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# SIAST Employer Survey: 2011-12 Graduates

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## Acknowledgements

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

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**SIAST**

SASKATCHEWAN INSTITUTE OF  
APPLIED SCIENCE AND TECHNOLOGY

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## EXECUTIVE SUMMARY

The Employer Survey is conducted annually to measure employer satisfaction with the skills and training of SIAST graduates and to identify areas for improvement in SIAST's curricula and mix of programs.

Employers are surveyed each spring as a follow-up activity to the Graduate Employment Survey (GES).

The survey is administered over the telephone to all employers for which graduates have provided their employer's contact information.

The report summarizes the key findings to a series of rating questions regarding the preparedness of graduates for training related and overall employment, and more specifically their job-related knowledge, skills and general employability skills.

- Based on feedback from the 2011-12 graduates, a list of 604 employers was compiled. Four hundred and one employers representing 84 programs participated in the Employer Survey of 2011-12 graduates, a response rate of approximately 66% (2010-11: 58%, 518 of 894).
- As in the previous year, 94% of employers (377 of 401) indicated the SIAST graduate employed by their organization was working in a training-related occupation. (2010-11: 94%, 487 of 518).
- Ninety-six percent of employers (363 of 377), who employed graduates working in their field of training, felt SIAST's ability to prepare the graduate for employment in his/her field was "satisfied" to "very satisfied". **Note:** In 2012 the rating scale was refined from a five point scale (very poor to excellent) to a four point scale (very dissatisfied to very satisfied), therefore there will be no comparison from previous survey results.
- Ninety-four percent of all employers (375 of 401) were either "satisfied" or "very satisfied" with the overall preparation of the SIAST graduates they had hired, up 2% from the previous year (2010-11: 92%, 479 of 518).
- Ninety-one percent of all employers (363 of 401) indicated they were "satisfied" to "very satisfied" with the job-related knowledge of the graduates they hired, up 5% from the previous year (2010-11: 86%, 446 of 518).
- Consistent with previous year (2010-11: 88%, 457 of 518), eighty eight percent of all employers (353 of 401) reported they were "satisfied" to "very satisfied" with graduates' job-related skills
- Eighty-four percent (336 of 401) of all employers indicated they were "satisfied" to "very satisfied" with the general employability skills of SIAST graduates, down 2% from the previous year (2010-11: 86%, 443 of 518).

- Forty-seven percent (189 of 401) 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 928 positions. (2010-11: 52%, 272 of 518).
  - Similar to the 2009-10 and 2010-11 survey results, the Industrial Training Division had the highest proportion of employers (66% or 47 of 71 employers) who reported hiring difficulties for similar positions due to a shortage of training workers over the past year.
  - Employers of Community Services Division graduates reported the highest number of positions impacted by a shortage of trained workers (232 positions out of a total of 928 positions reported by all employers).
- Ninety-eight percent (393 of 401) of all employers indicated that, should they require employees with similar training in the future, they would hire a SIAST graduate again, a 1% increase over 2010-11 (97%: 502 of 518).
- A summary of the divisions that had the highest proportions of satisfied employers for each key rating are as follows:
  - Graduates employed in their field of training: Business (98%) and Nursing (98%) compared to Industrial Training (87%).
  - Preparedness for employment in their field of training: Nursing (98%) compare to Science and Health (94%).
  - Overall preparation for employment: Nursing (98%) compared to Industrial Training (89%).
  - Job-related knowledge: Science and Health (97%) and Nursing (96%) compared to industrial Training (80%).
  - Job-related skills: Science and Health (95%) and Business (94%) compared to Community Services (84%) and Industrial Training (81%).
  - Employability skills: Nursing (88%) compared to Industrial Training (80%).
  - Would hire a SIAST graduate again: Nursing (100%) and Community Services (99%). All employers responded very positively, with the remaining of the division's ratings at 97% or 98%.

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## **1.0 Introduction**

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

### **1.1 Methodology**

In the fall of 2012, SIAST's Institutional Research and Analysis (IR&A) office sent invitations to participate in a Graduate Employment Survey (GES) to 3,339 graduates who completed their programs between July 2011 and June 2012. Of these, 2,076 graduates from 152 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 2012 GES, a list of 604 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 2013. In April 2013, Inshtrix Research Inc., a marketing research firm based in Saskatoon was engaged to contact the identified employers.

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

## 1.2 Response Rate

The consulting firm hired to conduct the survey reported an improved response rate, relative to the 2010-11 survey. Of the 604 employers identified in the Graduate Employment Survey, 401 employers of graduates from 84 programs were successfully contacted and interviewed, a 66% response rate (2010-11: 58% response rate, 518 of 894). Note: Larger employers with multiple locations around the province and different managements (e.g., health regions) may be counted more than once in the 401 total.

Note: The response rate in 2011-12 has improved to 66% from 58% in 2010-11. Given the higher response rate, some non-response bias may have been reduced compared to the results in 2010-11.

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 (88 of 401, or 21.9%), many of whom had been enrolled in the Continuing Care Assistant (36) and Primary Care Paramedic (12) programs. The Technology Division had the second highest number of respondents (75 of 401, or 18.7%), and within that division many of whom had been enrolled in the Electrician (8) and Power Engineering Technology (7).

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

DIVISION	# OF RESPONSES	% OF TOTAL RESPONSES
Business	53	13.2%
Community Services	74	18.5%
Industrial Training	71	17.7%
Nursing	40	10.0%
Science and Health	88	21.9%
Technology	75	18.7%
<b>SIAST Overall</b>	<b>401</b>	<b>100%</b>

### **1.3 Reporting of Results**

This report provides a summary of results for a series of rating questions regarding the preparedness of graduates for training-related and overall employment, and more specifically their job-related knowledge, skills and general employability skills.

The results are reported for SIAST overall and by SIAST's six academic divisions:

Business; Community Services; Industrial Training; Nursing; Science and Health; and Technology. For comparative purposes, a three-year trend for 2009-10, 2010-11 and 2011-12 employer responses to the key rating questions has been provided for SIAST overall.

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

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

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

## 2.0 Results

### 2.1 Graduates Employed in Training Related Positions

SIASST places emphasis on training its graduates to work in occupations related to their fields of study. From the 2011-12 survey, 94% of employers (377 of 401) indicated the SIASST graduate employed by their organization was working in a training-related position. As shown in figure 1, this is similar to the results of previous two years [2009-10 (94%, 403 of 428); 2010-11(94%, 487 of 518)].

