
Saskatchewan Polytechnic

Employer Survey

2014-15 Graduates

September 2016



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Acknowledgements

The Institutional Research and Analysis unit at Saskatchewan Polytechnic would like to thank Saskatchewan Polytechnic graduates for participating in the 2015 Graduate Employment Survey and providing employer contact information, and the employers who participated in the Saskatchewan Polytechnic Employer Survey.

Availability

This report is available in electronic format and can be found on the Saskatchewan Polytechnic web page at:
<http://saskpolytech.ca/about/about-us/reports-and-statistics/institutional-reports.aspx>

The online version of the report is in Adobe Acrobat PDF format. The required software (Adobe Acrobat Reader) is available to download for free from the Adobe web page.



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Executive Summary

Saskatchewan Polytechnic’s annual Employer Survey measures employer satisfaction with graduate skills and training and gathers feedback from employers about areas for improvement in curricula and programs. The survey occurs each spring as a follow-up to the Graduate Employment Survey (GES). The survey is administered by telephone or online to employers for which graduates have provided contact information.

- In total, graduates from 105 different programs provided 793 employer names. Of these, 539 employers participated in the study, for a response rate of 68%. This response rate is slightly higher than previous years: 2011-12: 401 of 604 (66%), 2012-13: 462 of 738 (63%), 2013-14: 462 of 813 (57%).
- The number of employers reporting that graduates are employed in training-related positions continues to trend downward and is currently at 84% (2010-11: 94%, 2011-12: 94%, 2012-13: 92%, 2013-14: 89%).
 - The highest percentages by school were for the schools of Nursing (95%), Health Sciences (91%), and Construction (91%).
- The table below shows that employer satisfaction remains very high across all measured areas.

% Satisfied & Very Satisfied	2010-11	2011-12	2012-13	2013-14	2014-15
Preparation for employment in field of study	NA*	96%	98%	97%	98%
Overall preparation for employment	92%	94%	95%	92%	96%
Job-related knowledge	86%	91%	89%	90%	94%
Job-related skills	88%	88%	90%	89%	94%
Employability skills	86%	84%	86%	84%	88%

*In 2011-12 the rating scale was changed from a five point scale to a four point satisfaction scale, therefore 2010-11 is not comparable.

- Top three schools for each (% satisfied or very satisfied):
 - **Preparation for employment in field of study:** Construction (100%), Information and Communication Technology (100%), and Natural Resources and Built Environment (100%)
 - **Overall preparation for employment:** Information and Communication Technology (100%), Nursing (100%), and Health Sciences (97%)
 - **Job-related knowledge:** Information and Communication Technology (100%), Natural Resources and Built Environment (100%), and Health Sciences (97%)
 - **Job-related skills:** Information and Communication Technology (100%), Natural Resources and Built Environment (100%), and Nursing (98%)
 - **Employability skills:** Natural Resources and Built Environment (94%), Construction (91%), and Human Services and Community Safety (90%)
- Overall, 40% of employers report hiring difficulties due to a shortage of trained workers. Among employers participating in the study, this amounts to 861 positions that were impacted.
- Currently, 97% of employers say they would hire Saskatchewan Polytechnic graduates in the future. (2010-11: 97%, 2011-12: 98%, 2012-13: 98%, 2013-14: 96%).

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1.0 Introduction

Saskatchewan Polytechnic 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 Saskatchewan Polytechnic's curricula and mix of programs. Beginning in 2007, the Employer Survey has been conducted yearly.

1.1 Methodology

In December 2015, Saskatchewan Polytechnic's Institutional Research and Analysis (IR&A) office sent invitations to participate in a Graduate Employment Survey (GES) to 3,698 graduates who completed their programs between July 2014 and June 2015. 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 to the GES, a list of 793 employers was compiled (42% of employed GES respondents provided employer information). Collectively, these 793 companies and organizations employed graduates from 105 distinct Saskatchewan Polytechnic programs. These employers were used as the sample for the Employer Survey conducted in the spring of 2016. Inshtrix Research Inc., a marketing research firm based in Saskatoon, was engaged to contact the identified employers, conduct interviews and prepare this report. Survey data was collected primarily through one-on-one telephone interviews, with some employers opting to participate through an online 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 (Saskatchewan Polytechnic graduates) received while studying at Saskatchewan Polytechnic, rather than the actual work performance of the employee.

1.2 Response Rate

In total, 539 of the 793 employers identified in the Graduate Employment Survey responded to the Employer Survey, a 68% response rate (2011-12: 401 of 604, 66%; 2012-13: 462 of 738, 63%; 2013-14: 462 of 813, 57%). Note: Larger employers with multiple locations around the province and different managements (e.g., health regions) may be counted more than once in the total. The employers contacted were surveyed about 2014-15 graduates from 105 Saskatchewan Polytechnic programs. Table 1 shows the number of completed responses overall and by school.

Table 1: Number of Responses, Saskatchewan Polytechnic Overall and by School

School	# of Responses	% of Total Responses
Business	95	18%
Construction	33	6%
Health Sciences	109	20%
Hospitality and Tourism	19	4%
Human Services and Community Safety	84	16%
Information and Communications Technology	23	4%
Mining, Energy and Manufacturing	61	11%
Natural Resources and Built Environment	18	3%
Nursing	64	12%
Transportation	33	6%
Saskatchewan Polytechnic Overall	539	100%

Note: Health Sciences includes responses for Animal and BioSciences. The number of responses for Animal and BioSciences is insufficient to report the school on its own.

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, job-related skills, and general employability skills. The results are reported for Saskatchewan Polytechnic overall as well as by school. Saskatchewan Polytechnic has 11 schools: Animal and BioSciences, Business, Construction, Health Sciences, Hospitality and Tourism, Human Services and Community Safety, Information and Communications Technology, Mining, Energy and Manufacturing, Natural Resources and Built Environment, Nursing, and Transportation. Animal and BioSciences is a small school with two programs. The number of responses for Animal and BioSciences is insufficient to report the school on its own, therefore it is combined with Health Sciences. Where applicable, trend lines are provided for overall results to compare with results for previous years.

Due to rounding (no decimals), percentages may not sum to exactly 100%.

