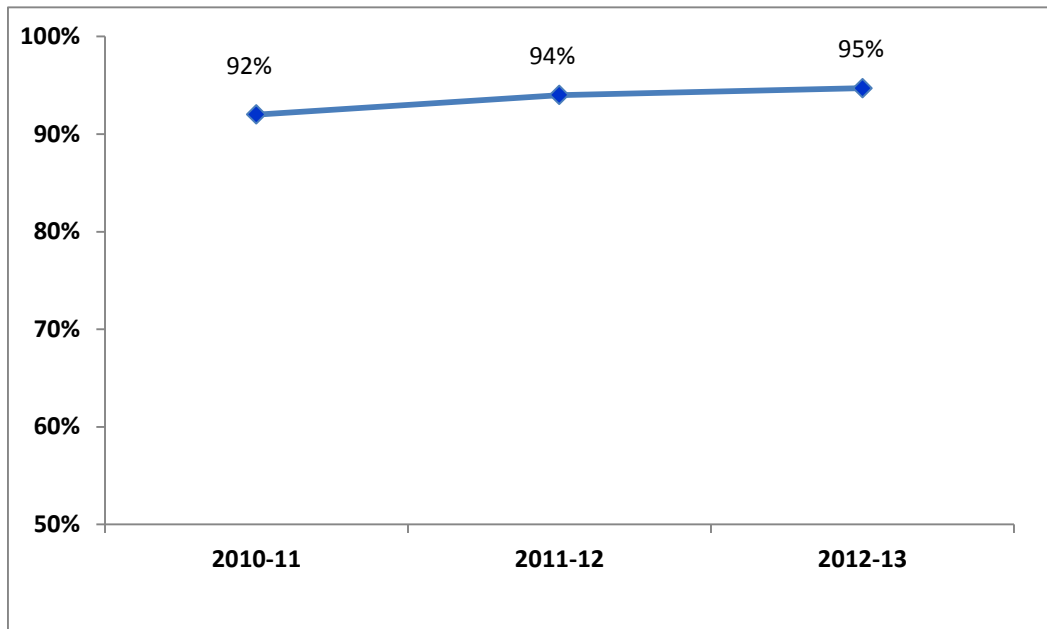
Division	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Total
Business	37	31	1	0	69
Community Services	37	42	3	0	82
Industrial Training	26	36	1	0	63
Nursing	22	21	0	0	43
Science & Health	45	51	2	0	98
Technology	33	35	3	0	71
SIAST Overall	200	216	10	0	426

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, 95% of employers in 2013 (438 of 462) 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 1% increase since 2011-12 (94%, or 375 of 401).

Figure 4: Employer Satisfaction with Graduates' Overall Preparation for Employment, SIAST Overall, 2010-11 to 2012-13 (% Satisfied to Very Satisfied)



2.3.2 By Division

On a divisional basis (figure 5 and table 4), the Nursing division had the highest proportion of employers (98%) who were “satisfied” or “very satisfied” with graduates’ overall preparation. The Technology division came in second with a 97% satisfaction rate. Two other divisions were competitive in employer satisfaction at 96% each (Business and Science and Health divisions). Although still in the high percentage rating, the Industrial Training division had the lowest

rate of employer satisfaction with overall graduates preparedness for employments at 92%.

Figure 5: Employer Satisfaction with Graduates' Overall Preparation for Employment, SIAST Overall and by Division, 2012-13