**Figure 1: Graduates Employed in Training-Related Positions, SIASST Overall, 2009-10 to 2011-12**

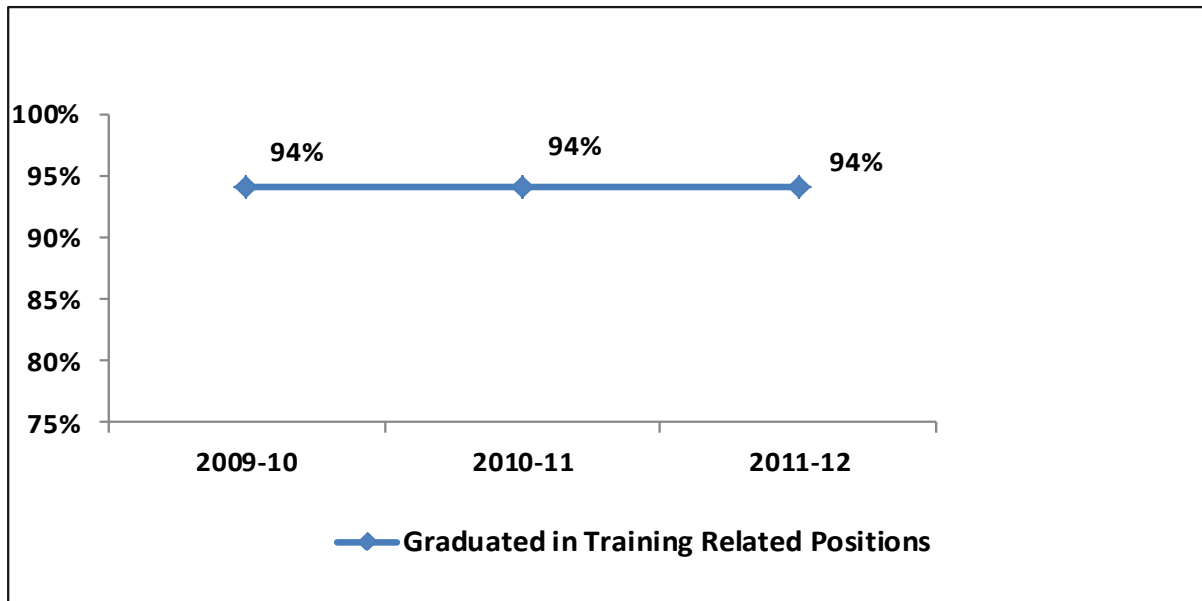


Table 2 provides a breakdown of training-related employment by division. The divisions of Business (98% or 52 of 53), and Nursing (98% or 39 of 40) had a highest percentage of graduates employed in training-related positions. While still a high percentage, employers of graduates from the Industrial Training division had a lower proportion of training-related employment (87%, or 62 of 71) relative to the other divisions.

**Table 2: Employers with Graduates Working in Training-Related Positions, SIAST Overall and by Division, 2011-12**

<b>DIVISION</b>	<b>YES</b>	<b>NO</b>	<b>YES AS A % OF DIVISION TOTAL</b>
Business	52	1	98%
Community Services	71	3	96%
Industrial Training	62	9	87%
Nursing	39	1	98%
Science and Health	81	7	92%
Technology	72	3	96%
<b>SIAST Overall</b>	<b>377</b>	<b>24</b>	<b>94%</b>

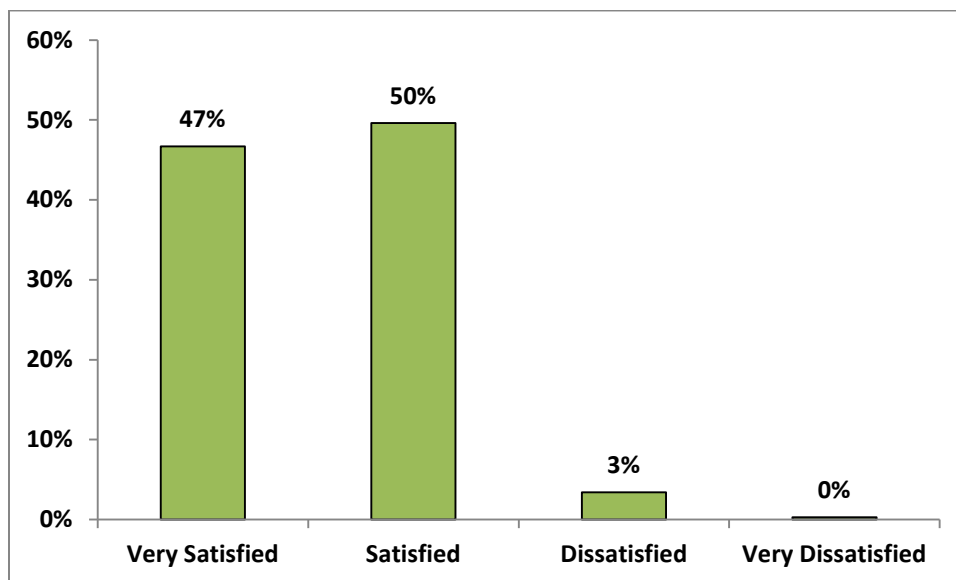
## 2.2 Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Training

### 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 96% of employers in the 2011-12 survey (363 of 377), who responded to this question, felt SIAST's ability to prepare the graduate for employment in his/her field of study was "satisfied to very satisfied" (Figure 2).

*Note: In 2012, the rating scale was refined from a five point (very poor to excellent) to a four point scale (very dissatisfied to very satisfied), therefore no comparison of results can be made with previous years.*