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

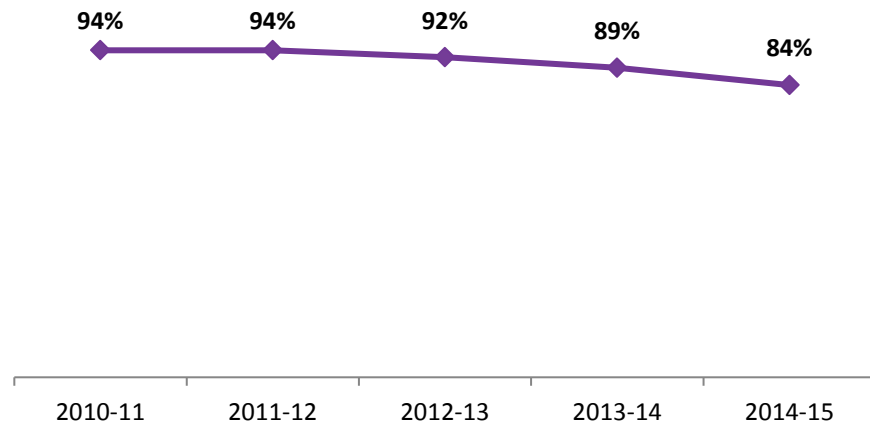
Note: The Graduate Employment and Employer Surveys do not survey students who have completed basic education, apprenticeship, or the Bachelor of Science in Nursing programs, as students from these programs are credentialed or receive industry designations from other credit granting bodies.

2.0 Results

2.1 Graduates Employed in Training-Related Positions

The number of employers who indicate that the Saskatchewan Polytechnic graduate employed by their organization is in a training-related position has trended downward since the 2011-12 wave of the Employer Survey. Currently, 84% of employers indicate that the graduate they employ is in a position directly related to training.

Figure 1: Graduates Employed in Training-Related Positions, Saskatchewan Polytechnic Overall, 2010-11 to 2014-15



Q2. Is the graduate currently working in a position that is related to the [INSERT PROGRAM] training they received at Sask Polytech? Base: All respondents, n=539 (2014-15), n=462 (2013-14), n=462 (2012-13), n=401 (2011-12), n=518 (2010-11).

Table 2 gives a breakdown of graduates working in training-related positions by school. The school of Nursing has the highest proportion (95%), followed by Health Sciences (91%), and Construction (91%).

Table 2: Employers with Graduates Working in Training-Related Positions, Saskatchewan Polytechnic Overall and by School, 2014-15 Graduates

School	Yes	No	Yes as a % of School Total
Business	75	20	79%
Construction	30	3	91%
Health Sciences	99	10	91%
Hospitality and Tourism	15	4	79%
Human Services and Community Safety	65	19	77%
Information and Communications Technology	20	3	87%
Mining, Energy and Manufacturing	47	14	77%
Natural Resources and Built Environment	14	4	78%
Nursing	61	3	95%
Transportation	27	6	82%
Saskatchewan Polytechnic Overall	453	86	84%

Note: Health Sciences includes responses for Animal and BioSciences. The number of responses for Animal and BioSciences is insufficient to report the school on its own.

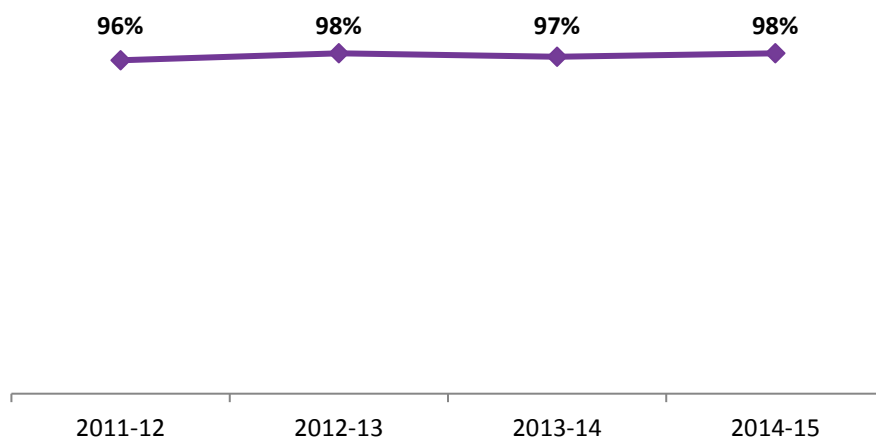
2.2 Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Training

2.2.1 Saskatchewan Polytechnic Overall

Current employer satisfaction with graduates' preparedness for employment in their field of training (98%) remains very high and consistent with results from previous waves of the study (2011-12: 96%, 2012-13: 98%, 2013-14: 97%).

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). As a result, only results from 2011-12 onward are reported.

Figure 2: Employer Satisfaction with Graduates' Preparedness for Employment in Field of Study, Saskatchewan Polytechnic Overall, 2011-12 to 2014-15 (% Satisfied and Very Satisfied)

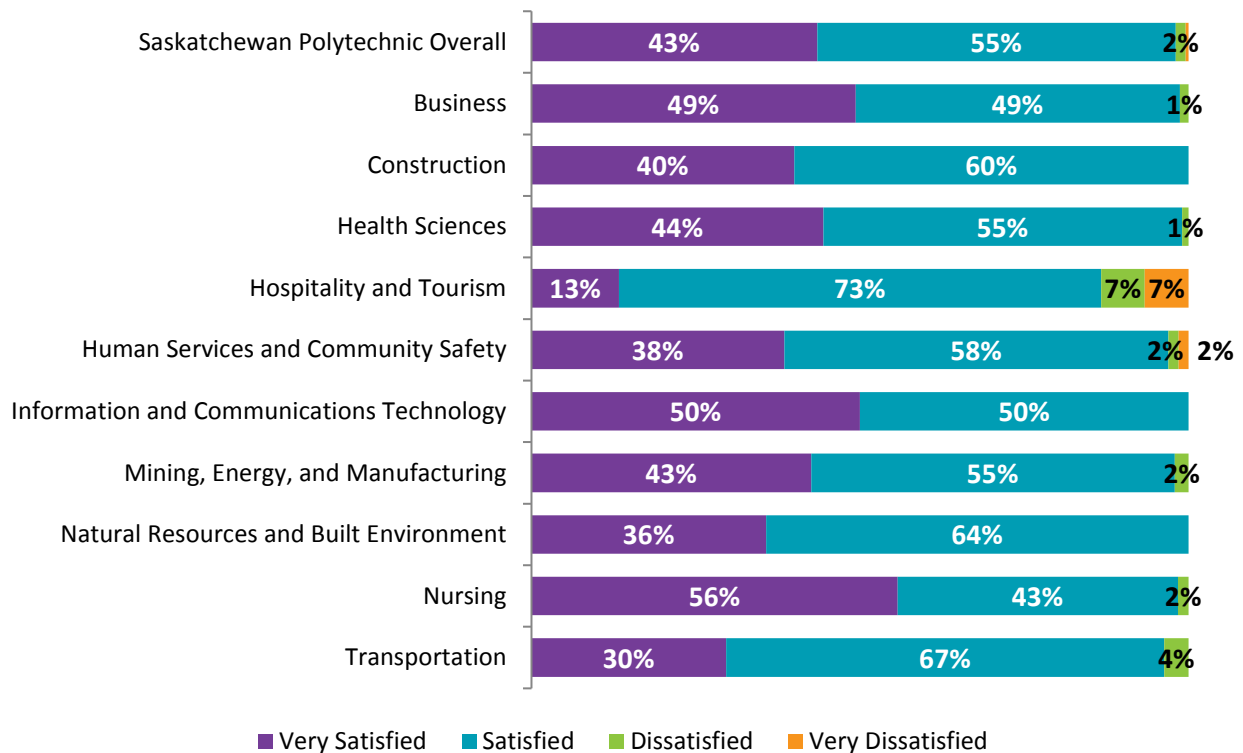


Q3. How satisfied were you with the preparation of the graduate for employment in their field of study? [i.e., we are looking for the employer's opinion on the skills and training the graduate learned that are specific to the program, not general employability]. Base: All respondents employing graduates in their field of study, n=453 (2014-15), n=410 (2013-14), n=426 (2012-13), n=363 (2011-12).

