SIAST

Employer Survey

of 2009/10 Graduates

SIAST

SASKATCHEWAN INSTITUTE OF
APPLIED SCIENCE AND TECHNOLOGY

Acknowledgements

Availability

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

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

SASKATCHEWAN INSTITUTE OF
APPLIED SCIENCE AND TECHNOLOGY

Saskatchewan Institute of Applied Science and Technology

© October 2011

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 graduates in the 2009/10 academic year, a list of 893 employers was compiled. Four hundred and twenty eight (428) employers representing 90 programs participated in the Employer Survey of 2009-10 graduates, a response rate of approximately 48% (*2008/09: 33%, 273 of 829).*

➢ Ninety-four percent of employers (403 of 428) indicated the SIAST graduate employed by their organization was working in a training-related occupation*,* down 4% from the previous year *(2008/09: 98%, 267 of 273)*.

➢ Ninety-nine of employers (399 of 403), who employed graduates working in their field of training, felt SIAST's ability to prepare the graduate for employment in his/her field was "good" to "excellent", up 1% from the previous year *(2008/09: 98%, 260 of 265)*.

➢ Eight-five percent of all employers (363 of 428) were either "satisfied" or "very satisfied" with the overall preparation of the SIAST graduates they had hired, up 3% from the previous year *(2008/09: 82%, 224 of 273)*.

➢ Overall, 81% of all employers (348 of428) indicated they were "satisfied" to "very satisfied" with the job-related knowledge of the graduates they hired, up 4% from the previous year *(2008/09: 77%, 208 of 271)*.

➢ Eighty percent (342 of 428) of all employers reported they were "satisfied" to "very satisfied" with graduates' job-related skills, down 4% from the previous year *(2008/09: 80%, 217 of 272)*.

➢ Seventy-two percent (310 of 428) of all employers indicated they were "satisfied" to "very satisfied" with the general employability skills of SIAST graduates, down 8% from the previous year *(2008/09: 80%, 216 of 269)*.

➢ Fifty-two percent (223 of 428) 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 1,108 positions. *(2008/09: 47%, 128 of 273)*.

  o The Industrial Training Division had the highest proportion of employers (70% or 56 of 80 employers) who reported hiring difficulties for similar positions due to a shortage of training workers over the past year.

  o Employers of Science and Health Division graduates reported the highest number of positions impacted by a shortage of trained workers (373 positions out of a total of 1,108 positions reported by all employers).

➢ Ninety-eight percent (420 of 428) of all employers indicated that, should they require employees with similar training in the future, they would hire a SIAST graduate again, consistent with the previous year (2008/09: 98%, 265 of 270).

➢ A summary of the divisions that had the highest proportions of satisfied employers for each key rating are as follows:

  o Graduates employed in their field of training: Nursing (100%) and Science and Health (98%).

  o Preparedness for employment in their field of training: Business (100), Nursing (100%), Science and Health (100%) and Technology (100%).

  o Overall preparation for employment: Science and Health (91%) and Technology (88%).

  o Job-related knowledge: Science and Health (94%) and Nursing (87%).

  o Job-related skills: Science and Health (93%) and Business (82%).

  o Employability skills: Business (84%) and Technology (83%).

  o Would hire a SIAST graduate again: Business (100%) and Technology (100%).

Table of Contents

List of Tables

List of Figures

This page is intentionally left blank

1.0   Introduction

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

1.1   Methodology

In the fall of 2009, SIAST's Institutional Research and Analysis (IR&A) office sent invitations to participate in a Graduate Employment Survey (GES) to 3,489 graduates who completed their programs between July 2009 and June 2010. Of these, 2,052 graduates from 157 distinct programs completed the survey. Respondents to the survey were asked to provide employer contact information for the purposes of conducting an employer survey. Based on the information provided by the graduate respondents in the 2010 GES, a list of 893 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 2011. In April 2011, Insightrix Research Inc., a marketing research firm based in Saskatoon was engaged to contact the identified employers.

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

1.2   Response Rate

The consulting firm hired to conduct the survey reported an improved response rate, relative to the 2008/09 survey. Of the 893 employers identified in the Graduate Employment Survey, 428 employers of graduates from 90 programs were successfully contacted and interviewed, a 48% response rate *(*2008/09: 33% response rate, 273 of 829*)*. Note: Larger employers with multiple locations around the province and different managements (e.g., health regions) may be counted more than once in the 428 total.

Note: Although the response rate improved from 2008/09, it is still low relative to previous years. Given the low response rate, some non-response bias may have been introduced into the survey results. As such, the levels of satisfaction reported by those employers who chose to participate may be not as representative as previous years' results.

Table 1 shows the number of completed responses overall and by division. The largest proportion of responses came from employers of graduates from the Science and Health Division (127 of 428, or 29.7%), many of whom had been enrolled in the Continuing Care Assistant (73) and Primary Care Paramedic (13) programs. The Industrial Training Division had the second highest number of respondents (74 of 428, or 17.3%), and within that division close to one-fifth of reporting employers were for graduates from Welding (18).

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

DIVISION	# OF RESPONSES	% OF TOTAL RESPONSES
Business and Entrepreneurial Studies	50	11.7%
Community Services	74	17.3%
Industrial Training	80	18.7%
Nursing	31	7.2%
Science and Health	127	29.7%
Technology	66	15.4%
SIAST Overall	**428**	**100%**

1.3 Reporting of Results

This report provides a summary of results for a series of rating questions regarding the preparedness of graduates for training-related and overall employment, and more specifically their job-related knowledge, skills and general employability skills.
The results are reported for SIAST overall and by SIAST's six academic divisions: Business and Entrepreneurial Studies; Community Services; Industrial Training; Nursing; Science and Health; and Technology. For comparative purposes, a three-year trend for 2007/08, 2008/09, and 2009/10 employer responses to the key rating questions has been provided for SIAST overall.

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

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

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

2.0   Results

2.1   Graduates Employed in Training Related Positions

SIAST places emphasis on training its graduates to work in occupations related to their fields of study. From the 2009/10 survey, 94% of employers (403 of 428) indicated the SIAST graduate employed by their organization was working in a training-related position. As shown in figure 1, this is a decrease of 4% from 2008/09 (98%, 267 of 273).