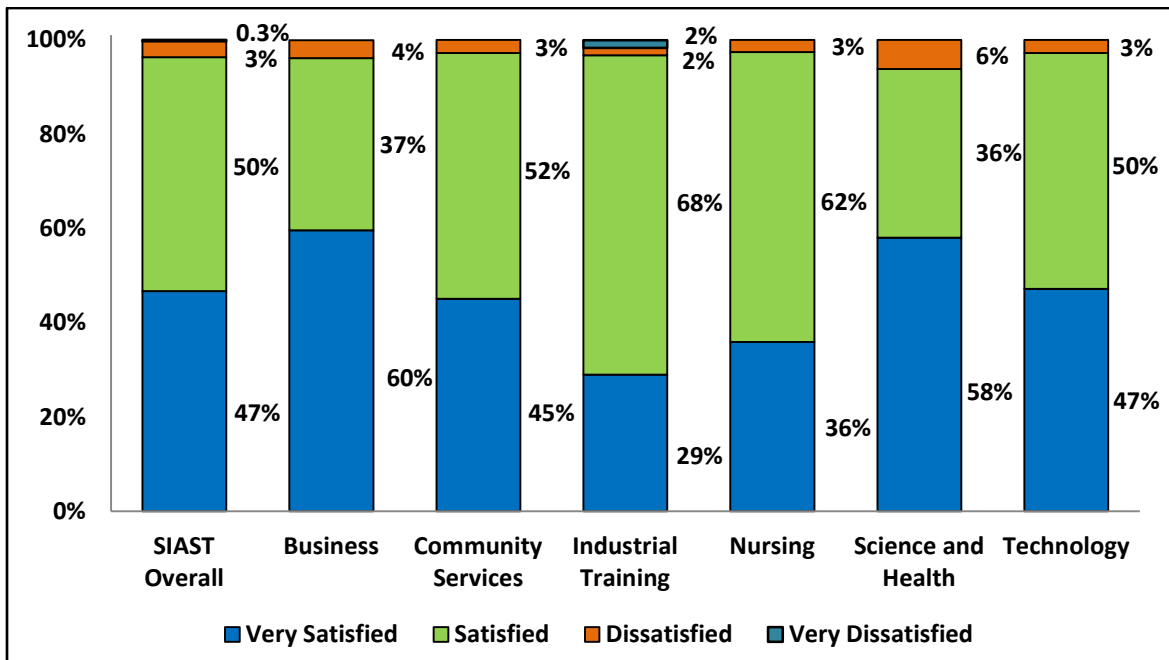
**Figure 2: Employer Satisfaction with Graduates' Preparedness for Employment In Their Field of Study, SIAST Overall, 2011-12**



### 2.2.2 By Division

As shown in figure 3 and table 3, almost all the employers of graduates from the divisions of Business (97%, or 50 of 52), Community Services (97%, 69 of 71), Nursing (98%, or 38 of 39), and Technology (97%, or 70 of 72) reported the graduates' preparedness for employment in their field of study was "satisfied" to "very satisfied. While still receiving a very good overall rating, the employers of graduates from Science & Health division reported the lowest satisfaction (94% or 76 of 81) among the six SIASST academic divisions who were satisfied with their employee's training-related preparedness. However, the divisions of Business (approximately 60%, or 31 of 52) and Science and Health (approximately 58%, or 47 of 81) had the highest proportion of employers who gave a rating of "very satisfied".

**Figure 3: Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Study, SIASST Overall and by Division, 2011-12**



**Table 3: Employer Ratings of Preparedness of SIAST Graduates for Employment in their Fields of Study, SIAST Overall and by Division, 2011-12**

<b>Division</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Total</b>
Business	31	19	2	0	52
Community Services	32	37	2	0	71
Industrial Training	18	42	1	1	62
Nursing	14	24	1	0	39
Science & Health	47	29	5	0	81
Technology	34	36	2	0	72
<b>SIAST Overall</b>	<b>176</b>	<b>187</b>	<b>13</b>	<b>1</b>	<b>377</b>



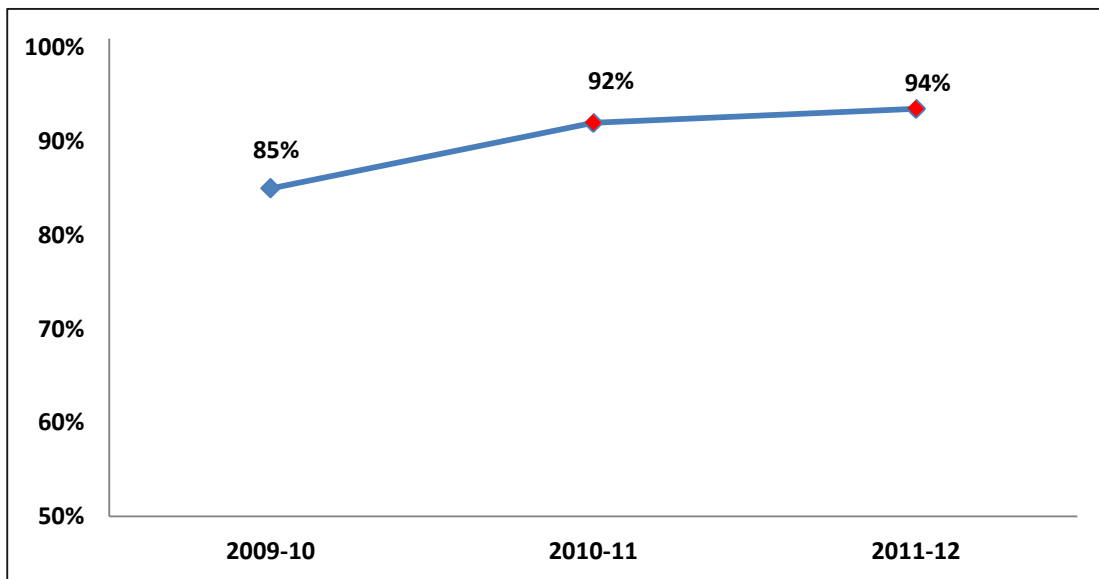
## 2.3 Employer Satisfaction with Graduates' Overall Preparation for Employment

### 2.3.1 SIAST Overall

All employers were asked to rate the overall preparation for employment of SIAST graduates. Overall, 94% of employers in 2012 (375 of 401) 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 2% increase since 2010-11 (92%, or 479 of 518).

***NOTE:** Starting with the 2010-11 survey, there was a refinement in the rating scale for this question, from five point to a balanced four point satisfaction rating. The satisfaction rating based on the new scale is illustrated with a red data label.*