2.2.2 By School

Overall satisfaction (very satisfied and satisfied) is generally consistent across schools, although results vary somewhat when looking specifically at those providing a rating of very satisfied. The highest proportion of employers that report being very satisfied are for the schools of Nursing (56%), Information and Communication Technology (50%), and Business (49%).

Figure 3: Employer Satisfaction with Graduates' Preparedness for Employment in Field of Study, Saskatchewan Polytechnic Overall and by School, 2014-15 Graduates



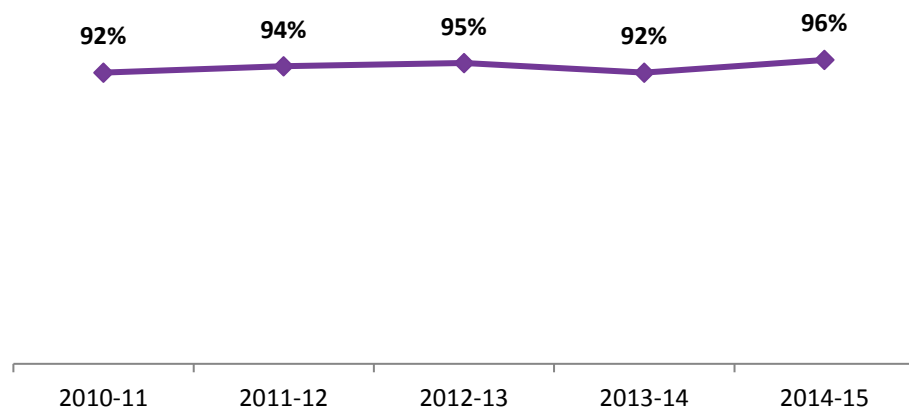
Note: Health Sciences includes responses for Animal and BioSciences. The number of responses for Animal and BioSciences is insufficient to report the school on its own.

2.3 Employer Satisfaction with Graduates' Overall Preparation for Employment

2.3.1 Saskatchewan Polytechnic Overall

As with preparedness for employment in their field of training, employer satisfaction with graduates' overall preparation for employment has been consistently high and currently is 96% for the institution as a whole.

Figure 4: Employer Satisfaction with Graduates' Overall Preparation for Employment, 2010-11 to 2014-15 (% Satisfied and Very Satisfied)

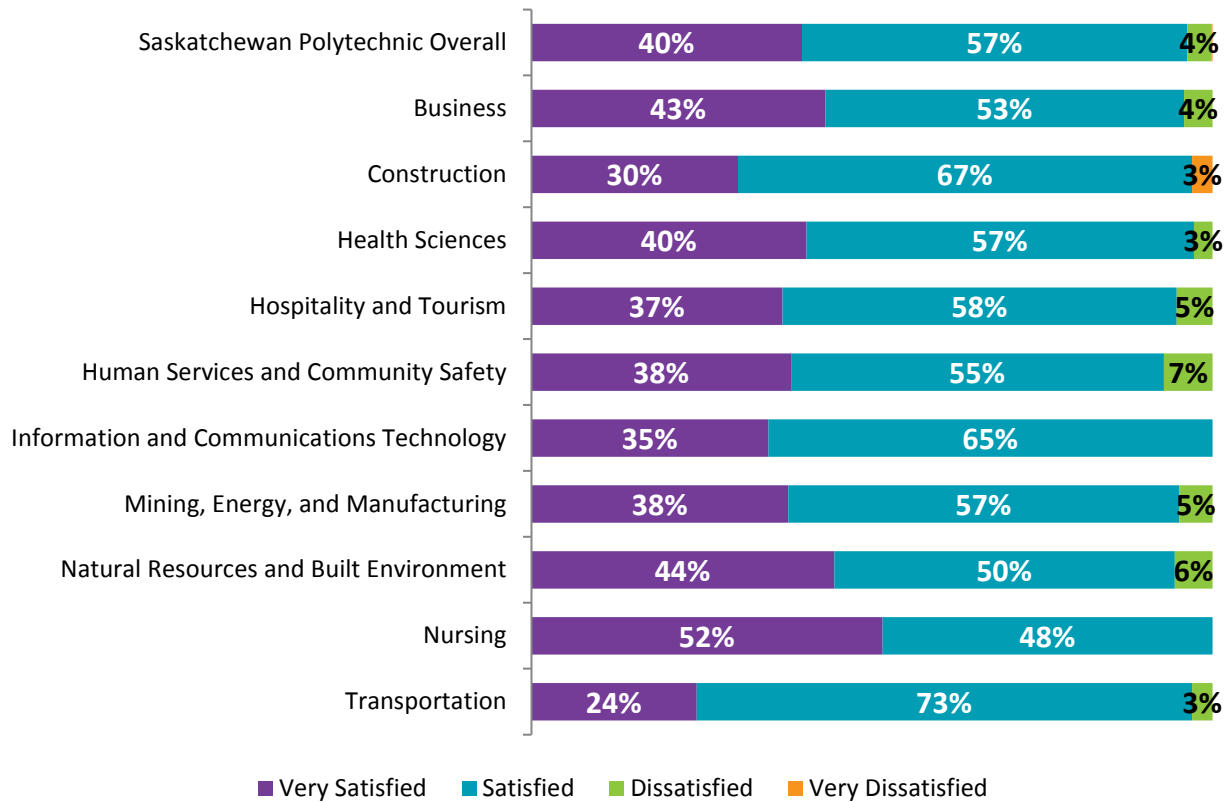


Q4. On a scale of 1-4, with 4 being very satisfied and 1 being very dissatisfied, please indicate how satisfied you were with the preparation of the Sask Polytech graduate(s) in the following areas. Base: All respondents, n=539 (2014-15), n=462 (2013-14), n=462 (2012-13), n=401 (2011-12), n=518 (2010-11).