Figure 1:   Graduates Employed in Training-Related Positions, SIAST Overall, 2007/08 to 2009/10
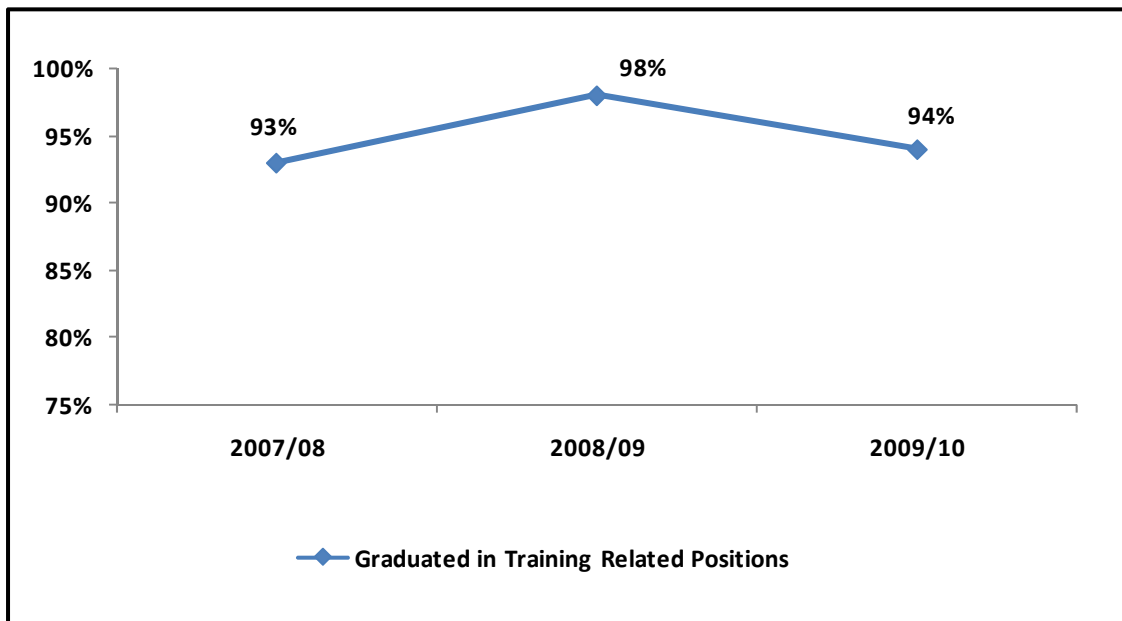
Table 2 provides a breakdown of training-related employment by division. The division of Nursing (100% or 31 of 31) had all graduates employed in training-related positions. While still a high percentage, employers of graduates from the Business and Entrepreneurial division had a lower proportion of training-related employment (90%, or 45 of 50) relative to the other divisions.

**Table 2: Employers with Graduates Working in Training-Related Positions,
SIAST Overall and by Division, 2009/10**

DIVISION	YES	NO	YES AS A % OF DIVISION TOTAL
Business and Entrepreneurial Studies	45	5	90%
Community Services	68	6	92%
Industrial Training	75	5	94%
Nursing	31	0	100%
Science and Health	124	3	98%
Technology	60	6	91%
SIAST Overall	**403**	**25**	**94%**

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

2.2.1 SIAST Overall

Employers, whose employees were working in a position related to their field of training, were asked to rate how well SIAST prepared the graduate for employment in their field of study. Overall, approximately 99% of employers in the 2009/10 survey (399 of 403), who responded to this question, felt SIAST's ability to prepare the graduate for employment in his/her field of study was "good" to "excellent" *(2008/09: 98%, 260 of 265)*. As shown in figure 2, this is a 1% increase over the previous year.

**Figure 2: Employer Satisfaction with Graduates' Preparedness for Employment
in Their Field of Study, SIAST Overall, 2007/08 to 2009/10**
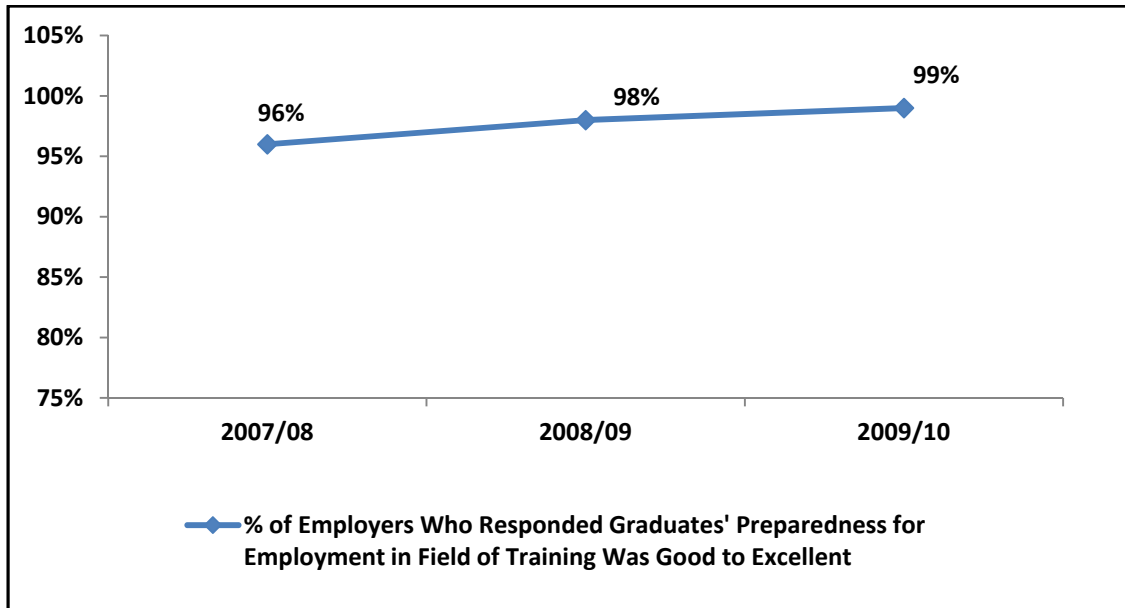
2.2.2 By Division

As shown in figure 3 and table 3, all of the employers of graduates from the divisions of Business and Entrepreneurial Studies (100%, or 45 of 45), Nursing (100%, or 31 of 31), Science and Technology (100%, or 124 of 124) and Technology (100%, or 60 of 60) reported the graduates' preparedness for employment in their field of study was "good" to "excellent". However, the divisions of Business and Entrepreneurial Studies (approximately 78%, or 35 of 45) and Science and Health (approximately 78%, or 97 of 124) had the highest proportion of employers who gave a rating of "very good" to "excellent".

While still receiving a very good overall rating, employers of Industrial Training and Community Services Divisions graduates had the lowest proportion of employers among the six SIAST academic divisions who were satisfied with their employee's training-related preparedness (97% stating "good to excellent"; 51% and 62%, respectively, stating "very good" to excellent").