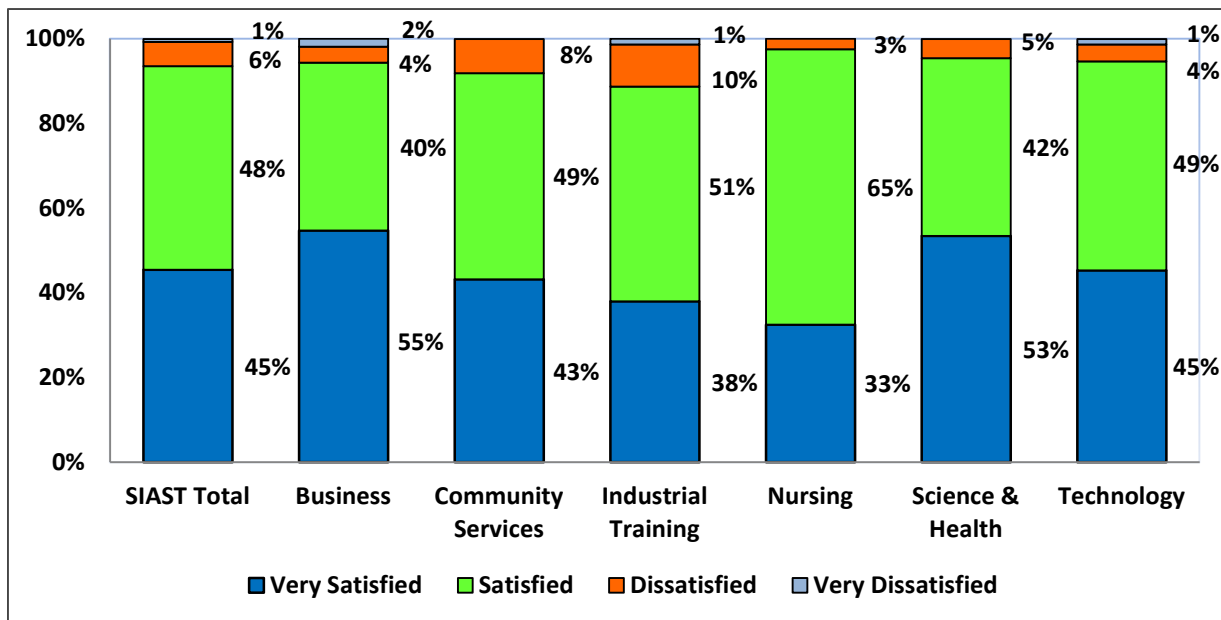
**Figure 4: Employer Satisfaction with Graduates' Overall Preparation for Employment, SIAST Overall, 2009-10 to 2011-12 (% Satisfied to Very Satisfied)**



### 2.3.2 By Division

On a divisional basis (figure 5 and table 4), the division of Nursing (98%) 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 Industrial Training graduates that responded similarly (89%).

**Figure 5: Employer Satisfaction with Graduates’ Overall Preparation for Employment, SIAST Overall and by Division, 2011-12**



**Table 4: Employer Satisfaction with Graduates’ Overall Preparation, SIAST Overall and by Division, 2011-12**

DIVISION	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Total
Business	29	21	2	1	53
Community Services	32	36	6	0	74
Industrial Training	27	36	7	1	71
Nursing	13	26	1	0	40
Science & Health	47	37	4	0	88
Technology	34	37	3	1	75
<b>SIAST Overall</b>	<b>182</b>	<b>193</b>	<b>23</b>	<b>3</b>	<b>401</b>

**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.

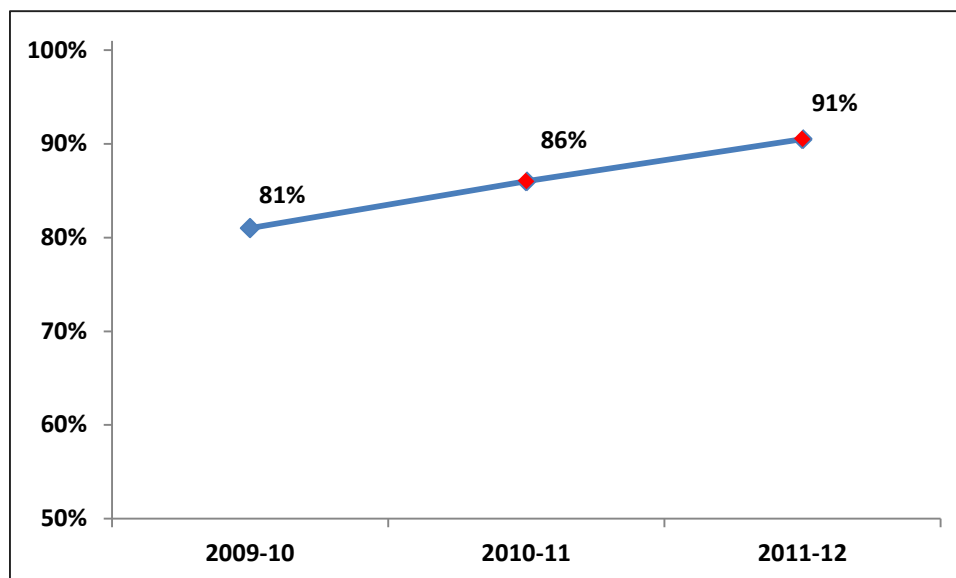
## 2.4 Employer Satisfaction with Graduate's Job-Related Knowledge

### 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 91% (or 363 of 401) of employers in 2013 indicated they were "satisfied" to "very satisfied" with the job-related knowledge of the 2011-12 graduates they hired. This is an increase of 5% since 2010/11 (86%, or 446 of 518).

**NOTE:** Starting with the 2010-11 survey, there was a refinement in the rating scale for this question, from five point to a balanced four point satisfaction rating. The satisfaction rating based on the new scale is illustrated with a red data label.

**Figure 6: Employer Satisfaction with Graduates' Job-Related Knowledge, SIAST Overall, 2009-10 to 2011-12 (% Satisfied to Very Satisfied)**

