

SIAST
Employer Survey
2006



SIAST

SASKATCHEWAN INSTITUTE OF
APPLIED SCIENCE AND TECHNOLOGY

Acknowledgements

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

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SASKATCHEWAN INSTITUTE OF
APPLIED SCIENCE AND TECHNOLOGY

Saskatchewan Institute of Applied Science and Technology

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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 curriculum and mix of programs. The employer survey is conducted in conjunction with SIAST's graduate employment survey (GES).

The employer survey primarily consists of a series of rating questions regarding the preparation of graduates for employment and asks questions on overall preparation and in job-related knowledge, job-related skills, and general employability or essential skills. The suitability of curriculum content, instruction, practicum and method of training is also examined.

1.1 Methodology

In the spring of 2007, 3,719 graduates, who completed their programs between July 2005 and October 2006, were surveyed in the graduate employment survey. Of these, 1,699 graduates from 139 programs completed the survey. Respondents to the survey provided employer contact information for the purposes of conducting an employer survey. Many students were employed at the same organization, and as such, provided the same employer contact. In these cases, employers were contacted once.

Based on the information provided by the graduate respondents in the 2006 GES, a list of 700 unduplicated employers was compiled. These employers were used as the sample for the employer survey conducted in the spring of 2007.

The student employment centre (SEC) at SIAST acts as a broker between graduates and employers to facilitate employment for SIAST graduates. The purpose of the student employment centre is to help students secure employment shortly after graduation and to satisfy the needs of recruiting employers.

In order to increase the employer listing for the employer survey, the student employment centre offices provided SIAST's Institutional Research and Analysis (IR&A) office with an extensive contact database of employer names and addresses. The list outlined those employers who had been in touch with the student employment centre offices to secure the names of graduates who might potentially become employees. The list did not identify those employers who eventually hired SIAST graduates.

In May of 2007, Norsask Consumer Interviewing Services Ltd. of Saskatoon contacted the identified employers and conducted one-on-one computer assisted telephone interviews.

A copy of the questionnaire is attached as Appendix A. Employers were instructed to answer the questions based on the training and skills the employees (former graduates) received while studying at SIAST, rather than on the particular person(s) they had hired.

The data was checked by IR&A for accuracy and analyzed utilizing the Statistical Package for Social Sciences (SPSS).

1.2 Response Rate

Every effort was made to contact all the employers on both lists (i.e., graduate employment survey and student employment centre) in order to provide the highest possible response rate. Of the 700 employers identified in the graduate employment survey, 351 employers of graduates from 96 programs were successfully contacted and interviewed (50% response rate). *Note: Some of the larger "employers" with multiple locations around the province and different contact information (e.g., health regions) may have been surveyed more than once, and are included in the 351 total.*

Two hundred and sixty employers from the student employment centre listing responded to the survey. The total number of respondents to the survey was 611. The analysis of the survey is separated into the two responding groups (i.e., graduate employment survey employers and student employment centre employers).

Table 1 shows the number of completed responses by the two responding groups, the graduate employment survey employers and student employment centre employers.

Table 1: Number of Responses, SIAST-Wide and by Respondent Groups

Respondent Group	#	Percentage of Total Responses
Graduate Employment Survey Employers	351	57.4%
Student Employment Centre Employers	260	42.6%
SIAST-Wide	611	100%

1.3 Reporting of Results

Detailed results of the employer survey are presented in Section 2.0. The results are reported for SIAST-Wide and by the two responding categories, the graduate employment survey employers and student employment centre employers (mentioned above). Where possible, the results of the graduate employment survey responding group are broken down by SIAST's six divisions: Business and Entrepreneurial Studies; Community Services; Industrial Training; Nursing; Science and Health; and, Technology.

Saskatchewan Labour identified a list of 15 industry sectors as important for the province. Monthly labour force statistics are reported in this manner. Employers were asked to identify the industry to which their business operated from the list identified. Some respondent employers indicated "other" industry sector and these were re-coded to the appropriate industry. The 96 SIAST certificate/diploma programs assessed by employers in the survey were grouped into the appropriate training sector. The rating results were then also displayed by the industry sectors to identify where there may be variations amongst programming. Note: the graduate employment and employer surveys do not survey apprentices (apprenticeship programming), as the students of these programs do not graduate nor receive a SIAST credential but an industry designation.

Appendix B contains the listing of the industry sectors and the SIAST programs that were identified with each sector. Grouping the programs into sectors was possible for those employers who employed SIAST graduates in positions related to their fields of study. This process could only be accomplished for those employers that were identified from the respondents of the graduate employment survey; in other words, the graduate employment survey employers.

It is important to note that the industry sectors related to the employers' businesses, for instance if an employer owned or operated a welding shop, the industry sector would be identified as "construction". Training-related employment referred to the type of work employees secured with companies being in the same field as the educational training they received while at SIAST.

Only "valid responses" have been included in the report. The respondent employers who did not provide answers to certain questions were removed from the analysis of those certain questions. Therefore, the total number of respondents for each question will vary, comprising only of those employers who provided a valid response to each question. All percentages have been rounded to one decimal place or, in some graphs, the nearest whole number. As such, the total percentage listed may differ slightly from 100%.

Comments and open-ended responses were not included in the report but were grouped into themes and forwarded to the deans for review. The results identified in the employer survey report are aggregate for

SIAST-wide (overall), for each of the two reporting categories (graduate employment survey employers and student employment centre employers), and for the industry sectors. As well, the responses from the graduate employment survey employers were reported at the program division level. Because of the style and nature of the survey, individual program pages were not possible.

1.3.1 Reporting Employer Satisfaction Based on Training-Related Employment

SIAST places an emphasis on training its graduates to work in occupations related to their field of study. The majority of employer respondents from the graduate employment survey employer category in this study reported their satisfaction with SIAST graduates who were working in a training-related position (97.8% SIAST-wide, 317 of 324 in the graduate employment survey category).

As mentioned in the response rate section at the beginning of the report, two databases of employers were used for the survey, the employer information provided from respondent graduates of the graduate employment survey as well as employer contact names from the list provided by the student employment centres at SIAST. With the information provided by the graduates, IR&A was able to ascertain if the graduates were working for employers in training related employment. Training-related employment responses from the student employment centre category could not be determined.

Table 2: Graduate Employment Survey Responding Employers with Graduates Working in Training-Related Occupations, by Division for Graduate Employment Survey Employers

Division	Yes	No
Business and Entrepreneurial Studies	42	2
Community Services	61	3
Industrial Training	44	1
Nursing	33	0
Science and Health	79	0
Technology	58	1
GRADUATE EMPLOYMENT SURVEY EMPLOYERS TOTAL	317	7

2.0 RESULTS

Throughout the report, the results of the survey will be reported by SIAST-wide (overall), and by the two responding groups (graduate employment survey employers and student employment centre employers). Additional results, at the program division level at SIAST, will be reported only for the graduate employment survey employer respondents, since this group were pre-coded into divisions from the information provided by the SIAST graduates in the graduate employment survey conducted last winter (November 06-February 07). The last analysis for each question will be by industry sector.

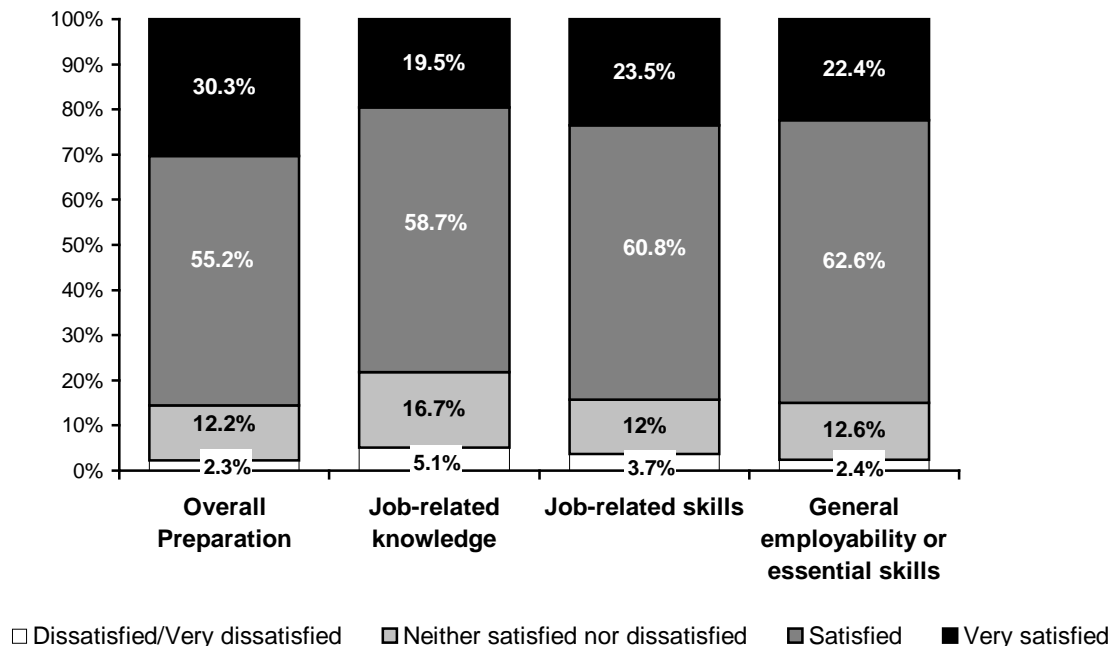
2.1 Summary of Employer Satisfaction with Overall Preparation, Job-Related Knowledge, Job-Related Skills, and General Employability Skills or Essential Skills Preparation of SIAST Graduates

When asked to report on their satisfaction with overall job preparation, rather than specific areas of preparation, the majority of employers (85.5%) reported they were satisfied or very satisfied (Graph 1). This is slightly higher than the respondent employers rating in the 2004 survey.