Figure 3: Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Study, SIAST Overall and by Division, 2009/10
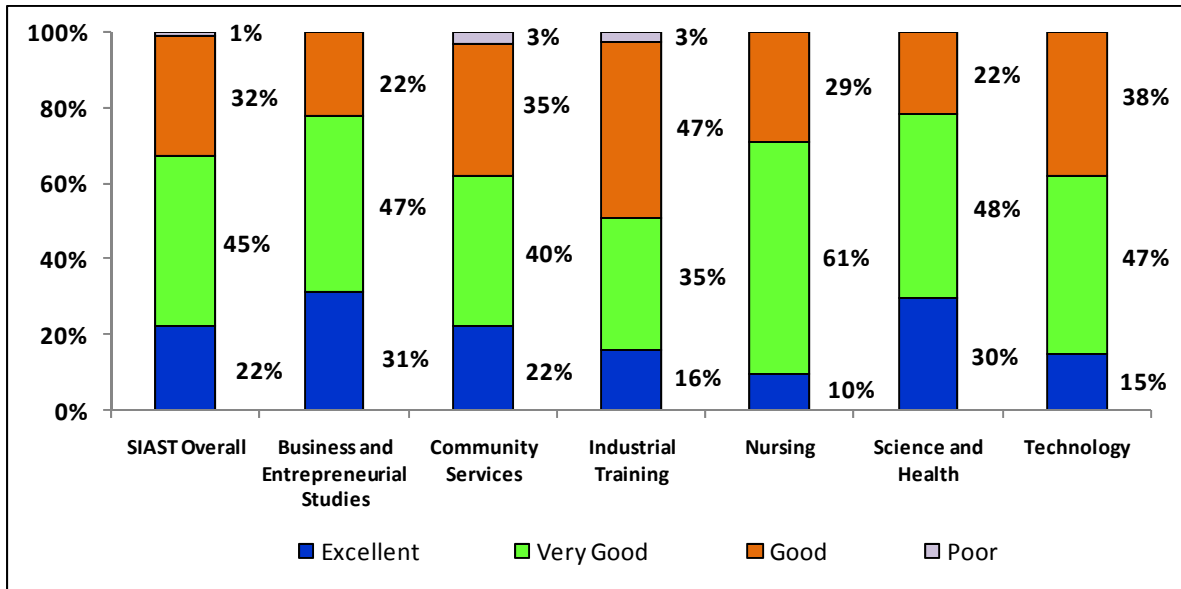
Table 3: Employer Ratings of Preparedness of SIAST Graduates for Employment in their Fields of Study, SIAST Overall and by Division, 2009/10

DIVISION	EXCELLENT	VERY GOOD	GOOD	POOR	VERY POOR	TOTAL
Business and Entrepreneurial Studies	14	21	10	0	0	45
Community Services	15	27	24	2	0	68
Industrial Training	12	26	35	2	0	75
Nursing	3	19	9	0	0	31
Science and Health	37	60	27	0	0	124
Technology	9	28	23	0	0	60
SIAST Overall	**90**	**181**	**128**	**4**	**0**	**403**

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, 85% of employers in 2011 (363 of 428) 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 3% increase since 2008/09 (82%, or 224 of 273*).

Figure 4: Employer Satisfaction with Graduates' Overall Preparation for Employment, SIAST Overall, 2007/08 to 2009/10
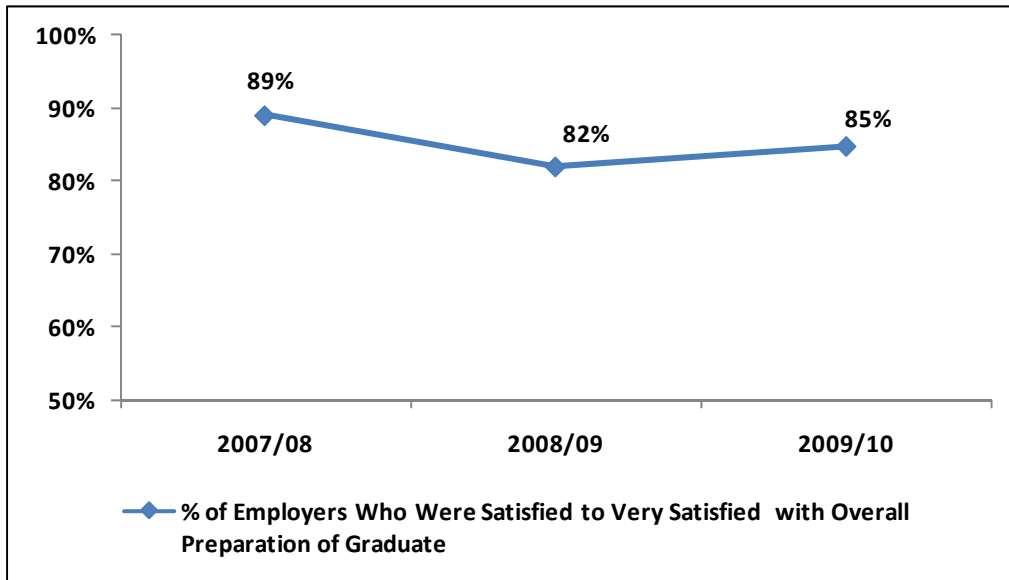
2.3.2 By Division

On a divisional basis (figure 5 and table 4), the divisions of Science and Health (91%) and Technology (88%) had the highest proportion of employers who were "satisfied" or "very satisfied" with graduates' overall preparation. There were a relatively lower number of employers of Community Services graduates that responded similarly (76%).