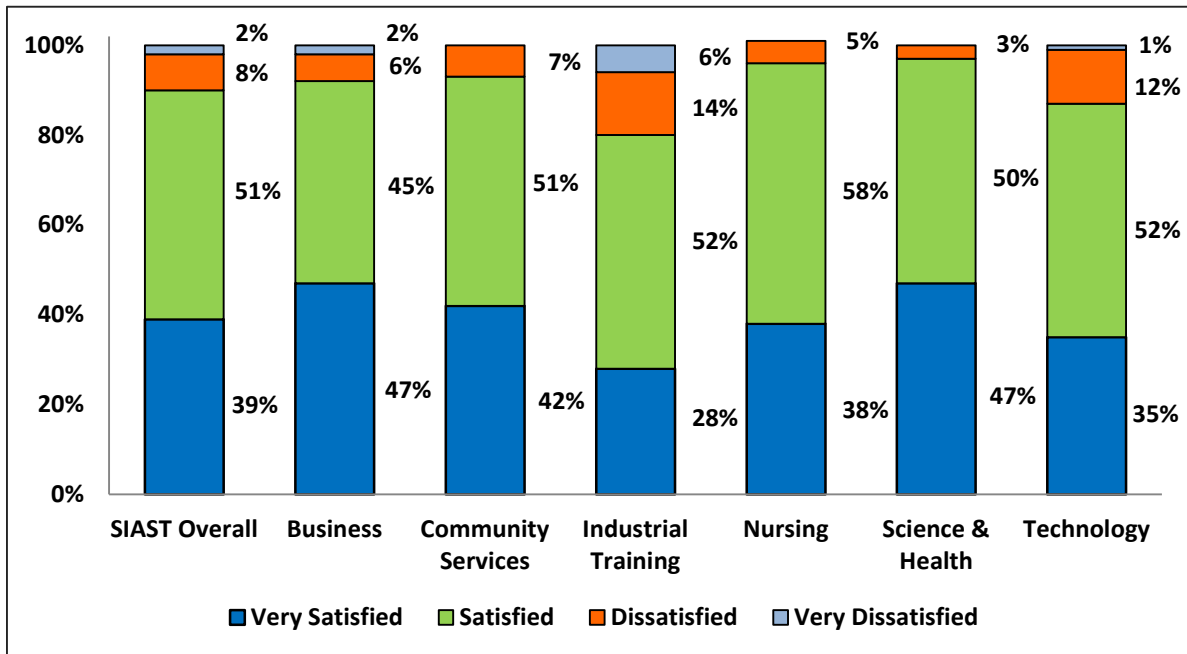


### 2.4.1 By Division

Among divisions (figure 7 and table 5), Science and Health (97%, or 85 of 88) and Nursing (95% or 38 of 40) 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 (80%, or 57 of 71) of Industrial Training Division graduates were “satisfied” to “very satisfied”. Technology Division (87%, 65 of 75) also had a lower proportion of employers who were satisfied/very satisfied with graduates’ job-related knowledge, relative to the results for SIAST overall (90%, or 363 of 401).

**Figure 7: Employer Satisfaction with Graduates’ Job-Related Knowledge, SIAST Overall and by Division, 2011-12**



**Table 5: Employer Satisfaction with Graduates' Job-Related Knowledge, SIAST Overall and by Division, 2011-12**

Division	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Total
Business	25	24	3	1	53
Community Services	31	38	5	0	74
Industrial Training	20	37	10	4	71
Nursing	15	23	2	0	40
Science & Health	41	44	3	0	88
Technology	26	39	9	1	75
<b>SIAST Overall</b>	<b>158</b>	<b>205</b>	<b>32</b>	<b>6</b>	<b>401</b>

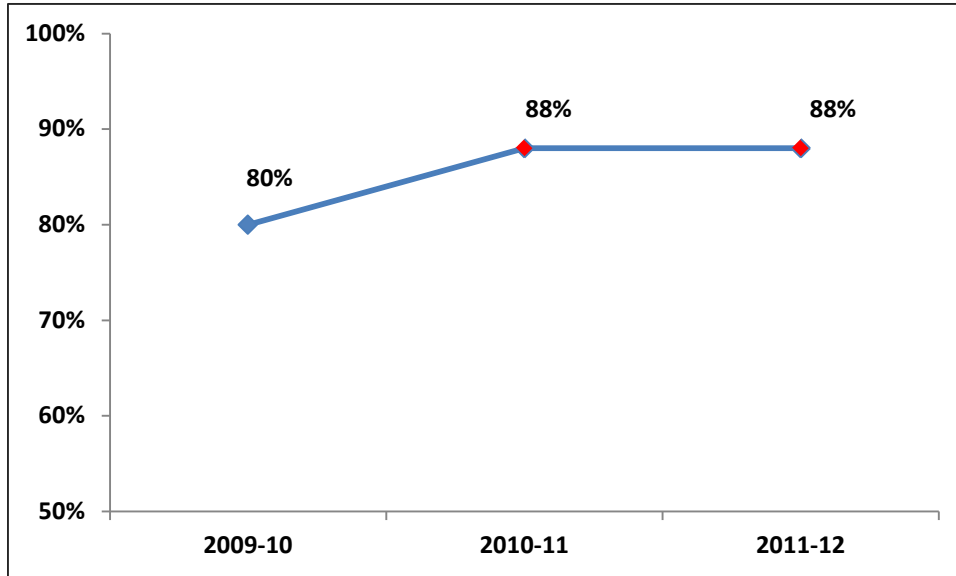
## 2.5 Employer Satisfaction with Graduate's Job-Related Skills

### 2.5.1 SIAST Overall

All employers were asked to rate their satisfaction with the job-related skills displayed by the SIAST graduates they hired. As shown in figure 8, approximately 88% (353 of 401) of employers indicated they were "satisfied" to "very satisfied" with graduates' job-related skills, which is consistent with results of 2010-11 graduates (88% or 457 of 518).

**Note:** For the 2010-11 survey, the satisfaction rating scale for this question was changed from five points to balanced four point scale. The satisfaction rating based on the new scale is illustrated with a red data label.

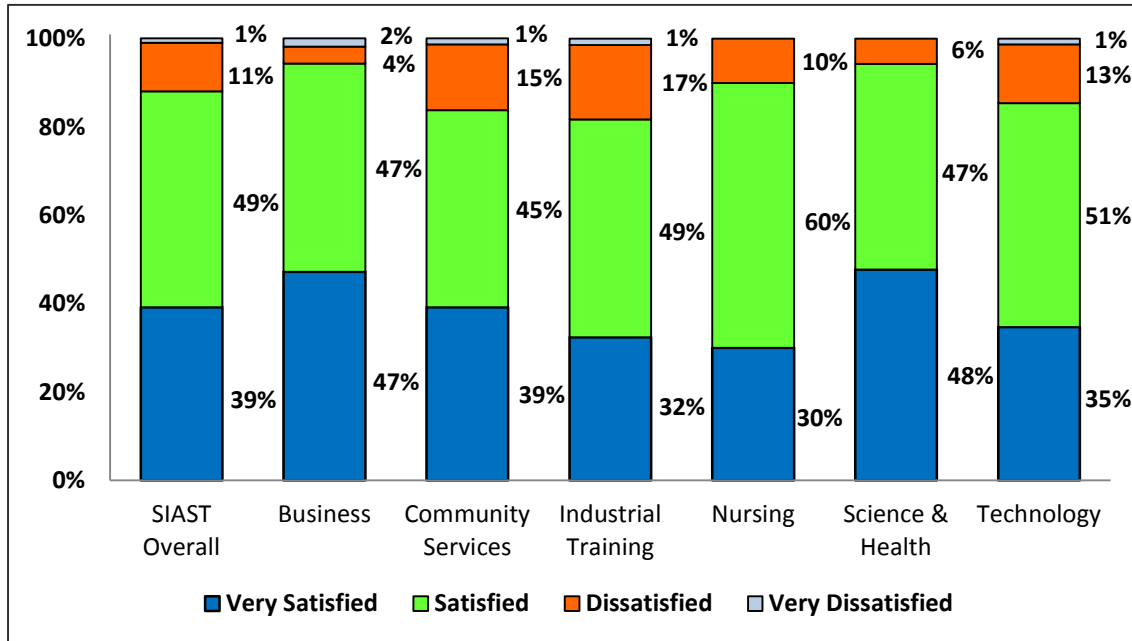
**Figure 8: Employer Satisfaction with Graduates' Job-Related Skills, SIAST Overall, 2009-10 to 2011-12 (% Satisfied to Very Satisfied)**