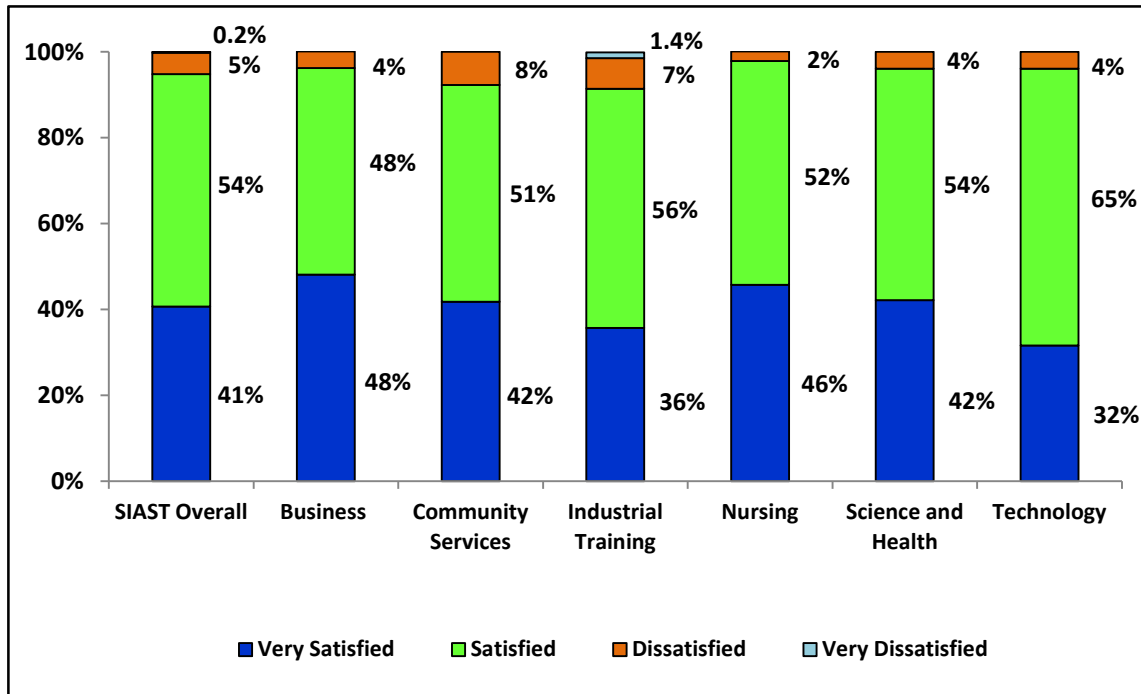


Table 4: Employer Satisfaction with Graduates' Overall Preparation, SIAST Overall and by Division, 2012-13

Division	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Total
Business	37	37	3	0	77
Community Services	38	46	7	0	91
Industrial Training	25	39	5	1	70
Nursing	21	24	1	0	46
Science & Health	43	55	4	0	102
Technology	24	49	3	0	76
SIAST Overall	188	250	23	1	462

Note: Respondents who gave less than satisfactory ratings were asked to comment on what aspects of graduates' overall preparation, job-related knowledge, job-related

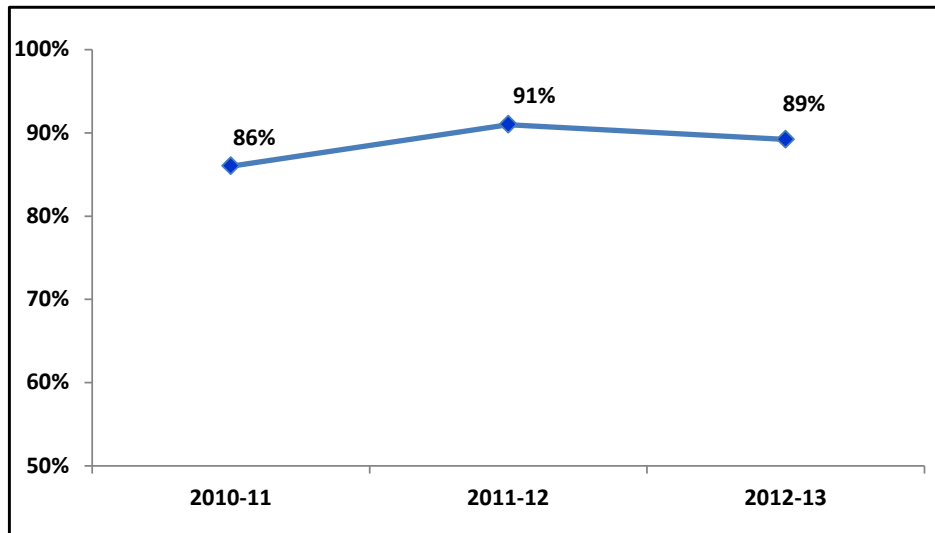
skills and general employability or essential skills they were dissatisfied with (Questions 5 to 8). These comments were combined with the respective program pages and were made available to the deans.