Figure 5: Employer Satisfaction with Graduates' Overall Preparation for Employment, SIAST Overall and by Division, 2009/10
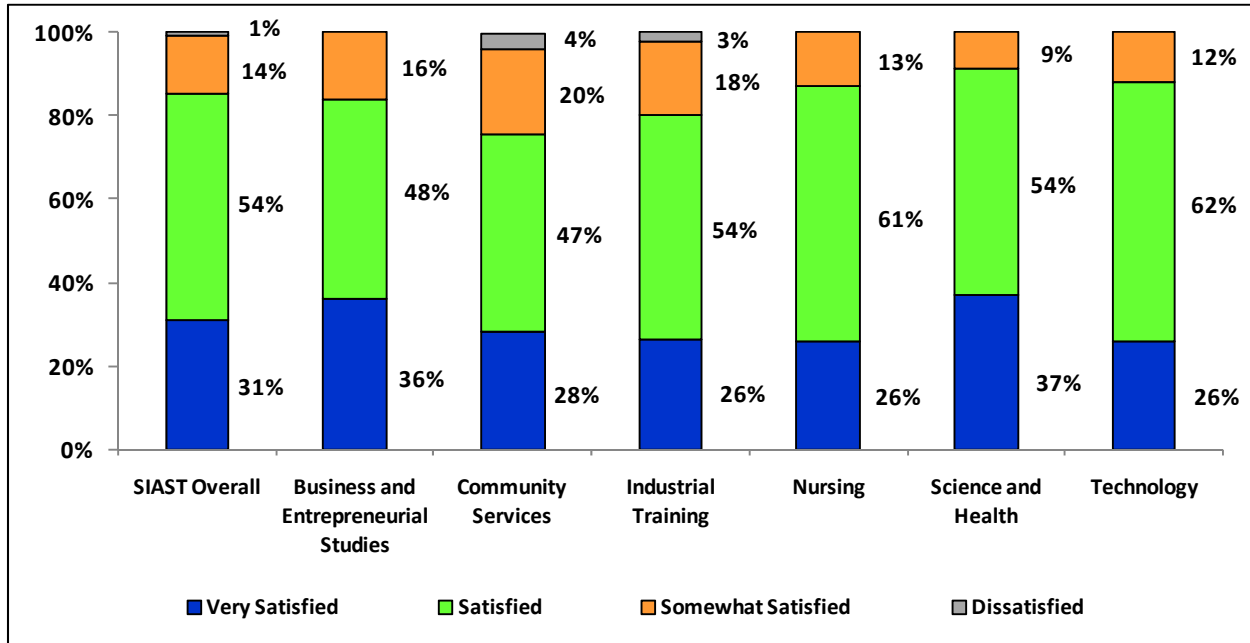
Table 4: Employer Satisfaction with Graduates' Overall Preparation, SIAST Overall and by Division, 2009/10

DIVISION	VERY SATISFIED	SATISFIED	SOME-WHAT SATISFIED	DISSATISFIED	VERY DISSATISFIED	TOTAL
Business and Entrepreneurial Studies	18	24	8	0	0	50
Community Services	21	35	15	3	0	74
Industrial Training	21	43	14	2	0	80
Nursing	8	19	4	0	0	31
Science and Health	47	69	11	0	0	127
Technology	17	41	8	0	0	66
SIAST Overall	**132**	**231**	**60**	**5**	**0**	**428**

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 81% (or 348 of 428) of employers in 2011 indicated they were "satisfied" to "very satisfied" with the job-related knowledge of the 2009/10 graduates they hired.   This is an increase of 4% since 2008/09 (77%, or 208 of 271).

Figure 6: Employer Satisfaction with Graduates' Job-Related Knowledge, SIAST Overall, 2007/08 to 2009/10
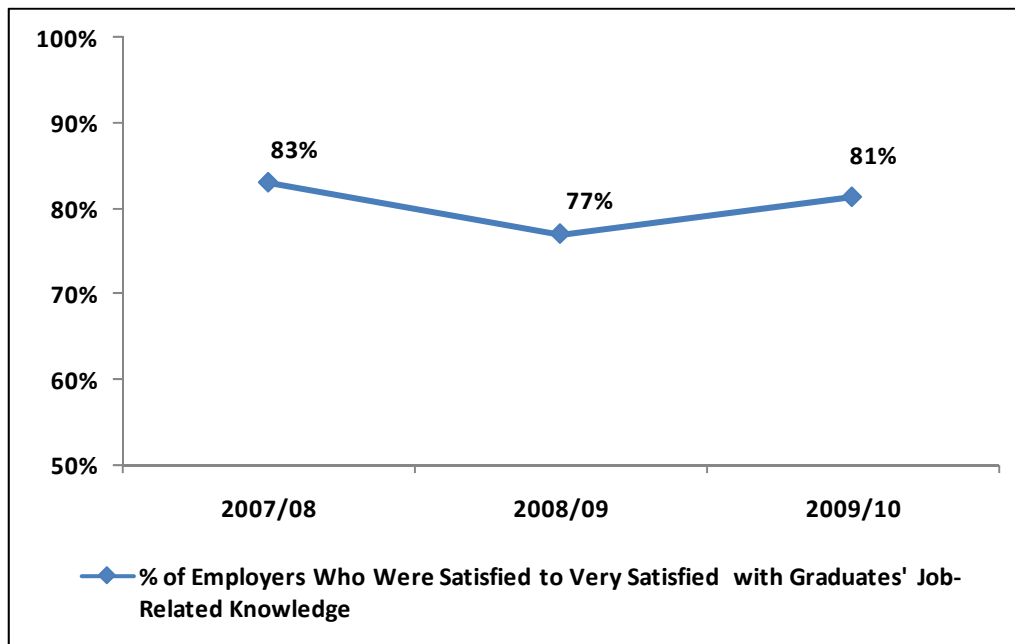
2.4.1 By Division

Among divisions (figure 7 and table 5), Science and Health (94%, or 119 of 127) and Nursing (87% or 27 of 31) had a relatively higher proportion of employers who indicated they were "satisfied" to "very satisfied" with the graduates' job-related knowledge.

Comparatively, lower proportion of employers (66%, or 53 of 80) of Industrial Training Division graduates were "satisfied" to "very satisfied". The divisions of Business and Entrepreneurial Services (78%, 39 of 50) and Technology (77%, 51 of 66) also had a lower proportion of employers who were satisfied/very satisfied with graduates' job-related knowledge, relative to the results for SIAST overall (81%, or 348 of 428).

Figure 7: Employer Satisfaction with Graduates' Job-Related Knowledge, SIAST Overall and by Division, 2009/10
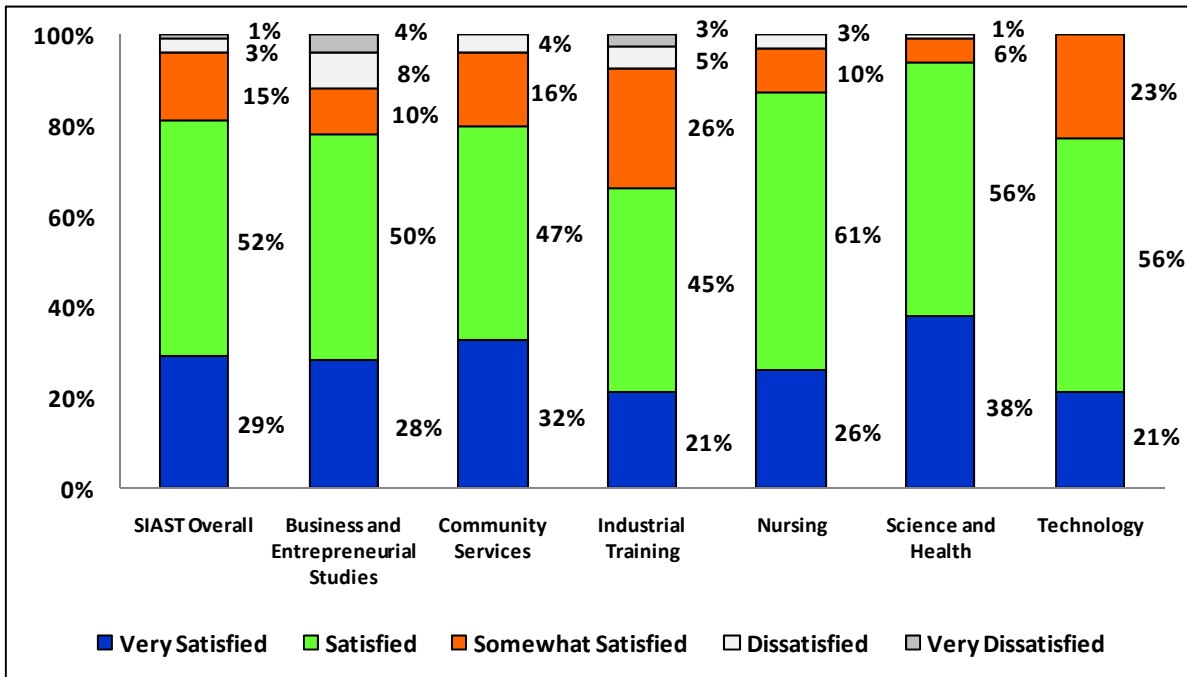
**Table 5: Employer Satisfaction with Graduates' Job-Related Knowledge,
SIAST Overall and by Division, 2009/10**