The respondent employers were most satisfied with the **general employability or essential skills** displayed by SIAST graduates (85% of employers were satisfied or very satisfied). Employer satisfaction with **job-related knowledge** and **job-related skills** of graduates was slightly lower, with 78.2% and 84.3% of employers reporting satisfaction, respectively.

A further breakdown of the satisfaction ratings is presented in subsequent sections of this report.

Graph 1: Summary of Respondent Employer Satisfaction with Overall Preparation, Job-Related Knowledge, Job-Related Skills, and General Employability Skills or Essential Skills of Graduates, SIAST-Wide



2.2. Overall Preparation

2.2.1 Employer Satisfaction with Overall Preparation of Graduates, SIAST-Wide and by Responding Category (Graduate Employment Survey Employers and Student Employment Centre Employers)

As already reported, respondent employers reported their satisfaction levels for the overall preparation of SIAST graduates for employment at 85.5%, a slight increase from the 2004 rating.

Both responding groups (graduate employment survey employers and student employment centre employers) rated the satisfaction levels for overall preparation of SIAST graduates for employment as very high, at 86.5% and 84.1% respectively (Table 3).

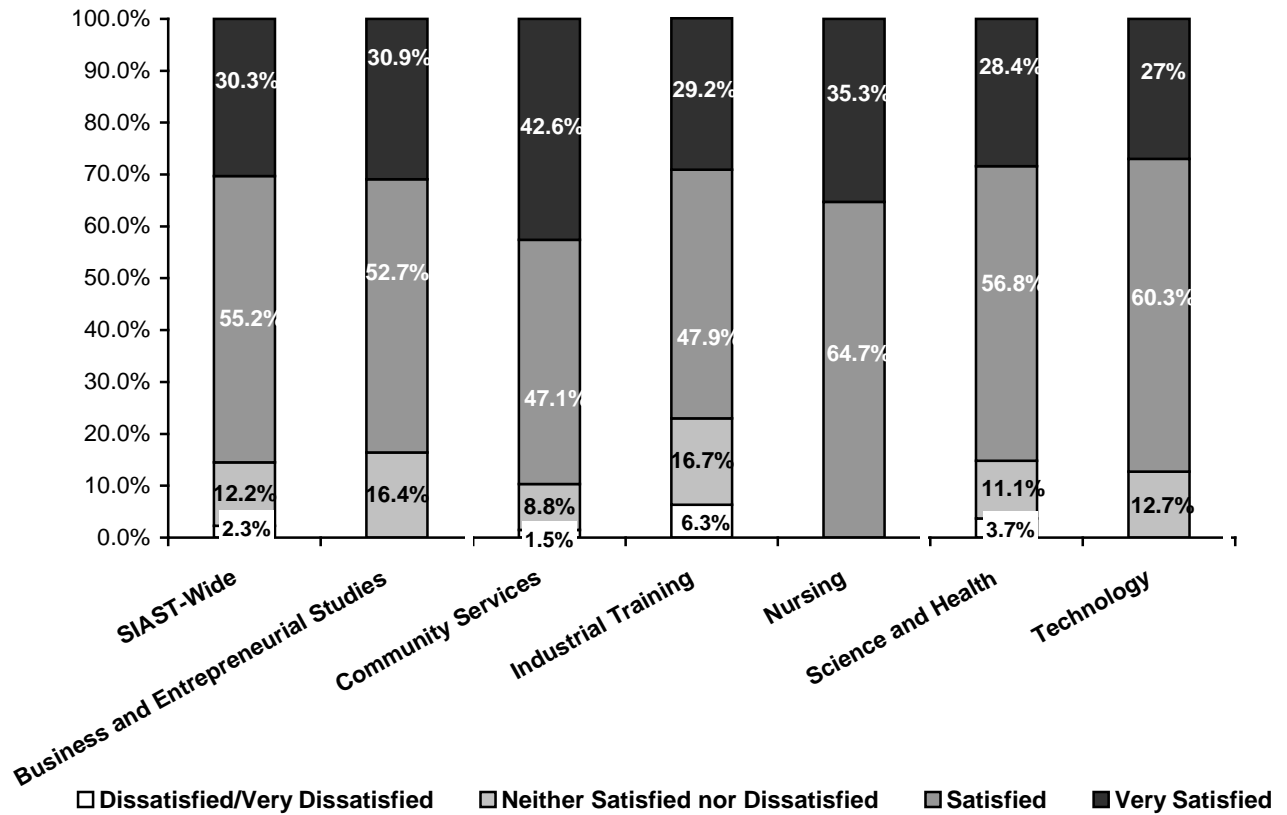
Table 3: Satisfaction with Overall Preparation of SIAST Graduates, by Student Employment Centre Employers and Graduate Employment Survey Employers

Respondent Group	# of Respondents	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
Student Employment Centre Employers	260	72	145	34	5	2
Graduate Employment Survey Employers	351	112	190	40	6	1
SIAST-Wide	611	184	335	74	11	3

2.2.2 Employer Satisfaction with Overall Preparation of Graduates, by Division for the Graduate Employment Survey Employers Responding Group

As reported, the responses by program divisions are from the graduate employment survey employer responding category. The satisfaction ratings from employer respondents in the Community Services; Industrial Training; and Nursing divisions increased from the 2004 standings at increases of 14%, 4%, and 11% respectively (Graph 2).

Graph 2: Employer Satisfaction with Overall Preparation of Graduates, SIAST-Wide and by Division



On a divisional level, the 351 employer respondents' ratings were very high for satisfaction levels of overall preparation of SIAST graduates for employment. Respondents in three of the divisions were very positive in that none of the responding employers rated the satisfaction levels for overall preparation as dissatisfied or very dissatisfied (Business and Entrepreneurial Studies; Nursing; and Technology; Table 4).

Table 4: Employer Satisfaction with Overall Preparation of Graduates, by Division for Graduate Employment Survey Employers

Division	# of Respondents	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
Business and Entrepreneurial Studies	56	17	29	9	0	0
Community Services	68	29	32	6	1	0
Industrial Training	48	14	23	8	2	1
Nursing	34	12	22	0	0	0
Science and Health	81	23	46	9	3	0
Technology	64	17	38	8	0	0
GRADUATE EMPLOYMENT SURVEY EMPLOYERS TOTAL	351	112	190	40	6	1

2.2.3 Employer Satisfaction with Overall Preparation of Graduates, by Related Industry Sector

Employers were asked to identify, from a list developed by Saskatchewan Labour and alluded to in the *reporting of the results* section of the report, the type of industry to which their organization would fit.

Of the respondent employers, the industry to which the majority identified their organizations could be grouped was Health and Social Services, at 28.6%; followed by Transportation, Trucking, Heavy Equipment and Utilities, at 10.3% (Table 5).