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 89% (412 of 462) of employers in 2014 indicated they were “satisfied” to “very satisfied” with the job-related knowledge of the 2012-13 graduates they hired. This is a 2% decrease from 2011-12 (91%, or 363 of 401).

Figure 6: Employer Satisfaction with Graduates’ Job-Related Knowledge, SIAST Overall, 2010-11 to 2012-13 (% Satisfied to Very Satisfied)



2.4.1 By Division

Among divisions (figure 7 and table 5), Nursing (96% or 44 of 46); Science and Health (93% or 95 of 102) and Community Services (92% or 84 of 91) had a relatively higher proportion of employers who indicated they were “satisfied” to “very satisfied” with the graduates’ job-related knowledge.

Comparatively, a lower proportion of employers (87%, or 66 of 75) of Technology Division graduates were “satisfied” to “very satisfied”. Industrial Training (84%, 59 of 70) and Business (83% or 64 of 77) divisions also had a lower proportion of employers who were satisfied/very satisfied with graduates’ job-related knowledge, relative to the results for SIAST overall (89%, or 412 of 462).

Figure 7: Employer Satisfaction with Graduates’ Job-Related Knowledge, SIAST Overall and by Division, 2012-13

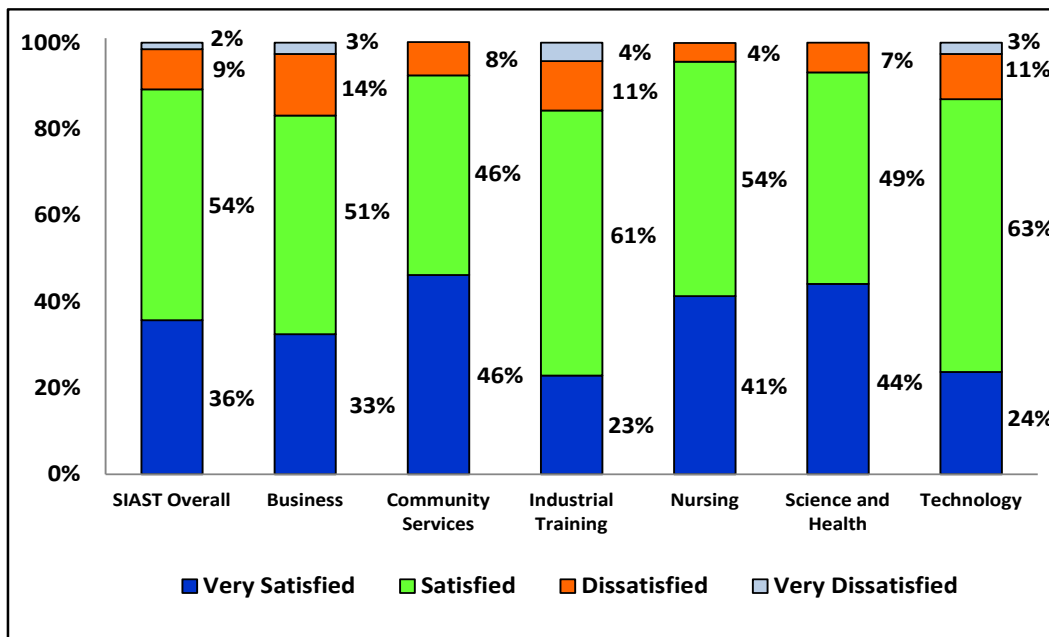


Table 5: Employer Satisfaction with Graduates’ Job-Related Knowledge, SIAST Overall and by Division, 2012-13