2.3.2 By School

Current employer satisfaction with graduates' with overall preparation for employment is, for the most part, consistent across schools. Again, greater differences emerge when looking specifically at very satisfied ratings. Nursing (52%) and Business (43%) have the largest proportion of employers rating very satisfied.

Figure 5: Employer Satisfaction with Graduates' Overall Preparation for Employment, Saskatchewan Polytechnic Overall and by School, 2014-15 Graduates



Note:

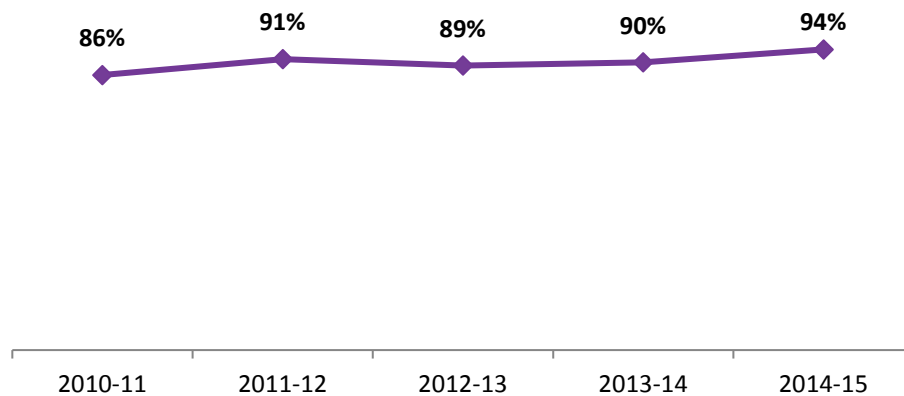
- (1) Health Sciences includes responses for Animal and BioSciences. The number of responses for Animal and BioSciences is insufficient to report the school on its own.
- (2) Respondents who gave ratings of dissatisfied or very dissatisfied were asked to provide comments on what aspects of graduates' overall preparation they were dissatisfied with (questions 5 through 8). These comments are made available to the deans.

2.4 Employer Satisfaction with Graduates' Job-Related Knowledge

2.4.1 Saskatchewan Polytechnic Overall

Employer satisfaction with graduates' job-related knowledge (94%) is eight percentage points higher than the results from the survey relating to 2010-11 Saskatchewan Polytechnic graduates.

Figure 6: Employer Satisfaction with Graduates' Job-Related Knowledge, 2010-11 to 2014-15 (% Satisfied and Very Satisfied)

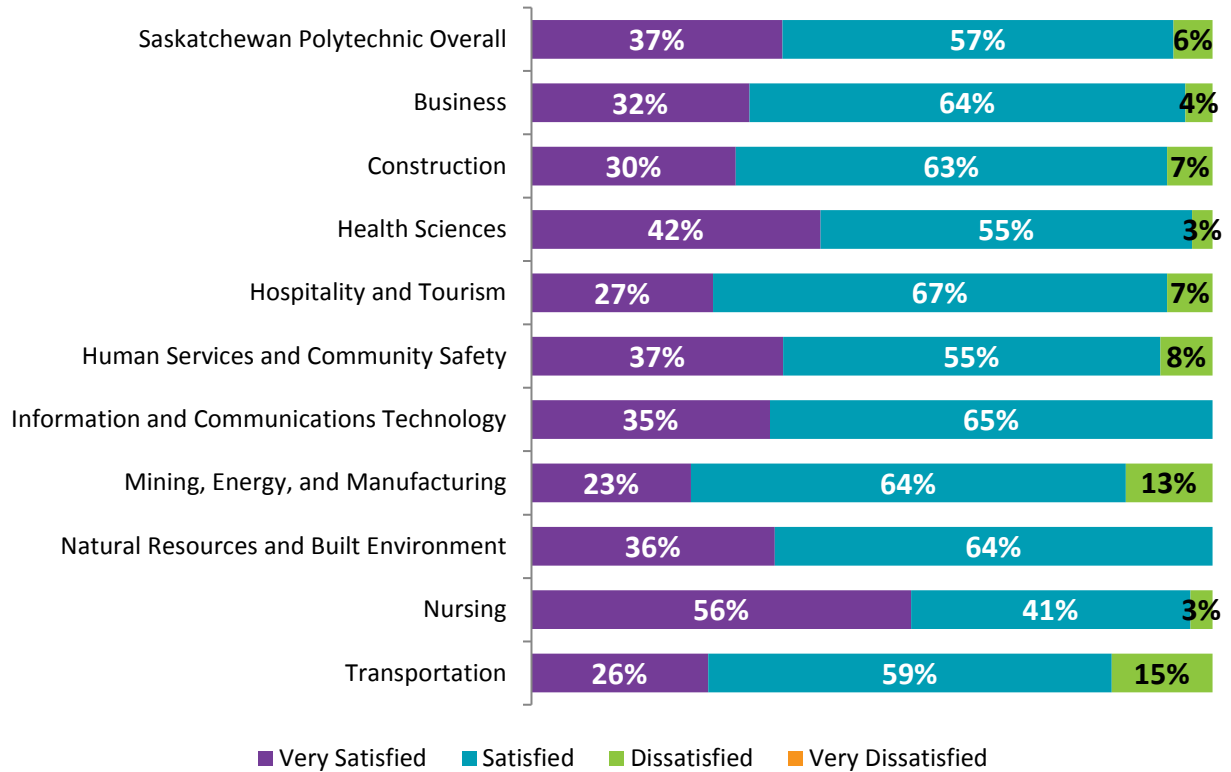


Q4. On a scale of 1-4, with 4 being very satisfied and 1 being very dissatisfied, please indicate how satisfied you were with the preparation of the Sask Polytech graduate(s) in the following areas. Base: All respondents employing graduates in their field of study, n=453 (2014-15), n=462 (2013-14), n=462 (2012-13), n=401 (2011-12), n=518 (2010-11).

2.4.2 By School

Across schools, satisfaction with job-related knowledge of graduates is very high. Employers of graduates of the schools of Nursing and Health Sciences are the most likely to be very satisfied with graduates' job-related knowledge (56% and 42% respectively).

Figure 7: Employer Satisfaction with Graduates' Job-Related Knowledge, Saskatchewan Polytechnic Overall and by School, 2014-15 Graduates



Note:

(1) Health Sciences includes responses for Animal and BioSciences. The number of responses for Animal and BioSciences is insufficient to report the school on its own.