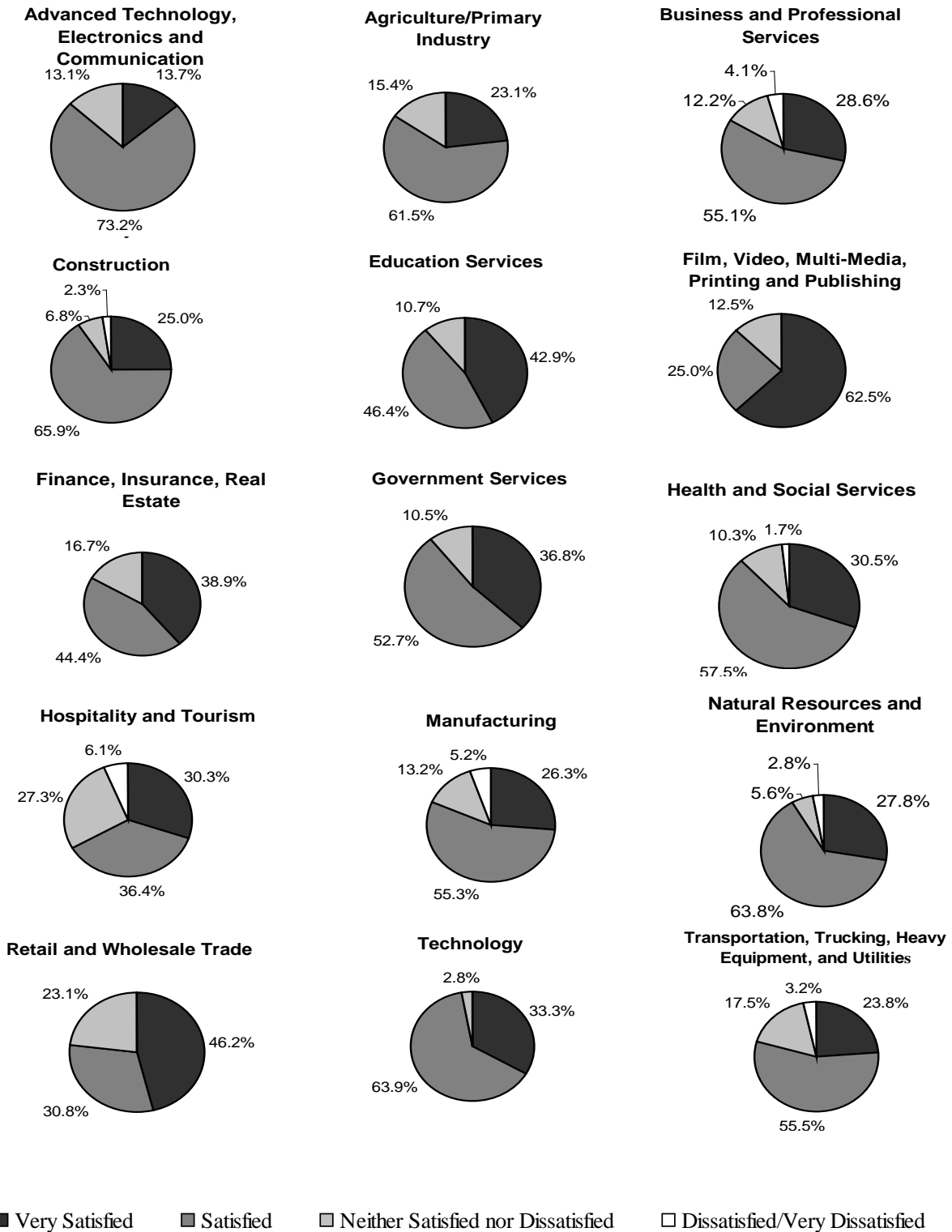
Table 5: Frequency of Employers in Each Industry Sector

Industry Sector	# of Employers	Percent
Advanced Technology, Electronics and Communication	22	3.6%
Agriculture/Primary Industry	13	2.1%
Business and Professional Services	51	8.3%
Construction	44	7.2%
Education Services	28	4.6%
Film, Video, Multi-Media, Printing and Publishing	8	1.3%
Finance, Insurance, Real Estate	18	2.9%
Government Services	19	3.1%
Health and Social Services	175	28.6%
Hospitality and Tourism	33	5.4%
Manufacturing	38	6.2%
Natural Resources and Environment	37	6.1%
Retail and Wholesale Trade	26	4.3%
Technology	36	5.9%
Transportation, Trucking, Heavy Equipment, and Utilities	63	10.3%
TOTAL	611	100.0%

A breakdown of respondent employers at the satisfaction levels for the overall preparation of graduates by one of the 15 industry sectors reveals that the Technology industry, at 97.2%, rated the highest satisfaction ratings. This sector was comprised of graduates from the following SIAST programs: Architectural and Interior Technologies; Architectural and Building Technologies; Biotechnology; CAD/CAM Engineering Technology; Chemical Technology; Commercial Pilot; Electrical Engineering Technology; Electrician; Electronic Systems Engineering Technology; Geomatics Technology; Mechanical Engineering Technology; Office Automation/Administration; and Refrigeration and Air Conditioning.

Overall, almost half of the industries did not report any level of dissatisfaction, that is *dissatisfied* or *very dissatisfied* (Graph 3).

Graph 3: Employer Satisfaction with Overall Preparation of Graduates, by Industry Sector



Seventy-four of the 611 respondent employers reported that they were *neither satisfied nor dissatisfied* (17.5%). This was captured as small percentages in 14 of the 15 industry sectors.

2.3. Job-Related Knowledge

2.3.1 Employer Satisfaction with Job-Related Knowledge of Graduates, SIAST-Wide and by Responding Category (Graduate Employment Survey Employers and Student Employer Centre Employers)

In addition to rating overall preparation, employers were asked to indicate their level of satisfaction with the preparation of SIAST graduates in the area of **job-related knowledge**.

Overall, 78.2% of employers were satisfied to very satisfied with the job-related knowledge of the graduates they hired. Approximately one-sixth of employers (16.7%) provided an indifferent rating for SIAST's ability to prepare SIAST graduates in the area of job-related knowledge, while a smaller proportion (5.1%) indicated some level of dissatisfaction.

With regard to the rating from the two respondent categories, 76.8% of the *student employment centre employers* and 82% of the *graduate employment survey employers* gave a rating of satisfied or very satisfied to the job-related knowledge question (Table 6).

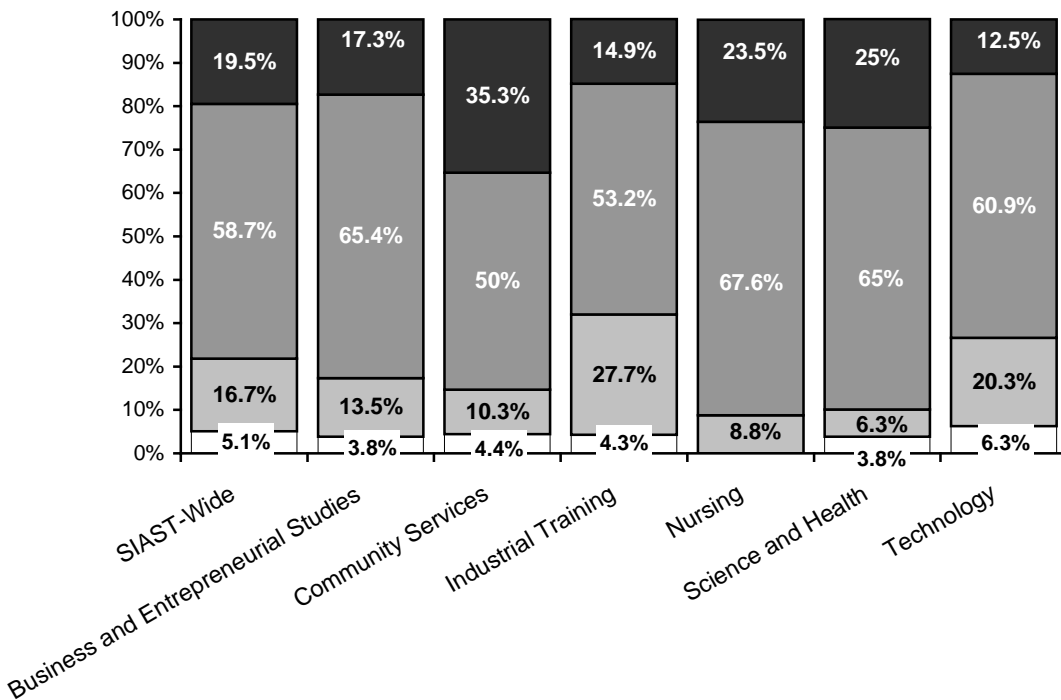
Table 6: Employer Satisfaction with Job-Related Knowledge of Graduates, by Graduate Employment Survey Employers and Student Employment Centre Employers

Respondent Group	# of Respondents	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
Graduate Employment Survey Employers	345	76	207	48	13	1
Student Employment Centre Employers	255	41	145	52	13	4
SIAST-Wide	600	117	352	100	26	5

2.3.2 Employer Satisfaction with Job-Related Knowledge of Graduates, by Division for the Graduate Employment Survey Employers Responding Group

On a divisional basis, for the *graduate employment survey employers*, respondent employers from programs in the Nursing and Science and Health divisions gave relatively higher satisfaction ratings to this question than other divisions, at 91.1% and 90% respectively, though no rating from other divisions was less than 68%. Business and Entrepreneurial Studies and Community Services reported their satisfaction ratings at 82.7% and 85.3% respectively. These divisions along with Nursing had higher satisfaction ratings than in 2004 (Graph 4).