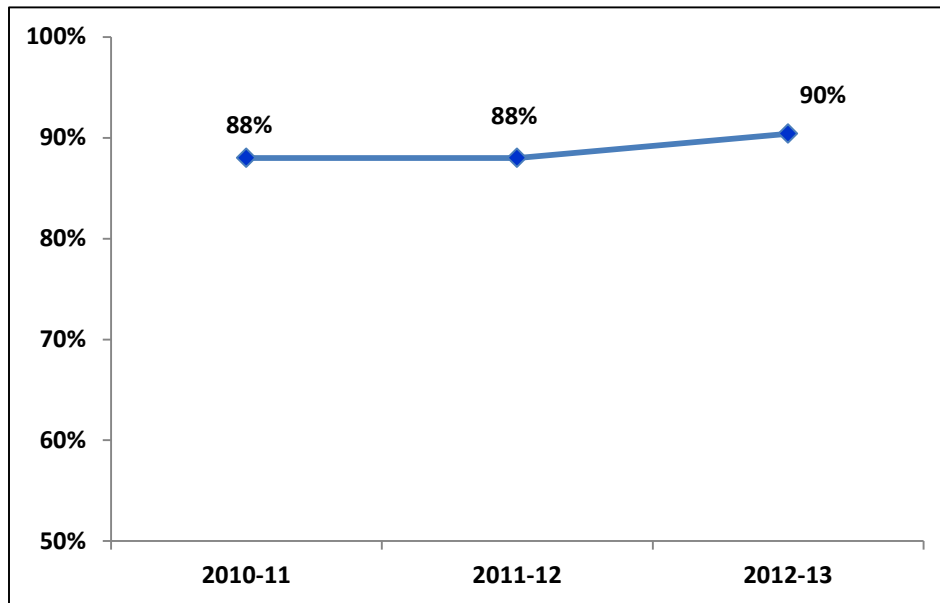
Division	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Total
Business	25	39	11	2	77
Community Services	42	42	7	0	91
Industrial Training	16	43	8	3	70
Nursing	19	25	2	0	46
Science and Health	45	50	7	0	102
Technology	18	48	8	2	76
SIAST Overall	165	247	43	7	462

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, 90% (418 of 462) of employers indicated they were “satisfied” to “very satisfied” with graduates’ job-related skills, which is 2% higher than the results obtained in 2011-12 graduates (88% or 353 of 401).

Figure 8: Employer Satisfaction with Graduates’ Job-Related Skills, SIAST Overall, 2010-11 to 2012-13 (% Satisfied to Very Satisfied)



2.5.2 By Division

As shown in figure 9 and table 6, the divisions of Nursing (96%, or 44 of 46); Business (95% or 73 of 77); Science and Health (94%, or 96 of 102) and Community Services (92% or 84 of 91) had the highest percentage of employers who were “satisfied” or “very satisfied” with graduate preparation in the area of job-related skills. Employers of Industrial Training (84%, or 59 of 70) and Technology divisions (82%, or 62 of 76) 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, 2012-13

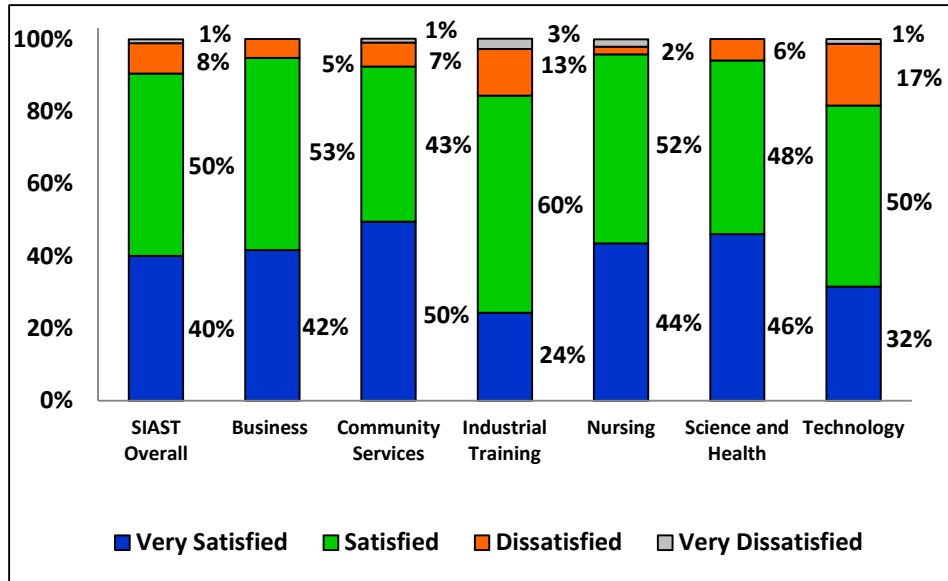


Table 6: Employer Satisfaction with Graduates’ Job-Related Skills, SIAST Overall and by Division, 2012-13