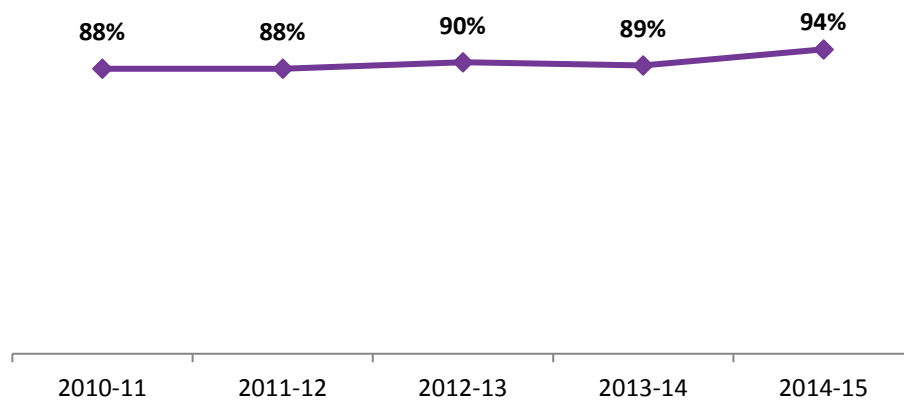
(2) Respondents who gave ratings of dissatisfied or very dissatisfied were asked to provide comments on what aspects of graduates' job-related knowledge they were dissatisfied with (questions 5 through 8). These comments are made available to the deans.

2.5 Employer Satisfaction with Graduates' Job-Related Skills

2.5.1 Saskatchewan Polytechnic Overall

Satisfaction with graduates' job-related skills is also up for Saskatchewan Polytechnic as a whole, with 94% of employers reporting being satisfied or very satisfied. The recent result is five percentage points higher than the previous year.

Figure 8: Employer Satisfaction with Graduates' Job-Related Skills, 2010-11 to 2014-15 (% Satisfied and Very Satisfied)

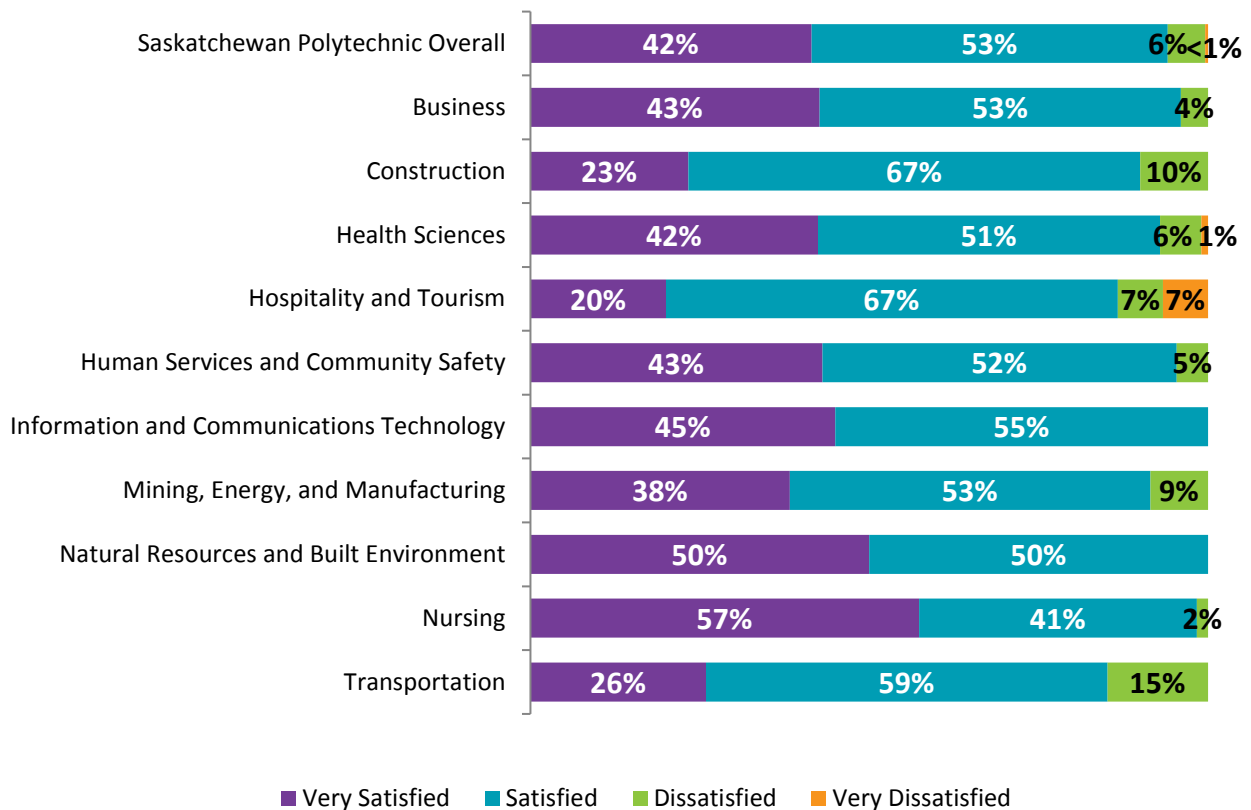


Q4. On a scale of 1-4, with 4 being very satisfied and 1 being very dissatisfied, please indicate how satisfied you were with the preparation of the Sask Polytech graduate(s) in the following areas. Base: All respondents employing graduates in their field of study, n=453 (2014-15), n=462 (2013-14), n=462 (2012-13), n=401 (2011-12), n=518 (2010-11).

2.5.2 By School

There is some variation in level of satisfaction (satisfied and very satisfied) when looking at the survey results by school. Nevertheless, the level of satisfaction is high for graduates of all schools. Employers in the schools of Nursing and Natural Resources and Built Environment are the most likely to say they are very satisfied with graduates' job-related skills (57% and 50% respectively).

Figure 9: Employer Satisfaction with Graduates' Job-Related Skills, Saskatchewan Polytechnic Overall and by School, 2014-15 Graduates



Note:

(1) Health Sciences includes responses for Animal and BioSciences. The number of responses for Animal and BioSciences is insufficient to report the school on its own.

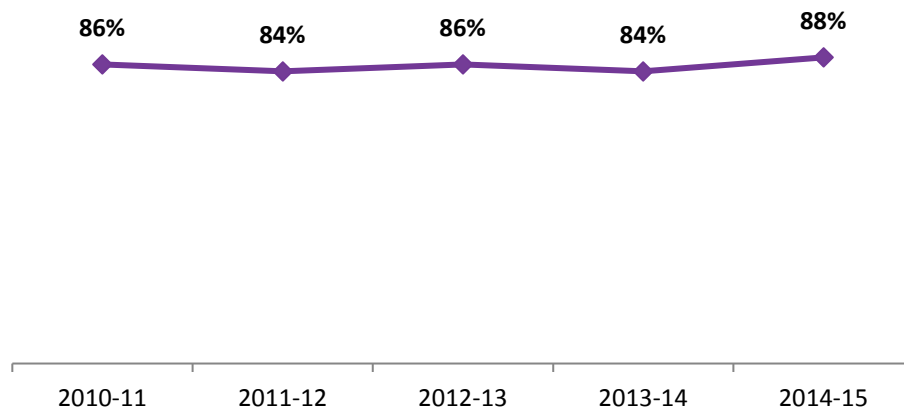
(2) Respondents who gave ratings of dissatisfied or very dissatisfied were asked to provide comments on what aspects of graduates' job-related skills they were dissatisfied with (questions 5 through 8). These comments are made available to the deans.