Division	Very Satisfied	Satisfied	Somewhat Satisfied	Dissatisfied	Very Dissatisfied	Total
Business and Entrepreneurial Studies	14	25	5	4	2	50
Community Services	24	35	12	3	0	74
Industrial Training	17	36	21	4	2	80
Nursing	8	19	3	1	0	31
Science and Health	48	71	7	1	0	127
Technology	14	37	15	0	0	66
SIAST Overall	**125**	**223**	**63**	**13**	**4**	**428**

2.5   Employer Satisfaction with Graduate's Job-Related Skills

2.5.1   SIAST Overall

All employers were asked to rate their satisfaction with the job-related skills displayed by the SIAST graduates they hired. As shown in figure 8, approximately 80% (342 of 428) of employers indicated they were "satisfied" to "very satisfied" with graduates' job-related skills. This results is similar to the results in 2008/09 (80%, or 217 of 272) but a decrease of 4% from 2007/08 (84%, or 391 of 466).

Figure 8: Employer Satisfaction with Graduates' Job-Related Skills, SIAST Overall, 2007/08 to 2009/10
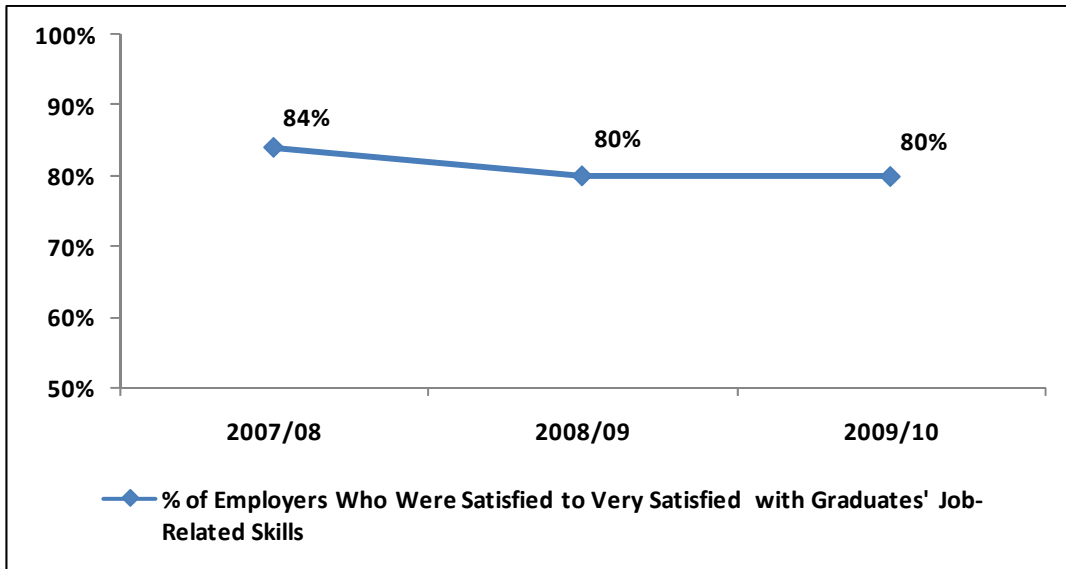
2.5.2 By Division

As shown in figure 9 and table 6, the divisions of Science and Health (93%, or 118 of 127) and Business and Entrepreneurial Services (82%, or 41 of 50) had the highest percentage of employers who were "satisfied" or "very satisfied" with graduate preparation in the area of job-related skills. As with job-related knowledge, employers of Industrial Training (70%, or 56 of 80), Community Services Divisions (72%, or 53 of 74) 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, 2009/10**
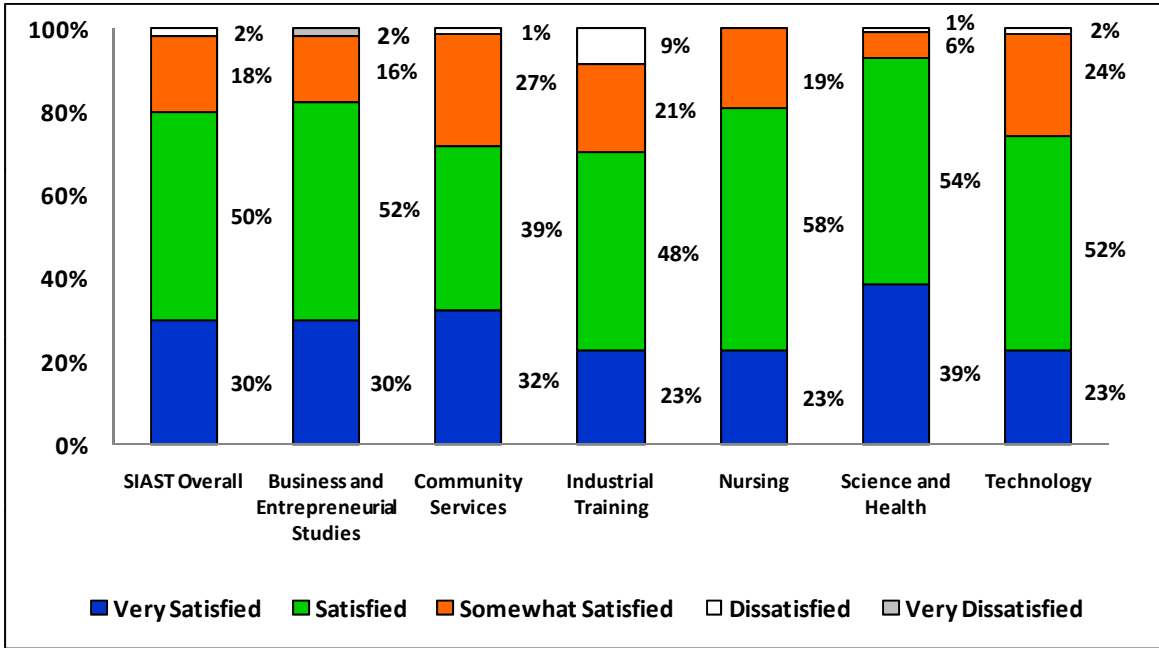
**Table 6: Employer Satisfaction with Graduates' Job-Related Skills,
SIAST Overall and by Division, 2009/10**