### 2.5.2 By Division

As shown in figure 9 and table 6, the divisions of Science and Health (94%, or 83 of 88) and Business (94%, or 50 of 53) 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 (82%, or 58 of 71), Community Services Divisions (84%, or 62 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, 2011-12**



**Table 6: Employer Satisfaction with Graduates' Job-Related Skills, SIAST Overall and by Division, 2011-12**

Division	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Total
Business	25	25	2	1	53
Community Services	29	33	11	1	74
Industrial Training	23	35	12	1	71
Nursing	12	24	4	0	40
Science & Health	42	41	5	0	88
Technology	26	38	10	1	75
<b>SIAST Overall</b>	<b>157</b>	<b>196</b>	<b>44</b>	<b>4</b>	<b>401</b>

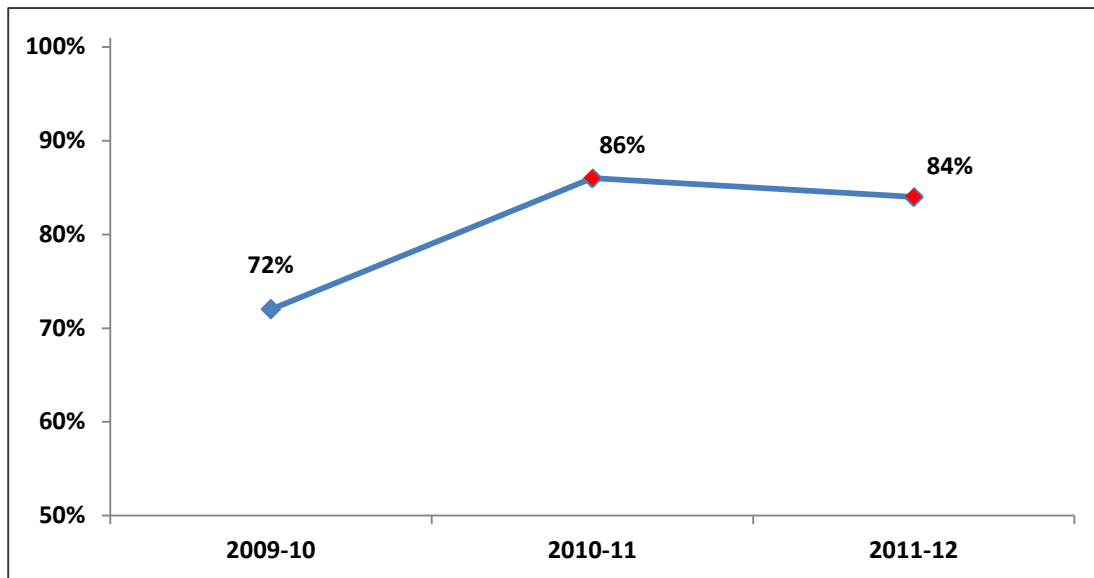
## 2.6 Employer Satisfaction with Graduates' General Employability or Essential Skills

### 2.6.1 SIAST Overall

As depicted in figure 10, approximately 84% (336 of 401) of all employers in 2013 rated the general employability or essential skill preparation of 2011-12 SIAST graduates in the range of "satisfied" to "very satisfied". As illustrated in figure 10, this is a 2% decrease since 2010-11 (86%, 443 of 518).

*Note: For the 2010-11 survey, the satisfaction rating scale for this question was changed from five points to balanced four point scale. The satisfaction rating based on the new scale is illustrated with a red data label.*

**Figure 10: Employer Satisfaction with Graduates' General Employability or Essential Skills, SIAST Overall, 2009-10 to 2011-12 (% Satisfied to Very Satisfied)**



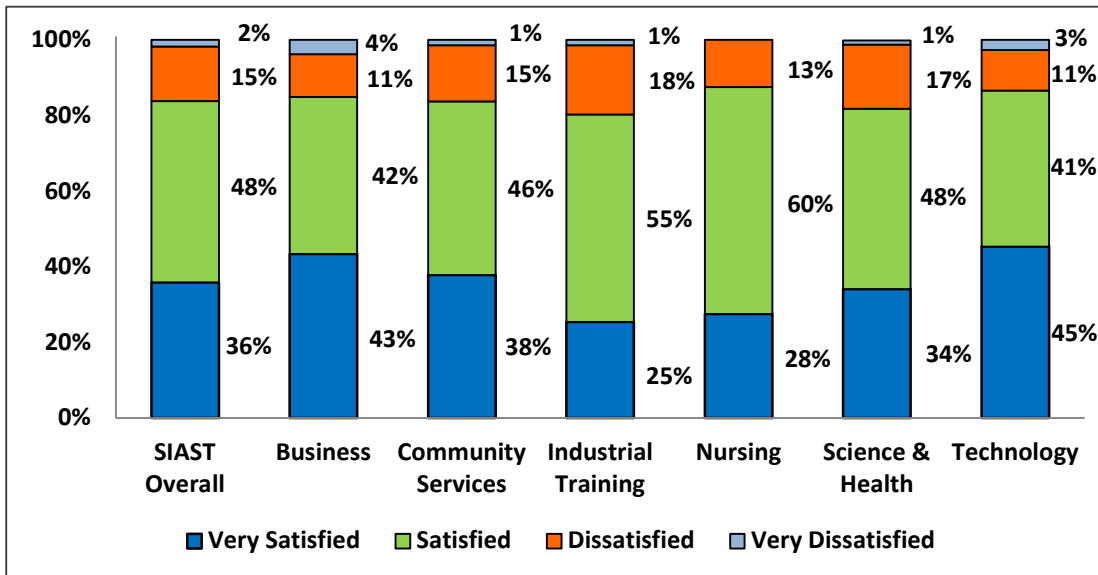


## 2.6.2 By Division

Across the divisions (figure 11 and table 7), the Nursing Division had the highest proportion of employers who were satisfied with graduates' employability skills (88%, or 35 of 40). Comparatively, the Industrial Training Division (80%, or 57 of 71) 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 behaviors, adaptability, working with others, and technology and mathematics skills. Further details can be viewed at [http://www.conferenceboard.ca/libraries/educ\\_public/emskill.sflb](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, 2011-12**



**Table 7: Employer Satisfaction with Graduates' General Employability or Essential Skills, SIAST Overall and by Division, 2011 - 12**

Division	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied	Total
Business	23	22	6	2	53
Community Services	28	34	11	1	74
Industrial Training	18	39	13	1	71
Nursing	11	24	5	0	40
Science & Health	30	42	15	1	88
Technology	34	31	8	2	75
<b>SIAST Overall</b>	<b>144</b>	<b>192</b>	<b>58</b>	<b>7</b>	<b>401</b>

## 2.7 Hiring Difficulties Due to a Shortage of Trained Workers

For the fourth time in the Employer Survey, employers of 2011 - 12 graduates were asked whether their organizations experienced difficulty hiring similar positions due to a shortage of trained workers. Of the 401 employers who responded, approximately 47% (189) indicated that they experienced hiring difficulties, a 6% decrease over 2010 - 11.