2.6 Employer Satisfaction with Graduates' General Employability Skills

2.6.1 Saskatchewan Polytechnic Overall

Employer satisfaction with graduates' general employability skills—such as communication, problem solving, and time management skills—has remained consistently high in recent years, with nearly nine-in-ten reporting satisfaction in the most recent round of the survey.

Figure 10: Employer Satisfaction with Graduates' General Employability Skills, 2010-11 to 2014-15 (% Satisfied and Very Satisfied)

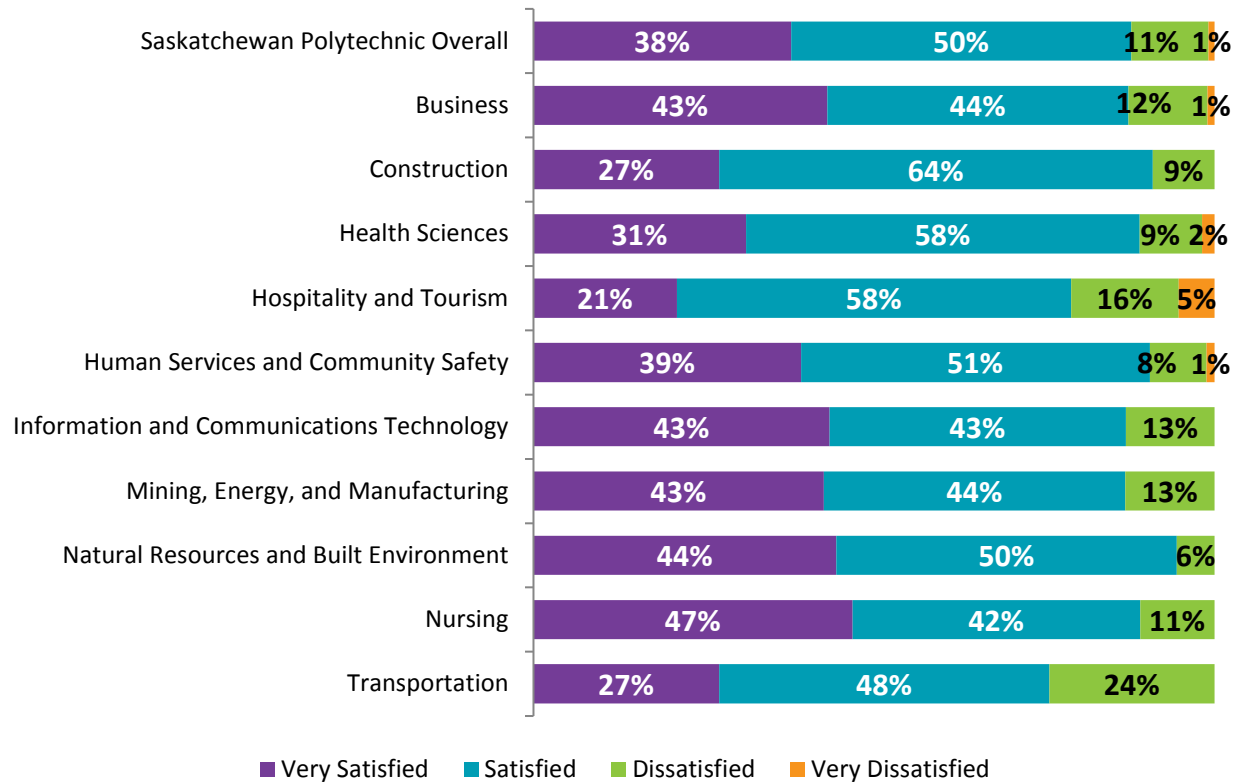


Q4. On a scale of 1-4, with 4 being very satisfied and 1 being very dissatisfied, please indicate how satisfied you were with the preparation of the Sask Polytech graduate(s) in the following areas. Base: All respondents, n=539 (2014-15), n=462 (2013-14), n=462 (2012-13), n=401 (2011-12), n=518 (2010-11).

2.6.2 By School

Survey results by school show that the employers of graduates of the school of Natural Resources and Built Environment are the most satisfied (satisfied and very satisfied) with general employability skills. The proportion of employers reporting dissatisfaction is greater than 20% for two schools – Transportation and Hospitality and Tourism.

Figure 11: Employer Satisfaction with Graduates' General Employability Skills, Saskatchewan Polytechnic Overall and by School, 2014-15 Graduates



Note:

(1) Health Sciences includes responses for Animal and BioSciences. The number of responses for Animal and BioSciences is insufficient to report the school on its own.

(2) Respondents who gave ratings of dissatisfied or very dissatisfied were asked to provide comments on what aspects of graduates' overall general employability skills they were dissatisfied with (questions 5 through 8). These comments are made available to the deans.

2.7 Hiring Difficulties Due to a Shortage of Trained Workers

Firms or organizations that employ a 2014-15 Saskatchewan Polytechnic graduate in a training-related position were asked about hiring difficulties due to a shortage of trained workers. Overall, 40% report hiring difficulties due to a shortage of trained workers. Employers that report hiring difficulties were asked to specify the number positions (program-related) for which there were shortages. Overall, 453 employers report a total of 861 unfilled positions.

Table 3 provides a breakdown by the schools related to the specific field of training/occupation. A detailed breakdown of survey results for hiring difficulties by program is available in Appendix A.

More than half of employers with vacancies in Health Sciences occupations (61%, with 329 positions impacted) and 38% in Human Services and Community Safety (170 positions impacted) indicated they experienced hiring difficulties. Although a relatively lower proportion (25%) of employers with Business occupations reported hiring difficulties, they reported the third highest number of positions impacted (108 positions).

Table 3: Employers Reporting Hiring Difficulties for Program-Related Positions Due to Shortage of Trained Workers, 2014-15

School	Total # of Employers	Employers Who Experience Hiring Difficulties		# of Positions Unfilled
		Count	%	
Business	75	19	25%	108
Construction	30	11	37%	50
Health Sciences	99	60	61%	329
Hospitality and Tourism	15	6	40%	31
Human Services and Community Safety	65	25	38%	170
Information and Communications Technology	20	9	45%	25
Mining, Energy and Manufacturing	47	6	13%	14
Natural Resources and Built Environment	14	4	29%	14
Nursing	61	27	44%	90
Transportation	27	12	44%	30
Total	453	179	40%	861

Note: Health Sciences includes responses for Animal and BioSciences. The number of responses for Animal and BioSciences is insufficient to report the school on its own.