Division	Very Satisfied	Satisfied	Somewhat Satisfied	Dissatisfied	Very Dissatisfied	Total
Business and Entrepreneurial Studies	15	26	8	0	1	50
Community Services	24	29	20	1	0	74
Industrial Training	18	38	17	7	0	80
Nursing	7	18	6	0	0	31
Science and Health	49	69	8	1	0	127
Technology	15	34	16	1	0	66
SIAST Overall	**128**	**214**	**75**	**10**	**1**	**428**

2.6   Employer Satisfaction with Graduates' General Employability or Essential Skills

2.6.1   SIAST Overall

As depicted in figure 10, approximately 72% (310 of 428) of all employers in 2011 rated the general employability or essential skill preparation of SIAST graduates in the range of "satisfied" to "very satisfied". As illustrated in figure 10, this is an 8% decrease since 2008/09 (*2008/09: 80%, 216 of 269)*.

Figure 10: Employer Satisfaction with Graduates' General Employability or Essential Skills, SIAST Overall, 2007/08 to 2009/10

2.6.2   By Division

Across the divisions (figure 11 and table 7), the Business and Entrepreneurial Studies Division had the highest proportion of employers who were satisfied with graduates' employability skills (84%, or 42 of 50). Comparatively, the divisions of Community Services (57%, or 42 of 74) and Industrial Training (65%, or 52 of 80) had a relatively lower percentage of employers who indicated they were "satisfied"/"very satisfied" with the graduates' general employability skills.

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

Figure 11: Employer Satisfaction with Graduates' General Employability or Essential Skills, SIAST Overall and by Division, 2009/10
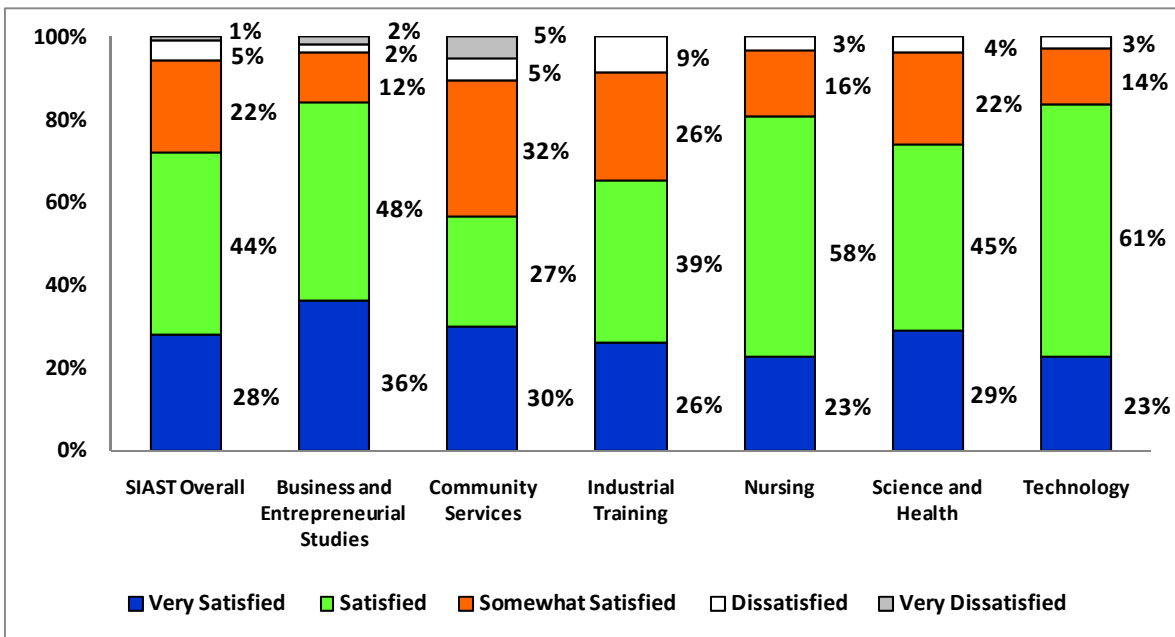
Table 7: Employer Satisfaction with Graduates' General Employability or Essential Skills, SIAST Overall and by Division, 2009/10

Division	Very Satisfied	Satisfied	Somewhat Satisfied	Dissatisfied	Very Dissatisfied	Total
Business and Entrepreneurial Studies	18	24	6	1	1	50
Community Services	22	20	24	4	4	74
Industrial Training	21	31	21	7	0	80
Nursing	7	18	5	1	0	31
Science and Health	37	57	28	5	0	127
Technology	15	40	9	2	0	66
SIAST Overall	**120**	**190**	**93**	**20**	**5**	**428**

2.7   Hiring Difficulties Due to a Shortage of Trained Workers

For the second time in the Employer Survey, employers of 2009/10 graduates were asked whether their organizations experienced difficulty hiring similar positions due to a shortage of trained workers. Of the 428 employers who responded, approximately 52% (223) indicated that they experienced hiring difficulties.

Employers estimated there were 1,108 positions that experienced hiring difficulties due to a shortage of trained workers. Employers of Science and Health Division graduates reported the highest number of positions where hiring was impacted by a shortage of trained workers (373 positions out of a total of 1,108 positions reported by all employers).

On a divisional basis (table 8), the highest number of employers (70%, or 56 of 80) with graduates from Industrial Training Division reported hiring difficulty. Approximately half of employers with graduates from the Community Services (58%), Science and Health (55%), Technology (50%), and Nursing (42%) divisions reported hiring difficulties. A

relatively lower number of employers with graduates from the Business and Entrepreneurial Studies (16%) Division reported similar difficulty. A breakdown of the exact programs whose employers experienced hiring difficulties is presented in Appendix A.