Graph 4: Employer Satisfaction with Job-Related Knowledge of Graduates, SIAST-Wide and by Division for the Graduate Employment Survey Employers Group

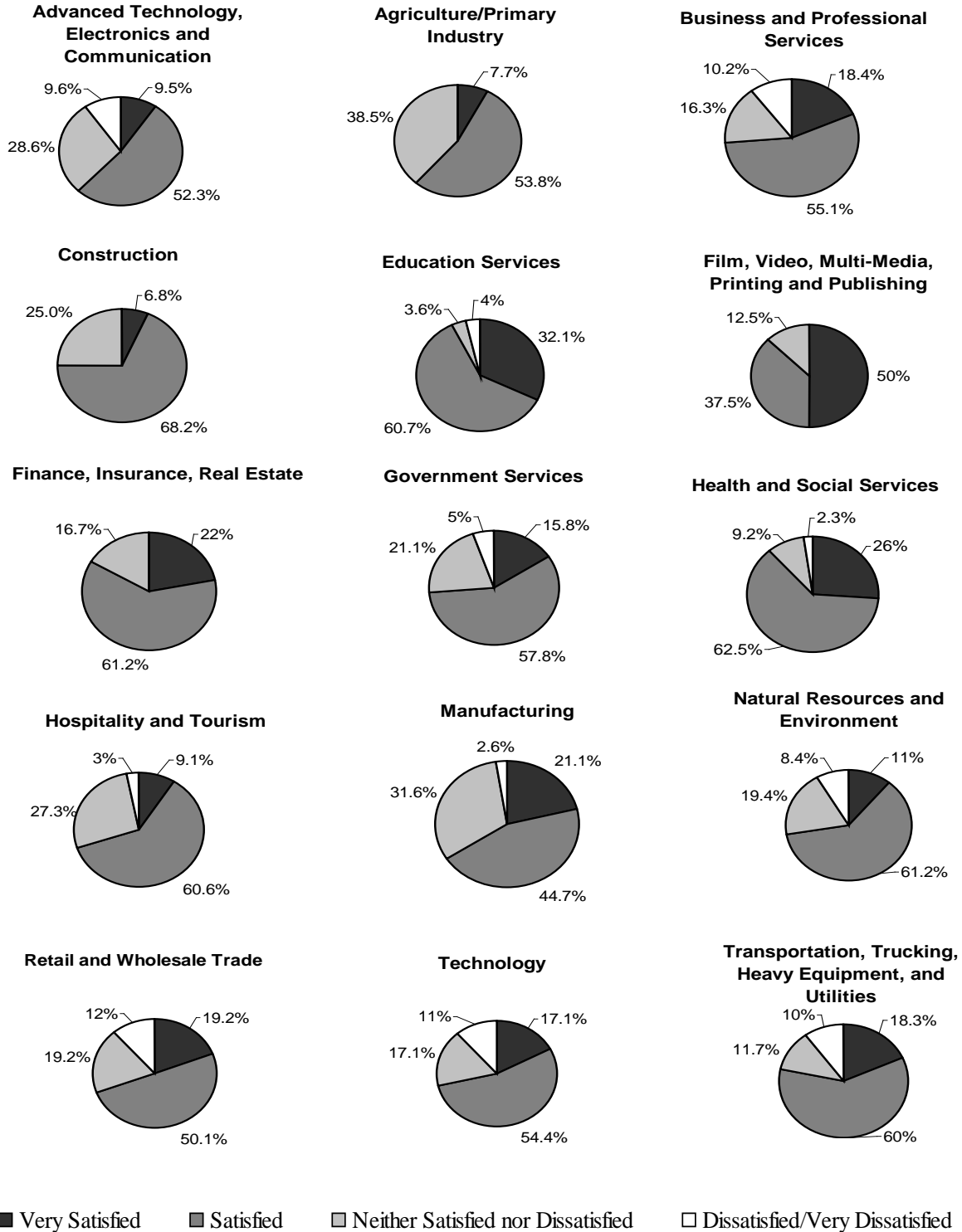


□ Dissatisfied/Very dissatisfied ■ Neither satisfied nor dissatisfied ■ Satisfied ■ Very satisfied

2.3.3 Employer Satisfaction with Job-Related Knowledge of Graduates, by Industry Sector

Respondent employers from the following industry sectors rated the satisfaction levels of job-related knowledge of graduates at 75% or higher: Construction; Education Services; Film, Video, Multi-Media, Printing and Publishing; Finance, Insurance, Real Estate; Health and Social Services; and, Transportation, Trucking, Heavy Equipment, and Utilities. No respondent employers in the Agriculture/Primary Industry; Construction; and Finance, Insurance, Real Estate sectors indicated any levels of dissatisfaction with the job-related knowledge of graduates (Graph 5).

Graph 5: Employer Satisfaction with Job-Related Knowledge of Graduates, by Industry Sector



Those respondents who gave a rating of “less than satisfactory” to the question on job-related knowledge, were asked to comment on the reason. Comments were categorized into themes and forwarded to the deans.

2.4 Job-Related Skills

2.4.1 Employer Satisfaction with Job-Related Skills of Graduates, SIAST-Wide and by Responding Category (Graduate Employment Survey Employers and Student Employment Centre Employers)

When asked to rate their level of satisfaction with the **job-related skills** displayed by SIAST graduates they hired, 84.3% of employers were satisfied or very satisfied, similar ratings to 2004.

Both responding groups (graduate employment survey employers and student employment centre employers) rated the satisfaction levels for job-related skills of SIAST graduates for employment as very high, at 86.9% and 80.8% respectively (Table 7).

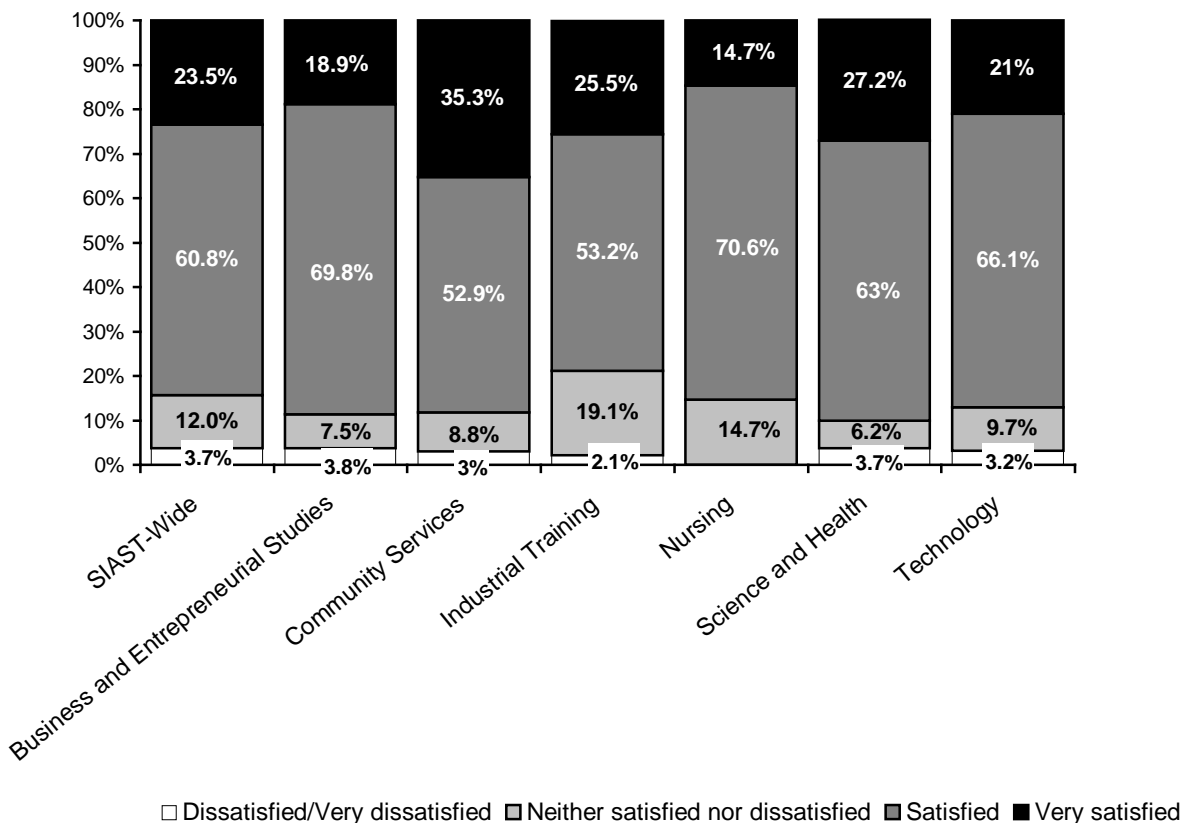
Table 7: Employer Satisfaction with Job-Related Skills of Graduates, by Graduate Employment Survey Employers and Student Employment Centre Employers

Respondent Group	# of Respondents	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
Graduate Employment Survey Employers	345	86	214	35	9	1
Student Employment Centre Employers	255	55	151	37	10	2
SIAST-Wide	600	141	365	72	19	3

2.4.2 Employer Satisfaction with Job-Related Skills of Graduates, by Division for the Graduate Employment Survey Employers Responding Group

The responding employers from the Business and Entrepreneurial Studies; Community Services; Nursing; Science and Health; and Technology divisions rated the satisfaction levels for job-related skills of graduate in the high 80's, with Business and Entrepreneurial Studies ratings as slightly less than in 2004. In the Industrial Training division, one respondent employer was dissatisfied with the satisfaction levels in this variable. In this division, 19.1% indicated that they were neither dissatisfied, nor very dissatisfied (Graph 6).