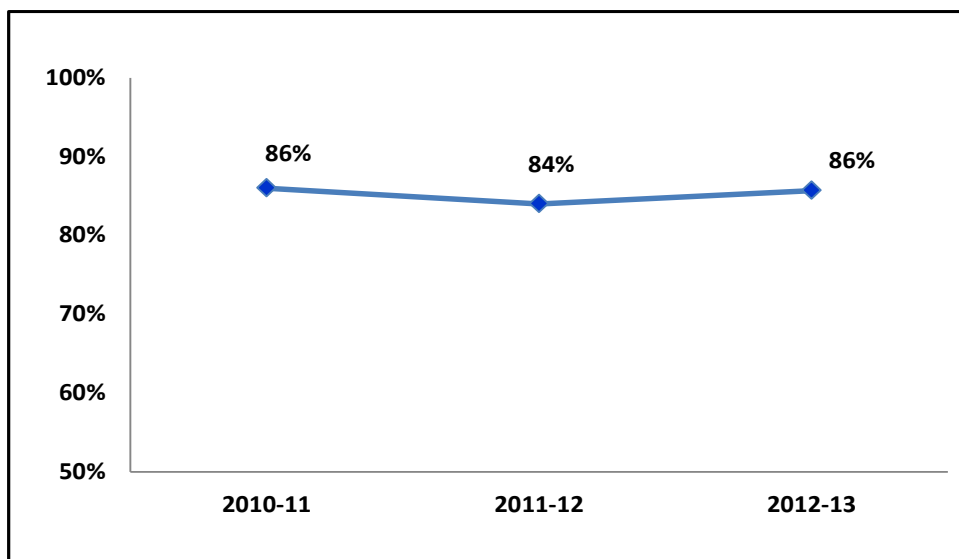
Division	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Total
Business	32	41	4	0	77
Community Services	45	39	6	1	91
Industrial Training	17	42	9	2	70
Nursing	20	24	1	1	46
Science and Health	47	49	6	0	102
Technology	24	38	13	1	76
SIAST Overall	185	233	39	5	462

2.6 Employer Satisfaction with Graduates' General Employability or Essential Skills

2.6.1 SIAST Overall

As depicted in figure 10, approximately 86% (396 of 462) of all employers in 2014 rated the general employability or essential skill preparation of 2012-13 SIAST graduates in the range of "satisfied" to "very satisfied". As illustrated in figure 10, this is a 2% increase from 2011-12 (84%, 336 of 401).

Figure 10: Employer Satisfaction with Graduates' General Employability or Essential Skills, SIAST Overall, 2010-11 to 2012-13 (% Satisfied to Very Satisfied)



2.6.2 By Division

Across the divisions (figure 11 and table 7), the Nursing division had the highest proportion of employers who were satisfied with graduates' employability skills (87%, or 40 of 46). Comparatively, the rest of the divisions with the exception of the Business division had only 1% difference in satisfaction at 86% from the Nursing division. The Business division had a relatively lower percentage of employers who indicated they were "satisfied"/"very satisfied" with the graduates' general employability skills (84% or 65 of 77)

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 behaviors, 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, 2012-13