Table 8: Employers Reporting Hiring Difficulties for Similar Positions Due to Shortage of Trained Workers, 2009/10

Division	Total # of Employers	Employers Who Experienced Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
Business and Entrepreneurial Studies	50	8	16%	15
Community Services	74	43	58%	174
Industrial Training	80	56	70%	317
Nursing	31	13	42%	50
Science and Health	127	70	55%	373
Technology	66	33	50%	179
Total	**428**	**223**	**52%**	**1,108**

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 428 employers who responded in 2011, approximately 98% (420) indicated that they would hire a SIAST graduate again. This is similar to 2008/09 (98%, or 265 of 270)(figure 12).

Figure 12: Employers Who Would Hire SIAST Graduates with Similar Training in the Future, SIAST Overall, 2007/08 to 2009/10
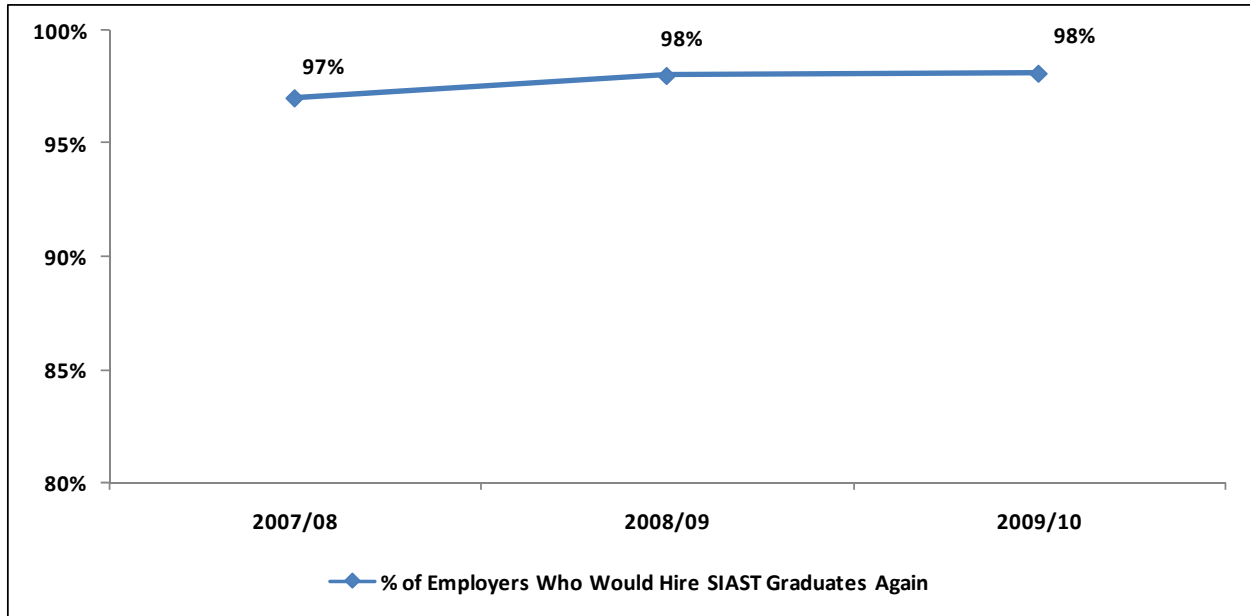
2.8.2   By Division

As shown in figure 13 and table 9, all employers of graduates from the Business and Entrepreneurial and Technology Divisions indicated they would hire SIAST graduates again in the future. Approximately, 94% 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 divisions.

Figure 13: Percent of Employers Who Would Hire SIAST Graduates with Similar Training in the Future, by Division, 2009/10

Bar chart showing % of Employers Who Would Hire a SIAST Graduate Again:
- SIAST Overall: 98%
- Business and Entrepreneurial Studies: 100%
- Community Services: 96%
- Industrial Training: 98%
- Nursing: 94%
- Science and Health: 99%
- Technology: 100%
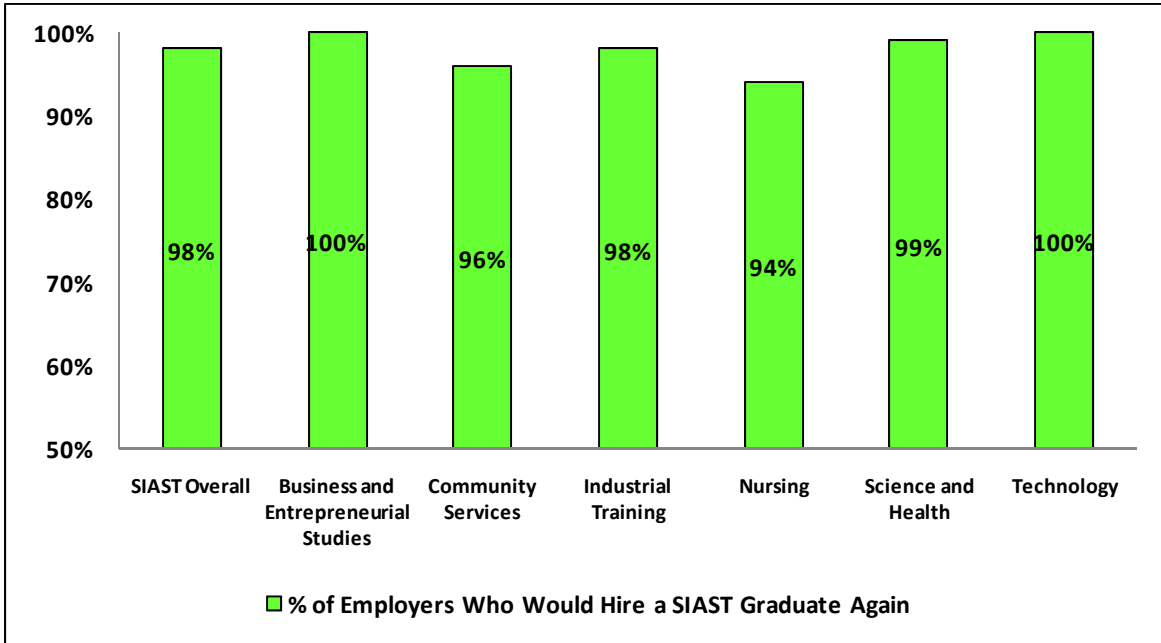
Table 9: Employer Willingness to Hire SIAST Graduate with Similar Training in the Future, by Division, 2009/10

DIVISION	YES	NO	UNDECIDED
Business and Entrepreneurial Studies	50	0	0
Community Services	71	0	3
Industrial Training	78	0	2
Nursing	29	1	1
Science and Health	126	0	1
Technology	66	0	0
SIAST Overall	**420**	**1**	**7**