Q13. In the past year, has your organization experienced difficulty hiring [name of program]-related positions due to a shortage of trained workers? Base: All respondents employing graduates in their field of study, n=453 (2014-15).

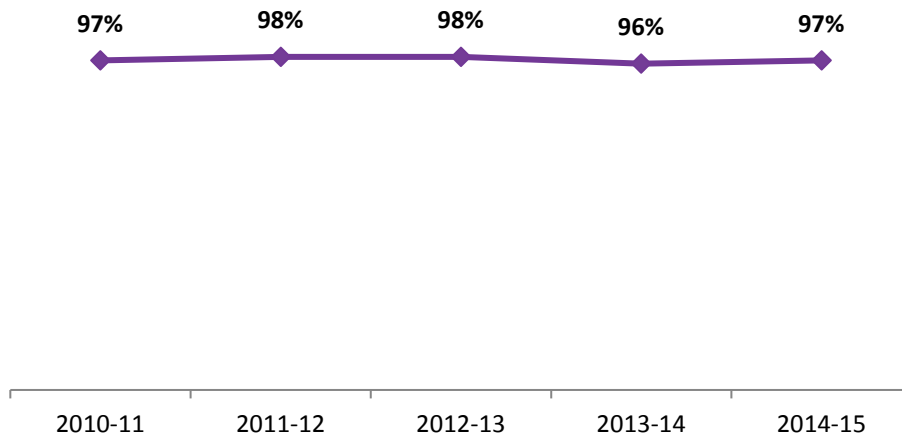
Q14. How many [name of program]-related positions was there a shortage for? Base: Respondents that reported experiencing hiring difficulties, n=179 (2014-15).

2.8 Future Hiring of Saskatchewan Polytechnic Graduates

2.8.1 Saskatchewan Polytechnic Overall

The proportion of employers who say they would hire Saskatchewan Polytechnic graduates with similar training in the future remains very high. According to the most recent survey, 97% would hire a Saskatchewan Polytechnic graduate in the future, a result that is very much in line with findings from recent years.

Figure 12: Employers Who Would Hire Saskatchewan Graduates with Similar Training in the Future, Saskatchewan Polytechnic Overall, 2010-11 to 2014-15



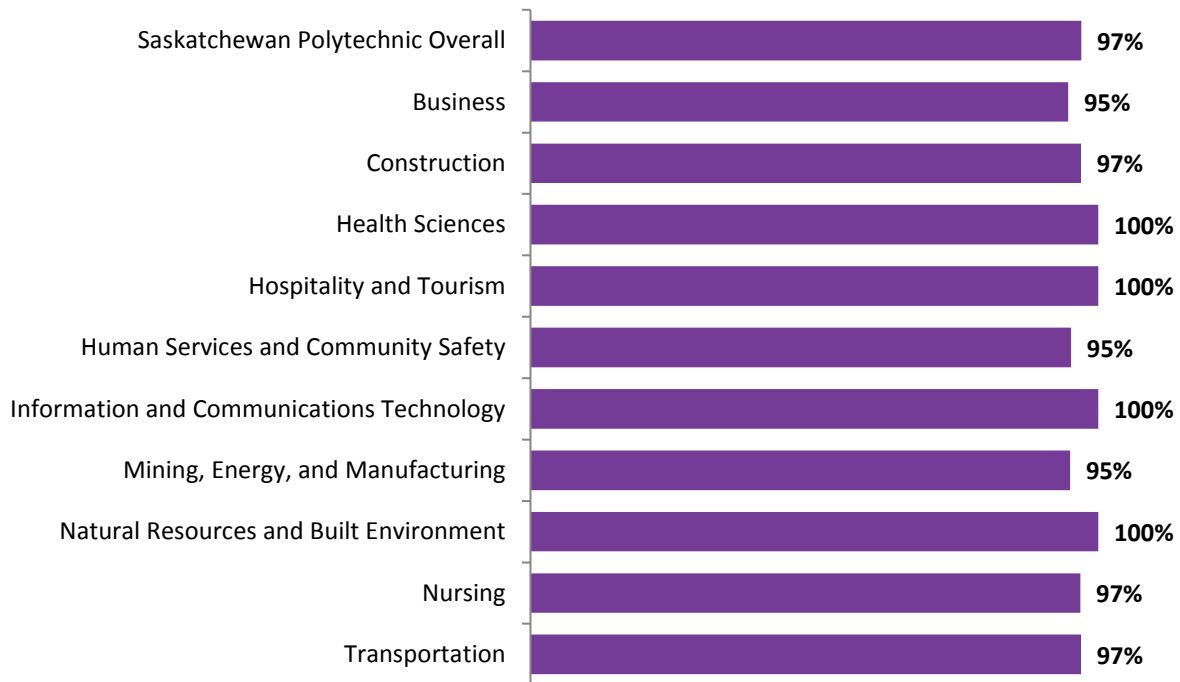
Q11. Should your organization/business need employees with similar training in the future, would you hire a Sask Polytech graduate? Base: All respondents, n=539 (2014-15), n=462 (2013-14), n=462 (2012-13), n=401 (2011-12), n=518 (2010-11).

2.8.2 By School

Looking at the results by school, no less than 95% of employers say they would hire Saskatchewan Polytechnic graduates in the future.

Respondents who indicated they would not hire or are undecided about hiring a graduate in the future were asked to explain why. These responses were categorized into themes and shared internally.

Figure 13: Employers Who Would Hire Saskatchewan Polytechnic Graduates with Similar Training in the Future, by School, 2014-15 Graduates



Note: Health Sciences includes responses for Animal and BioSciences. The number of responses for Animal and BioSciences is insufficient to report the school on its own.

Appendix A: Hiring Difficulties due to Shortages of Trained Workers, by Program

Q13. In the past year, has your organization experienced difficulty hiring [name of program]-related positions due to a shortage of trained workers? Base: All respondents employing graduates in their field of study, n=453.

Q14. How many [name of program] -related positions was there a shortage for? Base: Respondents that reported experiencing hiring difficulties, n=179.