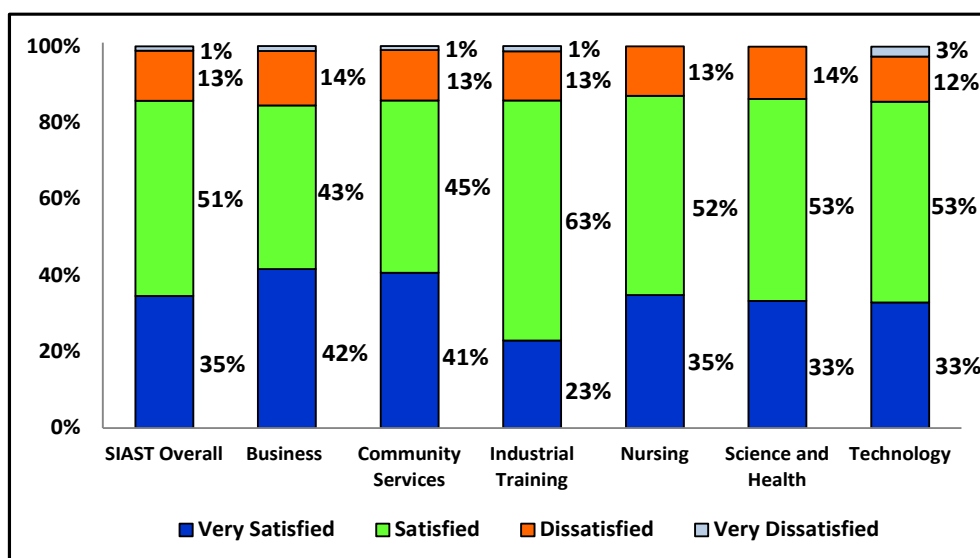


Table 7: Employer Satisfaction with Graduates' General Employability or Essential Skills, SIAST Overall and by Division, 2012-13

Division	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Total
Business	32	33	11	1	77
Community Services	37	41	12	1	91
Industrial Training	16	44	9	1	70
Nursing	16	24	6	0	46
Science and Health	34	54	14	0	102
Technology	25	40	9	2	76
SIAST Overall	160	236	61	5	462

2.7 Hiring Difficulties Due to a Shortage of Trained Workers

For the fifth time in the Employer Survey, employers of 2012-13 graduates were asked whether their organizations experienced difficulty hiring similar positions due to a shortage of trained workers. Of the 462 employers who responded, approximately 49% (227) indicated that they experienced hiring difficulties, a 2% increase over 2011-12.

Employers estimated there were 1,417 positions that experienced hiring difficulties due to a shortage of trained workers. Employers of Community Services division graduates reported the highest number of positions where hiring was impacted by a shortage of trained workers (481 positions out of a total of 1,417 positions reported by all employers).

Graduates from the Science and Health division had the highest number of employers (63%, or 64 of 102) with hiring difficulty (Table 8). In addition, employers with graduates from the Industrial Training (59% or 41 of 70), Technology (46% or 35 of 76), and Nursing (43% or 20 of 46) divisions reported hiring difficulties in that order. Similar to past survey results, a relatively lower number of employers with graduates from the Business division (30% or 23 of 77) 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, 2012-13**

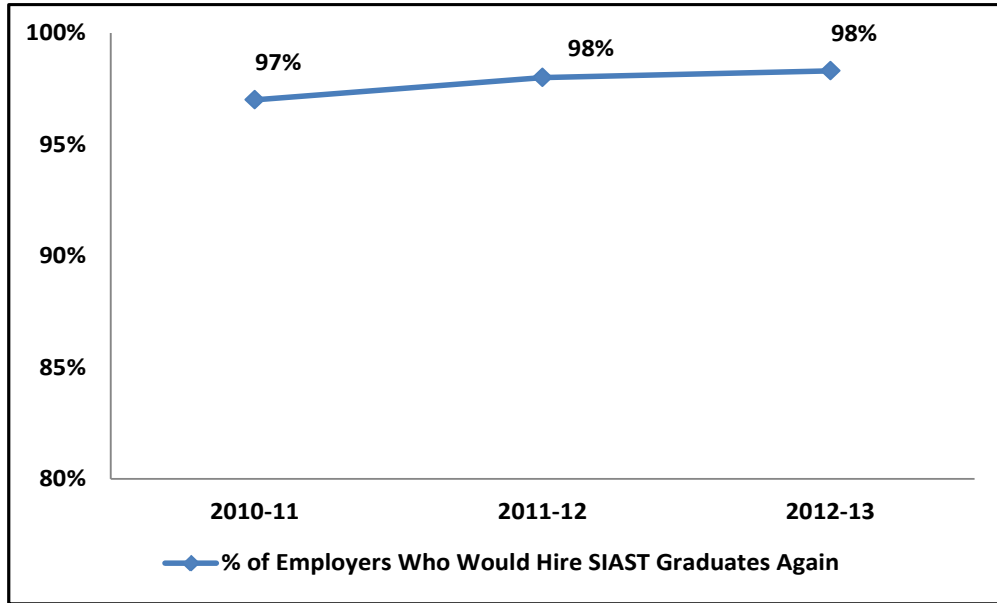
Division	Total # of Employers	Employers Who Experienced Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
Business	77	23	30%	79
Community Services	91	44	48%	481
Industrial Training	70	41	59%	185
Nursing	46	20	44%	70
Science and Health	102	64	63%	343
Technology	76	35	46%	259
Total	462	227	49%	1,417

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 462 employers who responded in 2014, approximately 98% (454) indicated that they would hire a SIAST graduate again. This is consistent with 2011-12 results (98% or 393 of 401) (figure 12).