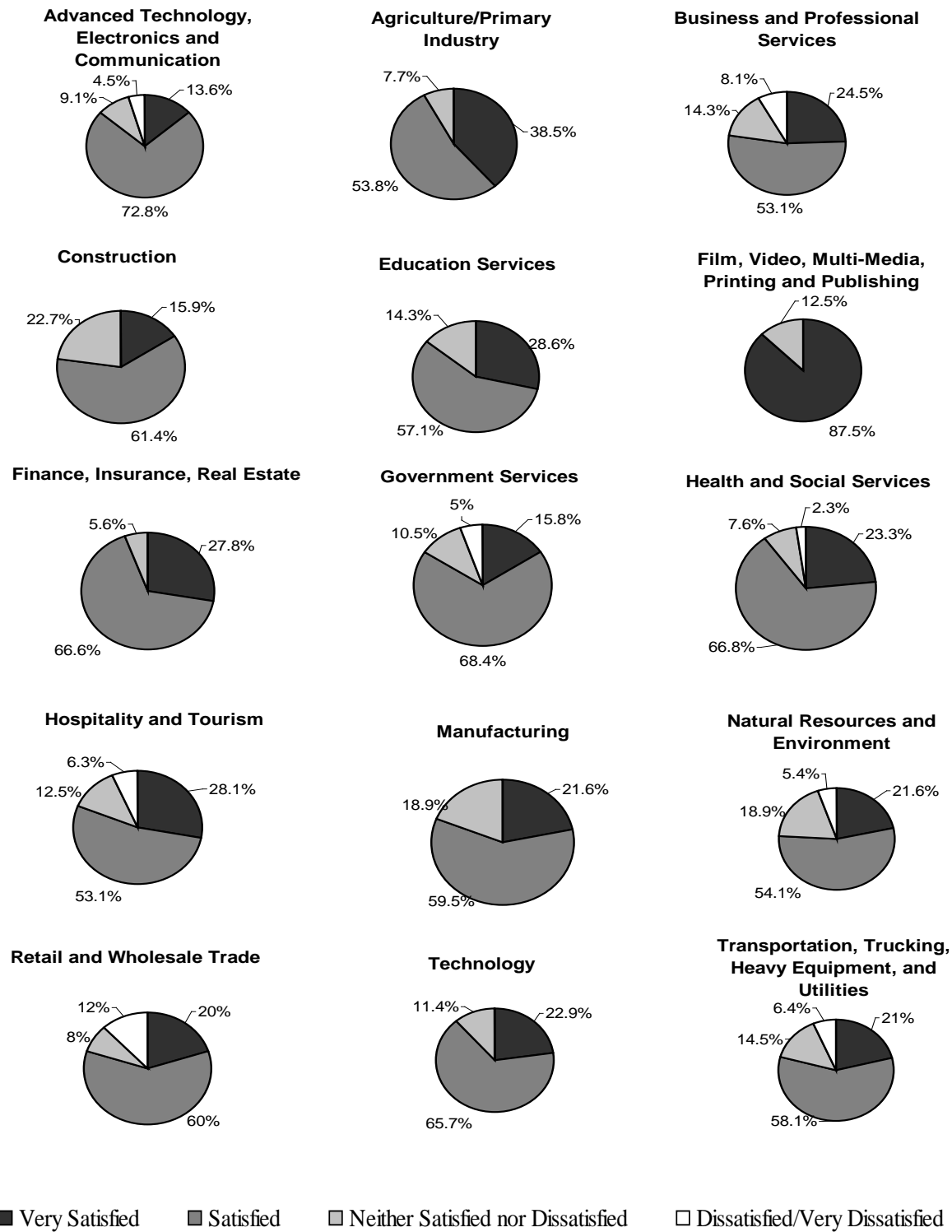
Graph 6: Employer Satisfaction with Job-Related Skills of Graduates, SIAST-Wide and by Division for Graduate Employment Survey Employers



2.4.3 Employer Satisfaction with Job-Related Skills of Graduates, by Industry Sector

In the satisfaction levels of job-related skills for graduates, respondent employers from eleven of the fifteen industry sectors rated positively in excess of 80%, with the remaining four in the high 70% range. The dissatisfaction ratings from respondent employers in the Agriculture/Primary Industry; Construction; Education Services; Finance, Insurance, Real Estate; Manufacturing; and Technology sectors were zero, though these areas were non-committal with ratings ranging from 5.6%-22.7% for *neither satisfied nor dissatisfied* (Graph 7).

Graph 7: Employer Satisfaction with Job-Related Skills of Graduates, by Industry Sector



Those respondents who gave a rating of “less than satisfactory” to the question on job-related skills, were asked to comment on the reason. Comments were categorized into themes and forwarded to the deans.

2.5 General Employability or Essential Skills

*Employability Skills are not job specific, but are skills which cut horizontally across all industries and vertically across all jobs from entry level to chief executive officer.*¹

Employability or essential skills fall into three categories:

Basic Skills – oral communications (speaking/listening); reading (especially understanding and following instructions); basic arithmetic; and, writing.

Higher-Order Thinking Skills – problem solving; learning skills; strategies; creative, innovative thinking; and, decision making.

Affective Skills and Traits – dependability/responsibility; positive attitude toward work; conscientiousness, punctuality, efficiency; interpersonal skills, cooperation, working as a team member; self-confidence, positive self-image; adaptability, flexibility; enthusiasm, motivation; self-discipline, self-management; appropriate dress, grooming; honesty, integrity; and, ability to work without supervision.

2.5.1 Employer Satisfaction with General Employability or Essential Skills, SIAST-Wide and by Responding Category (Graduate Employment Survey Employers and Student Employment Centre Employers)

Eighty-five percent of respondent employers indicated that they were satisfied to very satisfied with the **general employability or essential skill** preparation of SIAST graduates.

Of the 540 employer respondents to the employability or essential skill rating question, 13 were dissatisfied or very dissatisfied, at 2.4%.

Both responding groups (graduate employment survey employers and student employment centre employers) were very close in their rating of the satisfaction levels for general employability or essential skills of SIAST graduates, at 85.2% and 84.7% respectively (Table 8).

Table 8: Employer Satisfaction with General Employability or Essential Skills of Graduates, by Graduate Employment Survey Employers and Student Employment Centre Employers

Respondent Group	# of Respondents	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied
Graduate Employment Survey Employers	310	74	190	37	8	1
Student Employment Centre Employers	230	47	148	31	4	0
SIAST-Wide	540	121	338	68	12	1

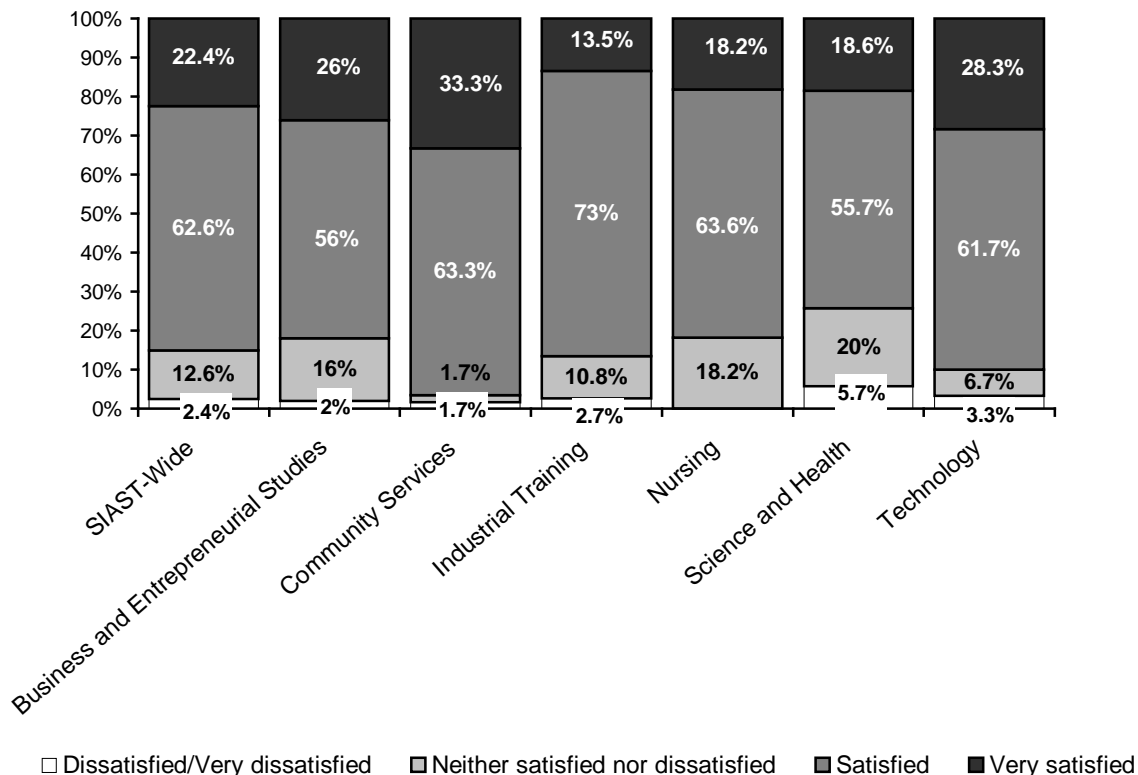
2.5.2 Employer Satisfaction with General Employability or Essential Skills of Graduates, by Division for the Graduate Employment Survey Employers Responding Group

The responding employers from the Community Services; Industrial Training; and Technology divisions rated the satisfaction levels (satisfied and very satisfied) for employability or essential skills of graduates above the SIAST-Wide average. Three other divisions, Business and Entrepreneurial Studies; Nursing;

¹ Sherer, M., and Eadie, R. "Employability Skills: Key to Success." Thrust 12/2 (1987): p 16-17

and Science and Health, fell slightly below the satisfied and very satisfied levels for both the SIAST-wide average as well as the average of the appropriate divisions in the 2004 study, at 82%, 81.8% and 74.3% respectively. If respondent employers had been forced to give a different satisfaction rating than *neither satisfied nor dissatisfied* (16.0%, 18.2% and 20.0%), then the ratings would have been distributed elsewhere and the results in all divisions would have been different (Graph 8).