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

| Program	Total # of Employers	Employers Who Experienced Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
Accounting Certificate Program	2	0	0%	0
Addictions Counseling	3	2	67%	10
Advanced Care Paramedic	3	2	67%	4
Agricultural Machinery Technician	9	7	78%	23
Architectural and Building Technologies	1	1	100%	2
Architectural and Interior Technologies	2	0	0%	0
Architectural Heritage & Building Renovation	4	0	0%	0
Auto Body Technician	4	4	100%	10
Automotive Service Technician	5	4	80%	11
Basic Critical Care Nursing	3	1	33%	6
Biotechnology	1	1	100%	2
Building Systems Technician	1	1	100%	6
Business	12	3	25%	6
Business Accountancy	5	2	40%	3
Business Financial Services	5	0	0%	0
Business Marketing	1	0	0%	0
CAD/CAM Engineering Technology	4	2	50%	5
Carpentry	8	5	63%	17
Chemical Technology	6	0	0%	0
Civil Engineering Technology	4	3	75%	20
Combined Laboratory and X-Ray Technology	1	1	100%	2
Commercial Pilot	3	1	33%	4
Computer Aided Design and Drafting	1	1	100%	2
Computer Systems Technology	6	4	67%	14
Computer Works	1	1	100%	1
Continuing Care Assistant	73	40	55%	262
Correctional Studies	3	0	0%	0
Dental Assisting	7	2	29%	2
Dental Hygiene	1	0	0%	0
Early Childhood Education	25	21	84%	113
Educational Assistant	3	1	33%	3
Electrical Engineering Technology	3	1	33%	2
Electrician	13	7	54%	32
Electronics Technician	2	2	100%	7

Program	Total # of Employers	Employers Who Experienced Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
Entrepreneurship and Small Business	1	0	0%	0
Environmental Engineering Technology	2	0	0%	0
Food and Nutrition Management	5	3	60%	8
Funeral Service	3	1	33%	1
Geographic Information Science for Resource	2	0	0%	0
Geomatics Technology	2	2	100%	6
Graphic Arts Production	2	0	0%	0
Hairstylist	4	2	50%	4
Health Information Management	1	0	0%	0
Heavy Equipment Operator	5	3	60%	92
Heavy Equipment Truck and Transport	2	2	100%	9
Hotel and Restaurant Administration	3	2	67%	7
Human Resources	2	0	0%	0
Industrial Mechanics	5	3	60%	17
Instrumentation Engineering Technology	4	2	50%	6
Intermediate Care Paramedic	3	2	67%	12
Library and Information Technology	1	0	0%	0
Machine Shop	14	11	79%	46
Mechanical Engineering Technology	3	1	33%	1
Media Arts Production	1	0	0%	0
Medical Laboratory Assistant	1	1	100%	2
Medical Laboratory Technology	7	4	57%	18
New Media Communications	1	0	0%	0
Nursing Re-entry	2	1	50%	6
Occupational Health and Safety Practitioner	2	0	0%	0
Office Education	20	2	10%	5
OPET - Motorcycle and Snowmobile Technician	3	2	67%	16
Parts Management Technician	3	2	67%	5
Perioperative Nursing/Licensed Practical Nurse	3	1	33%	3
Perioperative Nursing/Registered Nurse	2	2	100%	15
Pharmacy Technician	5	4	80%	5
Plumbing and Pipefitting	2	2	100%	4
Power Engineering Technician	1	1	100%	30
Power Engineering Technology	3	2	67%	31
Practical Nursing	17	7	41%	19
Primary Care Nurse Practitioner	1	1	100%	1
Primary Care Paramedic	13	10	77%	59
Professional Cooking	7	5	71%	13

Program	Total # of Employers	Employers Who Experienced Hiring difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
Psychiatric Nursing Re-entry	1	0	0%	0
Radiation/Environmental Monitoring Technician	1	0	0%	0
Recreation and Tourism Management	1	1	100%	2
Refrigeration & Air Conditioning	2	1	50%	2
Rehabilitation Worker	5	2	40%	9
Resource and Environmental Law	1	0	0%	0
Retail Meat Specialist	1	1	100%	2
Short Order Cooking	2	0	0%	0
Social Housing Management	1	0	0%	0
Telecommunications/Radio Systems	1	0	0%	0
Underground Mining - Level 1	1	1	100%	6
Underground Mining Core	1	1	100%	5
Veterinary Technology	4	3	75%	5
Water & Wastewater Technician	1	0	0%	0
Web Site Design and Development	2	2	100%	2
Welding	18	10	56%	65
Youth Care Worker	2	0	0%	0
Total	**428**	**223**	**52%**	**1108**

Appendix B:
SIAST Employer Survey 2011 (Telephone Survey)

Name of employer   _____

1. What is the graduate's current position title in your organization? _____

2. Is the graduate currently working in a position that is related to the *(name of program)* training they received at SIAST?
    _____ Yes   _____ No (*skip to Q4*)

3. How well did SIAST prepare the graduate for employment in his/her field of study at your organization? [i.e., we are looking for the employer's opinion on the skills and training the graduate learned that are specific to the program, not general employability.]
    _____ Excellent   _____ Very Good   _____ Good   _____ Poor   _____ Very Poor

4. On a scale of 1 - 5, with 5 being "very satisfied' and 1 being "very dissatisfied," please indicate how satisfied you were with the preparation of the SIAST graduate(s) in the following areas:

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

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

5. What aspects of the graduate's job-related <u>knowledge</u> preparation caused you to give a "less than satisfactory" rating?

6. What aspects of the graduate's job-related <u>skills</u> preparation caused you to give a "less than satisfactory" rating?

7. What aspects of the graduate's <u>general employability skills</u> preparation caused you to give a "less than satisfactory" rating?

8. What aspects of the graduate's <u>overall preparation for employment</u> 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 <u>not hire</u>] OR [are you <u>undecided about hiring</u>] *(question would be based on response to Q11)* a SIAST graduate in the future?

13. In the past year, has your organization experienced difficulty hiring <name of program> -related positions due to a shortage of trained workers?
    _____ Yes   _____ No (Skip to Q15)

14. How many <name of program> -related positions was there a shortage for? _____

15. What is the primary industry that your organization operates in?
    _____ Agriculture
    _____ Forestry, Fishing
    _____ Mining, Oil, Gas
    _____ Utilities
    _____ Construction
    _____ Manufacturing
    _____ Trades (includes Retail and Wholesale)
    _____ Transportation
    _____ Retail and Warehousing
    _____ Finance, Insurance, Real Estate, Leasing
    _____ Professional/Scientific/Technical services
    _____ Business and other support services
    _____ Education
    _____ Health Care, Social Assistance
    _____ Information, Culture, Recreation (includes film, video, multi-media, printing, 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? _____