Figure 12: Employers Who Would Hire SIAST Graduates with Similar Training in the Future, SIAST Overall, 2010-11 to 2012-13



2.8.2 By Division

As shown in figure 13 and table 9, all employers of graduates from the Nursing and Business divisions indicated they would hire SIAST graduates again in the future. Approximately, 96% to 99% 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 respective divisions.

Figure 13: Percent of Employers Who Would Hire SIAST Graduates with Similar Training in the Future, by Division, 2012-13

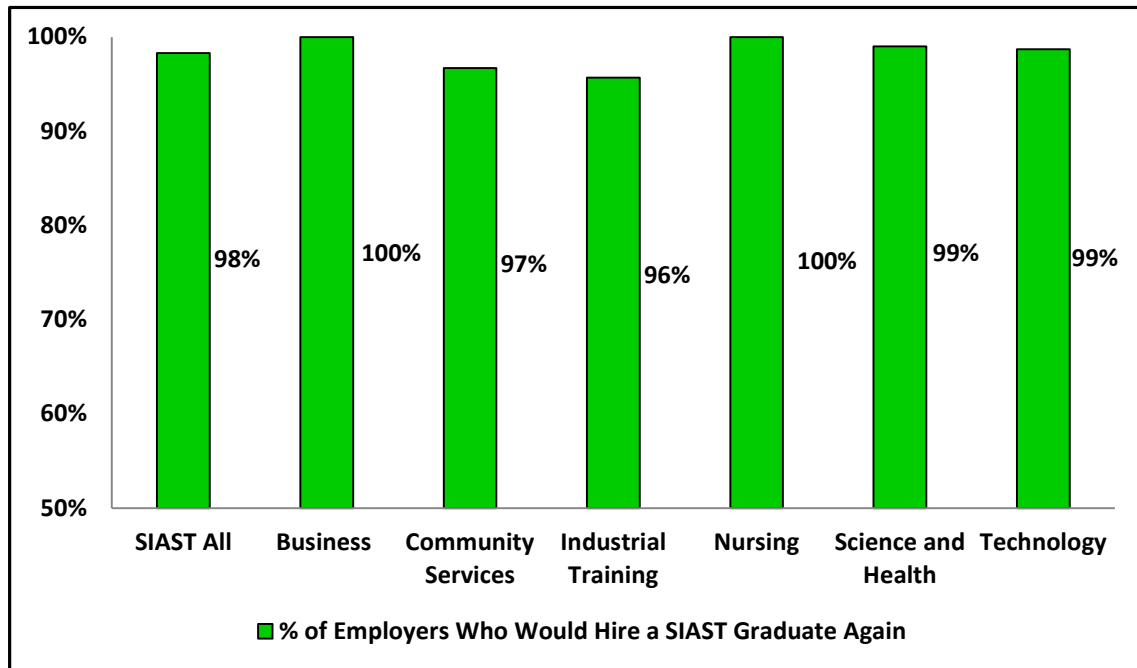


Table 9: Employer Willingness to Hire SIAST Graduate with Similar Training in the Future, by Division, 2012-13

Division	Yes	No	Undecided
Business	77	0	0
Community Services	88	0	3
Industrial Training	67	2	1
Nursing	46	0	0
Science and Health	101	0	1
Technology	75	0	1
SIAST Overall	454	2	6