Employers estimated there were 928 positions that experienced hiring difficulties due to a shortage of trained workers. Employers of Community Services Division graduates reported the highest number of positions where hiring was impacted by a shortage of trained workers (232 positions out of a total of 928 positions reported by all employers).

On a divisional basis (table 8), the highest number of employers (66%, or 47 of 71) with graduates from Industrial Training Division reported hiring difficulty. In addition, employers with graduates from the Community Services (61% or 45 of 74), Science and Health (41% or 36 of 88), and Technology (40% or 30 of 75) divisions reported hiring difficulties. A relatively lower number of employers with graduates from the Business Division (32% or 17 of 53) 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, 2011 - 12**

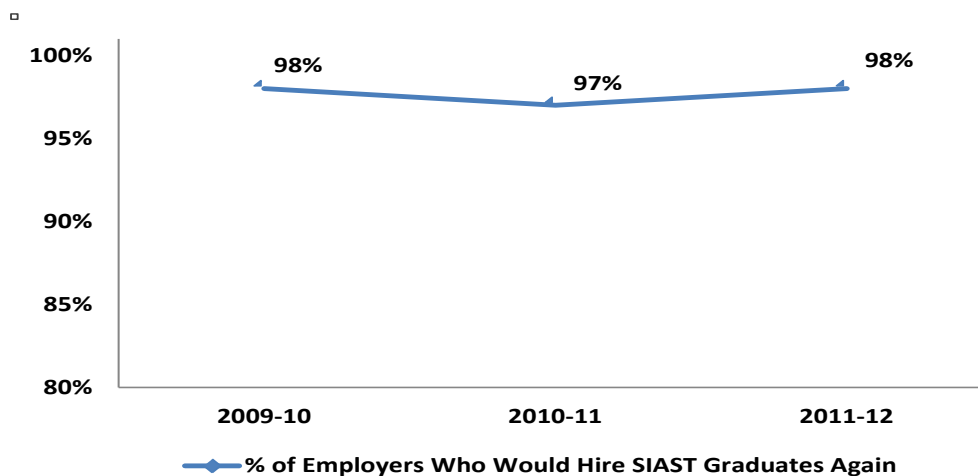
Division	Total # of Employers	Employers Who Experienced Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
Business	53	17	32%	56
Community Services	74	45	61%	232
Industrial Training	71	47	66%	213
Nursing	40	14	35%	62
Science & Health	88	36	41%	203
Technology	75	30	40%	162
<b>Total</b>	<b>401</b>	<b>189</b>	<b>47%</b>	<b>928</b>

## 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 401 employers who responded in 2012, approximately 98% (393) indicated that they would hire a SIAST graduate again. This is 1% increase over 2010-11 (97%, or 502 of 518) (figure 12).

**Figure 12: Employers Who Would Hire SIAST Graduates with Similar Training in the Future, SIAST Overall, 2009-10 to 2011-12**

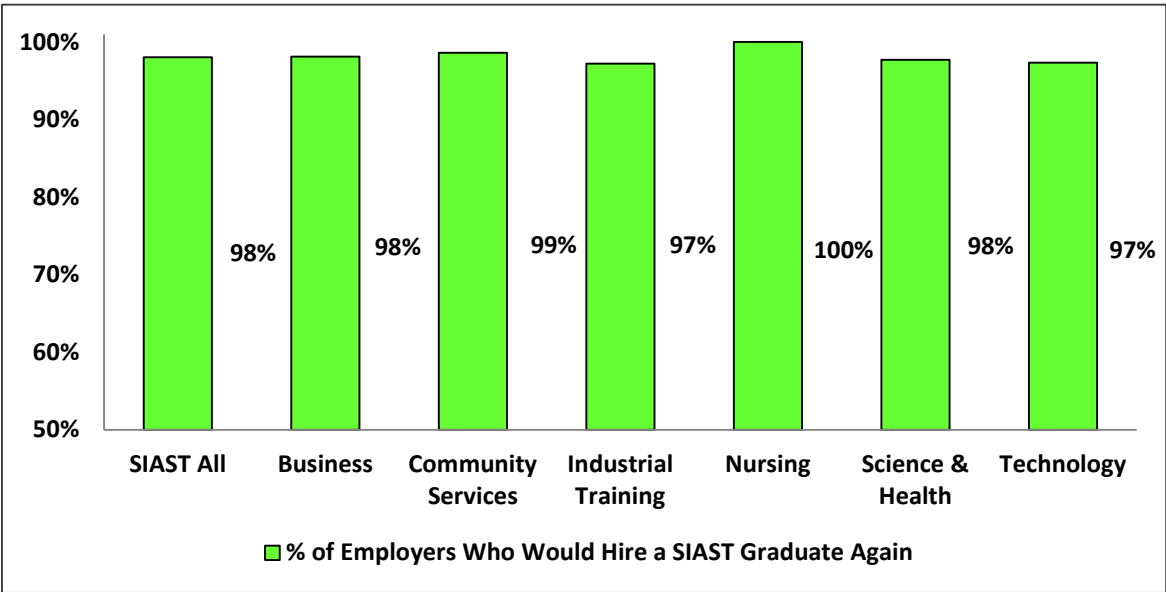


**2.8.2 By Division**

As shown in figure 13 and table 9, all employers of graduates from the Nursing Division indicated they would hire SIAST graduates again in the future. Approximately, 97% 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, 2011-12**



**Table 9: Employer Willingness to Hire SIAST Graduate with  
Similar Training in the Future, by Division, 2011-12**

Division	Yes	No	Undecided
Business	52	1	0
Community Services	73	0	1
Industrial Training	69	1	1
Nursing	40	0	0
Science & Health	86	1	1
Technology	73	1	1
<b>SIAST Overall</b>	<b>393</b>	<b>4</b>	<b>4</b>