Graph 8: Employer Satisfaction with General Employability or Essential Skills of Graduates, SIAST-Wide and by Division for Graduate Employment Survey Employers

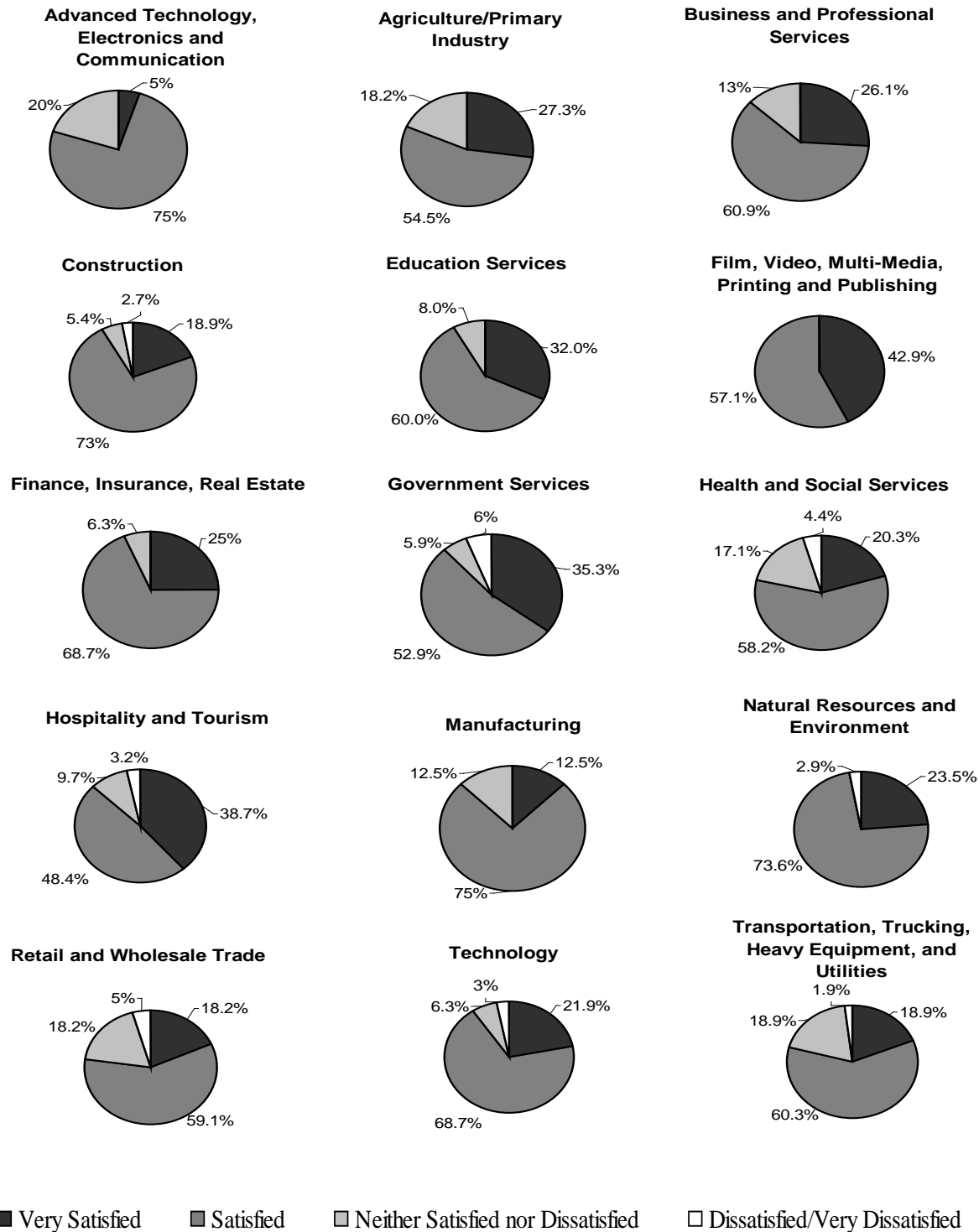


2.5.3 Employer Satisfaction with General Employability or Essential Skills of Graduates, by Industry Sector

Twelve of the fifteen sectors gave a positive satisfaction rating in excess of 80% for *satisfied* to *very satisfied* for general employability or essential skills, with one industry, Natural Resources and Environment, giving a rating of 97.1%. Though the satisfaction ratings were positive, they could have been better if the high percentages in some industries for the *neither satisfied nor dissatisfied* rating had been lower. Of the industry sectors that did indicate a *dissatisfied* or *very dissatisfied* rating for these skills, the rates were 5.7% or less (Graph 9).

The general employability or essential skills of SIAST graduates were rated strongest in the Film, Video, Multi-Media, Printing and Publishing sector, with 100% of employers indicating they were *satisfied* to *very satisfied*. Health and Social Services and Retail and Wholesale Trade were the only industry sectors to rate a satisfaction level of *very dissatisfied* for general employability or essential skills.

Graph 9: Employer Satisfaction with General Employability or Essential Skills of Graduates, by Industry Sector



Those respondents who gave a rating of “less than satisfactory” to the question of general employability or essential skills, were asked to comment on the reason. Comments were categorized into themes and forwarded to the deans.

2.6 Curriculum Content, Instruction, Practicums, or Methods of Training

2.6.1 Employer Satisfaction with Curriculum Content, Instruction, Practicums, or Methods of Training, SIAST Wide and by Responding Category (Graduate Employment Survey Employers and Student Employment Centre Employers)

There is a reversal in the percentage response in 2006 from the 2004 survey on the issue of whether or not SIAST needs to improve its curriculum content, instruction, practicums, or methods of training. The 2006 respondents indicated 44.7% that SIAST did not need to improve the factors above and 38.1% that the Institute should, while 17.2% were unsure. The 2004 responses were 41.4%, 49%, and 9.5% respectively.

The responses in 2004 were re-calculated to the percentages above to include those that responded to the variable of *not sure* (9.5%). The 2004 report originally recorded the ratings 54.2% for improvement and 45.8% that improvements were not necessary, and the *not sure* responses had inadvertently been excluded from the calculations.

The 2006 percentages above were aggregated for the 611 employer respondents. The percentages changed slightly when the categories were split into the graduate employment survey employers and student employment centre employers, 351 and 260 employers respectively (Table 9). Both responding groups rated 17.7% and 16.5% respectively that they were not sure if SIAST needed to improve its curriculum content, instruction, practicums, or methods of training.

Table 9: Need to Improve SIAST Curriculum Content, Instruction, Practicums, and Methods of Training, by Graduate Employment Survey Employers and Student Employment Centre Employers

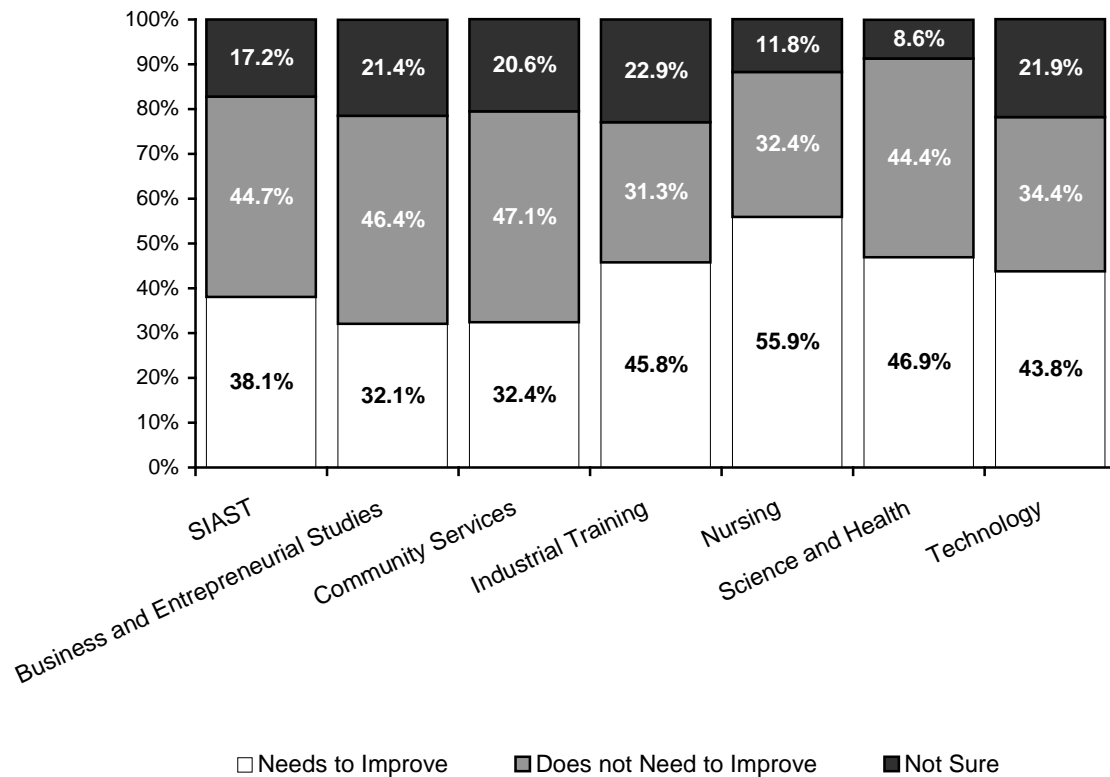
Respondent Group	# of Respondents	Does not Need to Improve	Not Sure	Needs to Improve
Graduate Employment Survey Employers	351	142	62	147
Student Employment Centre Employers	260	131	43	86
SIAST-Wide	611	273	105	233