**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
		#	%	
Aboriginal Police Preparation	4	1	25	8
Accounting Certificate Program	1	0	0	0
Addictions Counseling	1	1	100	4
Advanced Care Paramedic	2	1	50	10
Agricultural Machinery Technician	1	1	100	2
Architectural and Building Technologies	7	2	29	4
Architectural and Interior Technologies	1	0	0	0
Auto Body Technician	4	3	75	6
Automotive Service Technician	8	7	88	16
Basic Critical Care Nursing	4	1	25	2
Building Systems Technician	2	2	100	12
Business	16	3	19	8
Business Accountancy	5	1	20	2
Business Administration	4	1	25	25
Business Financial Services	2	1	50	2
Business Information Systems	3	2	67	8
Business Insurance	2	1	50	3
Business Marketing	1	0	0	0
CAD/CAM Engineering Technology	1	1	100	1
Carpentry	7	4	57	17
Chemical Technology	2	0	0	0
Civil Engineering Technology	3	2	67	5
Combined Laboratory and X-Ray Technology	3	0	0	0
Computer Engineering Technology	1	0	0	0
Computer Networking Technician	4	3	75	7
Continuing Care Assistant	58	44	76	269
Correctional Studies	3	1	33	8
Dental Assisting	6	6	100	10
Dental Hygiene	3	0	0	0
Disability Support Worker	6	3	50	16
Early Childhood Education	24	14	58	51
Educational Assistant	6	3	50	80

Program	Total # of Employers	Employers Who Experience Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
Electrical Engineering Technology	5	4	80	9
Electrician	13	7	54	131
Electronic Systems Engineering Technology	2	0	0	0
Electronics Technician	2	1	50	2
Engineering Design and Drafting Technology	3	3	100	7
Environmental Engineering Technology	4	1	25	2
Fabricator-Welder	2	2	100	16
Funeral Service	4	1	25	1
Geographic Information Science for Resource Management	3	0	0	0
Graphic Communications	4	2	50	2
Hairstylist	2	2	100	9
Health Information Management	2	1	50	5
Heavy Equipment Operator	2	0	0	0
Heavy Equipment Truck and Transport	2	1	50	2
Heavy Equipment Truck and Transport Technician	8	6	75	20
Hotel and Restaurant Administration	3	1	33	6
Human Resources Management	1	0	0	0
Industrial Mechanics	7	5	71	18
Institutional Cooking	1	0	0	0
Instrumentation Engineering Technology	6	2	33	27
Machine Shop	6	4	67	12
Mechanical Engineering Technology	4	1	25	1
Medical Laboratory Assistant	1	1	100	3
Medical Laboratory Technology	3	3	100	20
Medical Radiologic Technology	4	0	0	0
Medical Transcriptionist	1	1	100	1
New Media Communications	1	0	0	0
Occupational Health and Safety Practitioner	2	0	0	0
Office Education	41	13	32	30
Parts Management Technician	4	1	25	3
Perioperative Nursing/Licensed Practical Nurse	4	3	75	5
Perioperative Nursing/Registered Nurse	5	3	60	12

Program	Total # of Employers	Employers Who Experience Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
Pharmacy Technician	1	1	100	1
Plumbing and Pipefitting	1	1	100	5
Power Engineering Technician	5	4	80	47
Power Engineering Technology	3	2	67	4
Power Sports Equipment Technician	3	0	0	0
Practical Nursing	28	13	46	51
Primary Care Nurse Practitioner	1	0	0	0
Primary Care Paramedic	16	7	44	25
Professional Cooking	11	7	64	256
Psychiatric Nursing	2	0	0	0
Recreation and Tourism Management	3	2	67	9
Refrigeration and Air Conditioning	1	1	100	2
Resource and Environmental Law	3	0	0	0
Short Order Cooking	2	1	50	2
Therapeutic Recreation	4	0	0	0
Veterinary Technology	1	0	0	0
Water and Wastewater Technician	1	0	0	0
Water Resources Engineering Technology	3	0	0	0
Website Design and Development	1	0	0	0
Welding	14	5	36	66
Youth Care Worker	11	5	45	29
Total	462	227	49	1,417

Appendix B: SIAST Employer Survey 2014 (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 satisfied were you with the preparation of the graduate for employment in their field of study [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]

_____ Very Satisfied

_____ Satisfied

_____ Dissatisfied

_____ Very Dissatisfied

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.

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

[Upon completion, if same person is listed as the contact for a graduate of another SIAST program, you would repeat the survey again for that program.]

As a final loop we ask “Are you aware of any graduates from other SIAST programs that have been employed in your organization in the past year”...if they answer yes, then we ask if they know for which program and who would be the appropriate supervisor/contact person.

We value the input of industry to assist us in keeping our programs viable for the workplace. Thank you very much for taking the time to answer these questions.