**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
		#	%	
Aboriginal Police Preparation	1	1	100%	4
Addictions Counseling	2	1	50%	5
Advanced Care Paramedic	2	0	0%	0
Agricultural Machinery Technician	2	2	100%	8
Architectural and Building Technologies	4	1	25%	2
Architectural and Interior Technologies	3	1	33%	1
Auto Body Technician	5	3	60%	7
Automotive Service Technician	12	7	58%	15
Basic Critical Care Nursing	7	2	29%	14
Biotechnology	6	1	17%	3
Building Systems Technician	3	0	0%	0
Business	17	7	41%	26
Business Accountancy	5	1	20%	1
Business Financial Services	4	2	50%	6
Business Information Systems	4	2	50%	6
Business Marketing	3	0	0%	0
CAD/CAM Engineering Technology	3	1	33%	2
Carpentry	7	4	57%	10
Chemical Technology	4	1	25%	20
Civil Engineering Technology	4	2	50%	6
Combined Laboratory and X-Ray Technology	3	2	67%	7
Commercial Pilot	2	1	50%	2
Engineering Design and Drafting Technology	2	1	50%	1
Computer Engineering Technology	5	1	20%	1
Computer Networking Technician	1	0	0%	0
Computer Systems Technology	6	3	50%	10
Continuing Care Assistant	36	18	50%	126
Correctional Studies	3	0	0%	0
Dental Assisting	4	2	50%	5
Dental Hygiene	3	0	0%	0

Program	Total # of Employers	Employers Who Experienced Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
Disability Support Worker	2	1	50%	1
Digital Graphic Design	2	0	0%	0
Early Childhood Education	20	17	85%	55
Educational Assistant	10	5	50%	49
Electrical Engineering Technology	3	2	67%	7
Electrician	8	5	63%	62
Electronics Systems Engineering Technology	1	0	0%	0
Electronics Technician	2	1	50%	3
Entrepreneurship and Small Business	2	1	50%	2
Environmental Engineering Technology	4	1	25%	4
Food and Nutrition Management	2	1	50%	2
Forest Ecosystem Technology	1	1	100%	1
Funeral Service	2	2	100%	3
Geomatics Engineering Technology	1	1	100%	2
Health Information Management	2	0	0%	0
Heavy Equipment Truck and Transport Technician	8	5	63%	34
Hotel and Restaurant Administration	1	1	100%	5
Industrial Mechanics	3	3	100%	7
Institutional Cooking	1	0	0%	0
Instrumentation Engineering Technology	3	1	33%	1
Integrated Resource Management	1	0	0%	0
Library and Information Technology	3	2	67%	4
Machine Shop	6	6	100%	12
Mechanical Engineering Technology	6	1	17%	2
Media Arts Production	2	1	50%	2
Medical Laboratory Assistant	2	2	100%	17
Medical Laboratory Technology	2	0	0%	0
Medical Radiologic Technology	3	1	33%	1
Medical Transcriptionist	1	1	100%	4

Program	Total # of Employers	Employers Who Experienced Hiring Difficulties		# of Positions Impacted by Shortages of Trained Workers
		#	%	
New Media Communications	2	1	50%	3
Occupational Health and Safety Practitioner	7	3	43%	4
Office Education	16	3	19%	11
Parts Management Technician	1	0	0%	0
Perioperative Nursing/Registered Nurse	4	2	50%	16
Pharmacy Technician	4	1	25%	1
Power Engineering Technology	7	5	71%	51
Power Sports Equipment Technician	3	1	33%	3
Practical Nursing	12	4	33%	18
Primary Care Nurse Practitioner	1	1	100%	1
Primary Care Paramedic	12	6	50%	20
Production Line Welding	1	1	100%	35
Professional Cooking	10	8	80%	57
Psychiatric Nursing	9	2	22%	9
Refrigeration & Air Conditioning	2	2	100%	6
Resource and Environmental Law	2	1	50%	4
Telecommunications/Radio Systems Technician	2	0	0%	0
Therapeutic Recreation	1	0	0%	0
Veterinary Technology	5	2	40%	3
Warehouse Worker	1	0	0%	0
Water Resources Engineering Technology	1	0	0%	0
Welding	20	13	65%	76
Youth Care Worker	6	4	67%	42
Business Insurance	1	0	0%	0
Graphic Communications	4	0	0%	0
Total	401	189	47%	928



## Appendix B: SIAST Employer Survey 2012 (Telephone Survey)

Name of the employer \_\_\_\_\_

1. What is the graduate's current position title in your organization? \_\_\_\_\_
2. Is the graduate currently working in a position that is related to the <name of program> training they received at SIAST?

\_\_\_\_\_ Yes

\_\_\_\_\_ No (**Skip to Q4**)

3. How well did SIAST prepare the graduate(s) for employment in their field of study at your organization? [i.e., we are looking for the employers opinion on the skills and training the graduate learned that are specific to the program, not general employability]

\_\_\_\_\_ Excellent

\_\_\_\_\_ Very Good

\_\_\_\_\_ Good

\_\_\_\_\_ Poor

\_\_\_\_\_ Very Poor

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

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

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

5. What aspects of the graduate's job-related knowledge preparation caused you to give a "less than satisfactory" rating?
6. What aspects of the graduate's job-related skills preparation caused you to give a "less than satisfactory" rating?
7. What aspects of the graduate's general employability skills preparation caused you to give a "less than satisfactory" rating?
8. What aspects of the graduate's overall preparation for employment caused you to give a "less than satisfactory" rating?
9. In what ways should SIAST improve the curriculum content, instruction, practicum, or method of training for the (interviewer provide program name) program?
10. What other important skills or abilities are required by your organization that are not demonstrated by SIAST graduates from this program?

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

Yes (**Skip to Q13**)

No

Undecided

12. Why [**would you not hire**] or [**are you undecided about hiring**] (*question would be based on response to Q11*) a SIAST graduate in the future?
13. In the past year, has your organization experienced difficulty hiring **<name of program>** -related positions due to a shortage of trained workers?
  - Yes
  - No (**Skip to Q15**)
14. How many **<name of program>** -related positions was there a shortage for? \_\_\_\_\_
15. What is the primary industry that your organization operates in?
  - Agriculture
  - Forestry, Fishing
  - Mining, Oil and Gas
  - Utilities
  - Construction

- Manufacturing
- Trades (includes Retail and Wholesale)
- Transportation
- Retail and Warehousing
- Finance, Insurance, Real Estate and Leasing
- Professional, Scientific and Technical Services
- Business and other support services
- Education
- Health care and social assistance
- Information, culture and recreation (includes Film, video, multi-media, printing and publishing)
- Accommodation and food services
- Public Administration
- Other, please specify \_\_\_\_\_

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

17. May I please have your name: (For verification purposes) \_\_\_\_\_