2.6.2 Employer Satisfaction with Curriculum Content, Instruction, Practicums, or Methods of Training, by Division for the Graduate Employment Survey Employers Respondent Group

In order to avoid confusion in quoting and comparing the 2004 satisfaction ratings by division, and reporting the percentage ratings of what variables were included and what should have been included, no comparison was made to the 2006 figures.

Respondent employers in the Nursing division indicated 55.9% that improvements were required in the curriculum content, instruction, practicums, or methods of training in that division. Other divisions where improvements were indicated were Industrial Training; Science and Health; and, Technology (Graph 10).

Graph 10: Need to Improve SIAST Curriculum Content, Instruction, Practicums, or Methods of Training, SIAST-Wide and by Division for Graduate Employment Survey Employers



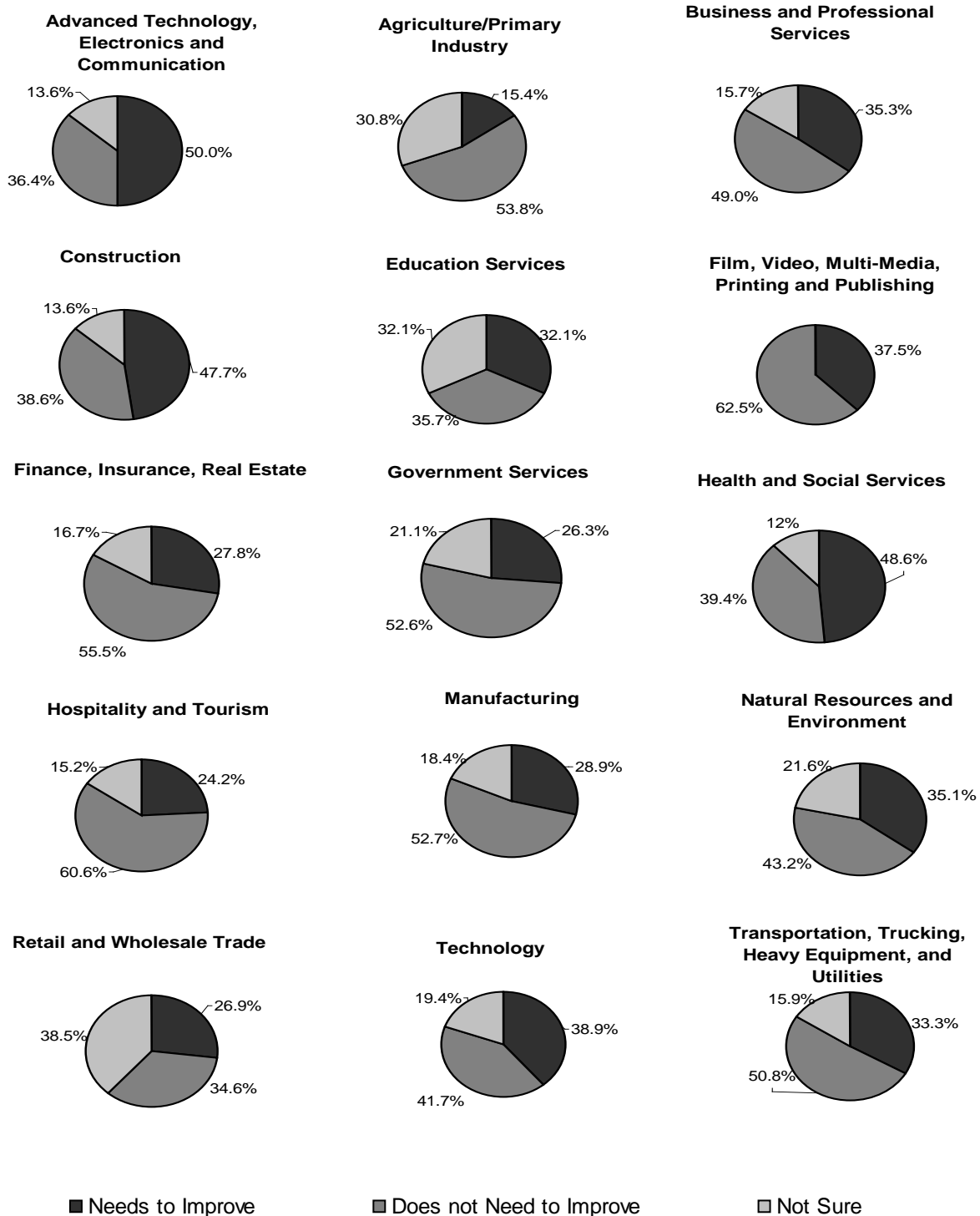
2.6.3 Employer Satisfaction with Curriculum Content, Instruction, Practicums, or Methods of Training, by Industry Sector

SIAST is committed to ensuring the employment success of the graduates who have completed an Institute program. Feedback from both the graduate and employer surveys provide valuable information about the quality of training and the success of SIAST graduates in the labour market. Though, as recorded above, SIAST-wide 44.7% of respondent employers indicated that they do not feel that SIAST needs to improve the curriculum content, instruction, practicum, and methods of training, it is interesting to note that 50% of the respondent employers in the Advanced Technology, Electronics, and Communication industry sector rated that there was a need for improvement in these variables. Greater than 50% of the employer respondents in seven of the 15 industry sectors rated that there was not a need to improve the curriculum content, instruction, practicum and methods of training.

The need for improvement in the curriculum content, instruction, practicums, or methods of training varied amongst industry sectors. In some sectors, the proportion of employers that indicated improvements should be made was low, as in the Agriculture/Primary Industry (15.4%); Hospitality and Tourism (24.2%); and, Government Services (26.3%) sectors.

Conversely, the Advanced Technology, Electronics and Communication sector had the highest proportion of employers indicating programming improvements were required at 50%, followed by the Health and Social Services sector at 48.6%, and the Construction sector at 47.7% (Graph 11).

Graph 11: Need to Improve SIAST Curriculum Content, Instruction, Practicum or Methods of Training, by Industry Sector



Those respondents who indicated that SIAST's curriculum content, instruction, practicums, or methods of training need improvement were asked to identify what these improvements should be. The list of improvements were categorized into themes and forwarded to the deans.

2.7 Future Hiring of SIAST Graduates

Overall, 98.4% of respondent employers indicated that they would hire a SIAST graduate, with .2% indicating no, and 1.5% were undecided.

Similar to the calculation mix-up referred to in section 2.6 of the report regarding the removal of the *not sure* response rating in the 2004 analysis and report, the *undecided* rating was also inadvertently removed in the question "...would you hire a SIAST graduate?" in the 2004 survey.

Therefore, the response ratings could not be compared, unless the response rating in the 2006 study used the same calculation method from the 2004 report (removed the "undecided" variable), which then would show that, in 2006, 99.8% of the respondent employers indicated that they would hire a SIAST graduate, an increase of .3% from the 2004 results.

The high positive response rating, by whichever method, is a strong indicator of the success of SIAST graduates in the workplace.

2.7.1 Employer Satisfaction with Hiring a SIAST Graduate in the Future, by Division for the Graduate Employment Survey Employers Responding Group

It is interesting to note that three of the divisions very positively indicated that they would hire a SIAST graduate in the future: Community Services; Industrial Training; and Technology, at 100% each, while the other divisions were in the 97% to 98% range, for an overall 98.9% agreement (Table 10). These results are for the 351 responding employers from the information provided by graduates from the graduate employment survey.

Table 10: Employers Who Would Hire a SIAST Graduate Again, by Division for Graduate Employment Survey Employers

Division	Total Employers in GESE	% Who Would Hire Again
Business and Entrepreneurial Studies	56	98.2%
Community Services	68	100%
Industrial Training	48	100%
Nursing	34	97.1%
Science and Health	81	97.5%
Technology	64	100%
GRADUATE EMPLOYMENT SURVEY EMPLOYERS TOTAL	351	98.9%

Those respondents who indicated that they were "undecided or 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 to the deans.