Program	Total # of Employers	Employers Who Experienced Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		Count	%	
Addictions Counselling	2	2	100%	4
Advanced Care Paramedic	5	5	100%	17
Agricultural Machinery Technician	5	3	60%	5
Architectural Technologies	6	0	0%	0
Auto Body Technician	2	0	0%	0
Automotive Service Technician	8	5	63%	9
BioScience Technology	2	0	0%	0
Building Systems Technician	1	1	100%	1
Business	29	7	24%	33
Business Accountancy	6	1	17%	1
Business Financial Services	1	0	0%	0
Business Human Resources	1	1	100%	1
Business Information Systems	2	1	50%	1
Business Insurance	2	1	50%	19
Business Management	1	0	0%	0
Business Planning	1	0	0%	0
CAD/CAM Engineering Technology	2	0	0%	0
Carpentry	8	6	75%	41
Chemical Technology	4	1	25%	3
Civil Engineering Technology	4	0	0%	0
Combined Laboratory and X-Ray Technology	4	3	75%	5
Commercial Pilot	1	0	0%	0
Computer Engineering	3	0	0%	0
Computer Networking Technician	5	2	40%	12
Computer Systems Technology	3	2	67%	4
Continuing Care Assistant	50	32	64%	242
Correctional Studies	3	1	33%	20
Court Services Administrator	1	0	0%	0
Critical Care Nursing	7	5	71%	10
Culinary Arts	4	2	50%	16
Dental Assisting	9	4	44%	5
Dental Hygiene	1	0	0%	0

Program	Total # of Employers	Employers Who Experienced Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		Count	%	
Diabetes Education – Health Care Providers	2	1	50%	1
Disability Support Worker	6	2	33%	33
Early Childhood Education	27	14	52%	45
Educational Assistant	8	5	63%	50
Electrical Engineering	5	2	40%	5
Electrician	11	2	18%	3
Electronic Systems Engineering	1	0	0%	0
Engineering Design and Drafting Technology	3	0	0%	0
Environmental Engineering	1	0	0%	0
Esthetician	1	0	0%	0
Fabricator - Welder	1	0	0%	0
Food and Beverage Service	1	0	0%	0
Food and Nutrition Management	2	1	50%	1
Funeral Service	3	0	0%	0
Funeral Service, Embalmer Speciality	1	1	100%	5
Geomatics and Surveying Engineering Technology	3	0	0%	0
GIS for Resource Management	1	0	0%	0
Graphic Communications	4	3	75%	5
Health Information Management	2	0	0%	0
Heavy Equipment and Truck and Transport Technician	9	3	33%	14
Hotel and Restaurant Management	4	0	0%	0
Industrial Mechanics	3	1	33%	2
Institutional Cooking	1	1	100%	6
Instrumentation Engineering	3	0	0%	0
Integrated Resource Management	2	0	0%	0
International Educated Nurses	9	1	11%	4
Library and Information Technology	1	0	0%	0
Machinist	4	1	25%	2
Mechanical Engineering	2	0	0%	0
Medical Laboratory Assistant	2	2	100%	11
Medical Laboratory Technology	2	2	100%	20
Medical Radiologic Technology	3	1	33%	1
Mining Engineering Technology	1	0	0%	0
New Media Communications	1	0	0%	0
Nursing Re-entry	1	0	0%	0
Office Education	34	9	26%	54
Occupational Health and Safety Practitioner	8	0	0%	0

Program	Total # of Employers	Employers Who Experienced Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		Count	%	
Parts Management Technician	1	1	100%	2
Perioperative Nursing/LPN	2	2	100%	4
Perioperative Nursing/RN	4	1	25%	10
Pharmacy Technician	4	3	75%	12
Plumbing and Pipefitting	3	1	33%	2
Power Engineering Technician	3	0	0%	0
Power Engineering Technology	2	0	0%	0
Power Sports Equipment Technician	1	0	0%	0
Practical Nursing	32	15	47%	47
Primary Care Nurse Practitioner	1	0	0%	0
Primary Care Paramedic	10	5	50%	11
Professional Cooking	2	2	100%	8
Psychiatric Nursing	2	2	100%	14
Radiation and Environmental Monitoring Technician	1	1	100%	2
Recreation and Tourism Management	1	0	0%	0
Refrigeration and Air Conditioning	1	1	100%	3
Resource and Environmental Law	2	2	100%	11
Security Officer	1	0	0%	0
Therapeutic Recreation	2	0	0%	0
Veterinary Technology	2	1	50%	1
Water Resources Engineering Technology	4	2	50%	3
Web Site Design and Development	1	1	100%	3
Welding	9	0	0%	0
Youth Care Worker	6	2	33%	17
Saskatchewan Polytechnic Overall	453	179	40%	861

Appendix B: Saskatchewan Polytechnic Employer Survey 2016

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 Saskatchewan Polytechnic?

_____ Yes
 _____ No (**Only ask Q4A, 4D, 11, 12, 15**)

3. How satisfied are you with the preparation of the graduate for employment in their field of study, specifically the skills and training the graduate learned that are specific to the program, not general employability skills.

_____ Very Satisfied
 _____ Satisfied
 _____ Dissatisfied
 _____ Very Dissatisfied

4. On a scale of 1-4, with 1 Very Dissatisfied, 2 Dissatisfied, 3 Satisfied and 4 Very Satisfied, please indicate how satisfied you were with the preparation of the Saskatchewan Polytechnic graduate in the following areas.

	Very Dissatisfied (1)	Dissatisfied (2)	Satisfied (3)	Very Satisfied (4)
A. Overall preparation for employment at your organization (if 1 or 2, ask Q5; if 3 or 4, skip Q5)				
B. Job-related knowledge (if 1 or 2, ask Q6; if 3 or 4, skip Q6)				
C. Job-related skills (if 1 or 2, ask Q7; if 3 or 4, skip Q7)				
D. General employability skills (e.g., communication, problem solving, team building, time management, leadership) (if 1 or 2, ask Q8; if 3 or 4, skip Q8)				

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 Saskatchewan Polytechnic improve the curriculum content, instruction, practicums, or method of training for the **<name of program>** program?
10. What other important skills or abilities are required by your organization that are not demonstrated by Saskatchewan Polytechnic graduates from this program?
11. Should your organization/business need employees with similar training in the future, would you hire a Saskatchewan Polytechnic graduate?
 - Yes (**Skip to Q13**)
 - No
 - Undecided
12. Why [**would you not hire**] [**are you undecided about hiring**] a Saskatchewan Polytechnic graduate in the future? (wording of question based on response to Q11)
13. Within 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. In what industry does your business/organization operate?

- Agriculture, forestry, fishing and hunting
- Mining, quarrying, and oil and gas extraction
- Utilities
- Construction
- Manufacturing
- Wholesale trade
- Retail trade
- Transportation and warehousing
- Information and cultural industries
- Finance and insurance
- Real estate and rental and leasing
- Professional, scientific and technical services
- Management of companies and enterprises
- Administrative and support, waste management and remediation services
- Educational services
- Health care and social assistance
- Arts, entertainment and recreation
- Accommodation and food services
- Other services (except public administration)
- Public administration
- Other, please specify _____

16. Do you have any other comments you wish to make about Saskatchewan Polytechnic graduates or programs?