General Comments

Respondents were asked to provide general comments about SIAST graduates or programs. The responses were grouped into themes and forwarded to the deans.

* * * * *

APPENDIX A: 2006 EMPLOYER SURVEY

SIAST Employer Survey 2006 Graduates from 2006 survey – conducted spring 2007

Name of the employer _____

Interviewer: Please refer me to the person or persons in your business who have had opportunities to supervise recently hired employees who are graduates of SIAST programs. I would like the person to answer a few questions about evaluating the skills and training these graduates received while at college? **[an example of such a person would be a supervisor or a member of the Human Resources office]**

Begin When Appropriate Person has been Located: SIAST regularly surveys graduates and employers of our career programs. We have recently completed the survey of those that graduated from SIAST programs in the past 14 months and are now in the process of surveying employers in the province who have hired these graduates within the past year. The graduates have been kind enough to share their employer information with us so that we can conduct the employer survey. We have been informed that your organization has hired a graduate(s) from a SIAST program (Interviewer identify the program). Is this correct?

If respondent indicated “YES”, then proceed. If respondent indicated “NO”, then thank him/her for the time and end the interview.

Could you take the time to answer a few questions regarding your satisfaction with the skills and knowledge of the SIAST graduates that you have hired within the past year? The questions are general in nature and refer to the training and skills the employees received while studying at SIAST, rather than to the particular personnel that you have hired in your company.

If yes – continue. If no, schedule another time.

Interviewer – each supervisor of graduates from different programs will be asked the same questions.

Please be assured that all the information you provide will be held in the strictest confidence and is protected under the Freedom of Information and Protection of Privacy Act. Results will be aggregated and individual responses will not be released.

Interviewer – The following questions may be asked from a number of different personnel in the organization, depending on the types of graduates that were hired, the programs they graduated from, and their current supervisor.

1. NAME OF INTERVIEWEE: _____

2. POSITION OF INTERVIEWEE: _____

3. On a scale between 1-5, please indicate how satisfied you are with the overall preparation of SIAST graduates recently employed for positions within your company – with 5 being *Very Satisfied* and 1 being *Very Dissatisfied* .

- __ Very Satisfied (5)
- __ Satisfied (4)
- __ Neither satisfied nor dissatisfied (3)
- __ Dissatisfied (2)
- __ Very Dissatisfied (1)

4a. Using the same rating scale of 1-5, with 5 being *Very Satisfied* and 1 being *Very Dissatisfied*, please indicate in each of the following specific areas, how you rate the preparation of the SIAST graduates you currently employ.

	Very Satisfied (5)	Satisfied (4)	Neither satisfied nor dissatisfied (3)	Dissatisfied (2)	Very Dissatisfied (1)
A. Job-related knowledge					
B. Job-related skills					
C. General employability or essential skills (communication, problem solving, team building, time management, leadership)					

If respondents gave a rating of 3 or lower to any of the areas above ask them to comment below.

4b. What aspects of the skills have caused you to give a “less than satisfactory” rating to this type of preparation – please comment:

A. Job-related knowledge

B. Job-related skills

C. General employability or essential skills

5a. Are there ways SIAST should improve the curriculum content, instruction, practicums, or method of training?

_____ Yes

_____ No

_____ Not sure

If respondent indicated "YES", ask them to elaborate. If specific suggestions are given, please ask the respondent to identify the specific position within their company (not the employee's name) that the suggestions refer to.

5b. Please indicate what these improvements should be and for which positions within your company they would apply.

Position: _____

Qualification Required for Position: _____

Comments:

Position: _____

Qualification Required for Position: _____

Comments:

Position: _____

Qualification Required for Position: _____

Comments:

6a. Should your organization/business need employees with similar training in the future, would you hire a SIAST graduate?

_____ Yes

_____ No

_____ Undecided

If the respondent indicated “No” or “Undecided” ask them to elaborate. If they answered “Yes” move on to question 7.

6b. Why would you *not hire* or are *undecided about hiring* a SIAST graduate in the future, please comment:

7. Do you have any general comments you wish to make about SIAST graduates or programs?

8. What type of industry is your organization?

- a. Advanced technology, electronics and communication
- b. Agriculture/primary industry
- c. Business and professional services
- d. Construction
- e. Education services
- f. Film, video, multi-media, printing and publishing
- g. Finance, insurance, real estate
- h. Government services / Public Administration
- i. Health and social services
- j. Hospitality and tourism
- k. Manufacturing
- l. Natural resources and environment
- m. Retail and wholesale trade
- n. Technology
- o. Transportation, trucking, heavy equipment, and utilities
- p. Other (please specify) _____

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.

APPENDIX B: INDUSTRY SECTORS AND THE TITLE OF SIAST PROGRAMS IDENTIFIED WITHIN THE GRADUATE EMPLOYMENT SURVEY EMPLOYERS

Industry Sector	Graduates from the following programs are employed in businesses from the identified industry sectors
Advanced Technology, Electronics and Communication	Building Systems Technician Business Business: Administration Business: Computer Information Systems Computer Systems Technology Contact Centre Professional Electronic Systems Engineering Technology Electronics Engineering Technology Electronics Technician
Agriculture/Primary Industry	Agricultural Machinery Technician Parts Management Technician
Business and Professional Services	Agricultural Machinery Technician Applied Photography Business Business: Accountancy Business: Financial Services Chemical Dependency Worker Chemical Technology Civil Engineering Technology Educational Assistant Electrician Electronic Systems Engineering Technology Funeral Service Hairstylist Human Resource Occupational Health and Safety Practitioner Office Education Pharmacy Technician Youth Care Worker
Construction	Architectural and Building Technologies Architectural and Heritage Building Renovations Building Systems Technician Business Business: Financial Services Carpentry Civil Engineering Technology Electrician Geomatics Technology Office Automation/Administration Office Education Pre-Trades Carpentry Pre-Trades Plumbing and Pipefitting
Education Services	Computer Systems Technology Dispute Resoultion Early Childhood Education Educational Assistant Institutional Cooking Library and Information Technology Office Education

Industry Sector	Graduates from the following programs are employed in businesses from the identified industry sectors
Film, Video, Multi-Media, Printing and Publishing	Funeral Service Graphic Arts Production Media Arts Production New Media Communications Office Education
Finance, Insurance, Real Estate	Business Business: Computer Information Systems Business: Financial Services Computer Systems Technology Dispute Resolution Office Education
Government Services	Automotive Service Technician Building Systems Technician Computer Aided Design and Drafting Technology Computer Engineering Technology Corrections Worker Environmental Engineering Technology Heavy Equipment Operator Office Education Water Resources Engineering Technology
Health and Social Services	Advanced Care Paramedic Basic Critical Care Nursing Building Systems Technician Business Chemical Dependency Worker Combined Laboratory and X-Ray Technician Continuing Care Assistant Dental Assisting Early Childhood Education Educational Assistant Human Resource Institutional Cooking Intermediate Care Paramedic Medical Laboratory Technology Medical Radiologic Technology Occupational Therapist Assistant/Physical Therapist Assistant Office Education Perioperative Nursing/Licensed Practical Nurse Perioperative Nursing/Registered Nurse Pharmacy Technician Practical Nurse Re-Entry Practical Nursing Primary Care Paramedic Professional Cooking Psychiatric Nursing Re-Entry Rehabilitation Worker Special Care Aide Therapeutic Recreation Veterinary Technology Youth Care Worker

Industry Sector	Graduates from the following programs are employed in businesses from the identified industry sectors
Hospitality and Tourism	Business: Administration Business: Human Resource Management Office Education Professional Cooking Short Order Cooking
Manufacturing	Business Computer Systems Technology Industrial Mechanics Mechanical Engineering Technology Occupational Health and Safety Practitioner Welding
Natural Resources and Environment	Automotive Service Technician Biotechnology Ecotourism Environmental Engineering Technology Forest Ecosystem Technology Instrumentation Engineering Technology Integrated Resource Management Parts Management Technician Power Engineering Technology Process Operator Radiation/Environmental Monitoring Technician Resource and Environmental Law Water Resources Engineering Technology Welding
Retail and Wholesale Trade	Applied Photography Automotive Service Technician Business Business: Accountancy Business: Marketing Computer Aided Design and Drafting Technology Graphic Arts Production Office Education OPET – Motorcycle Technician Parts Management Technician Pharmacy Technician Retail Meat Cutting
Technology	Architectural and Interior Technologies Architectural and Building Technologies Biotechnology CAD/CAM Engineering Technology Chemical Technology Commercial Pilot Electrical Engineering Technology Electrician Electronic Systems Engineering Technology Geomatics Technology Mechanical Engineering Technology Office Automation/Administration Refrigeration and Air Conditioning

Industry Sector	Graduates from the following programs are employed in businesses from the identified industry sectors
Transportation, Trucking, Heavy Equipment, and Utilities	Auto Body Technician Automotive Service Technician Building Systems Technician Business Business: Human Resource Management Electrician Entrepreneurship and Small Business Heavy Equipment Truck and Transport Technician Intermediate Care Paramedic Machine Shop Office Education OPET – Motorcycle Technician Tri-Trades

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