
Saskatchewan Polytechnic
Employer Survey
2013-14 Graduates



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Acknowledgements

The institutional Research and Analysis unit at Saskatchewan Polytechnic would like to thank Saskatchewan Polytechnic graduates and staff for providing employer contact information and the employers who participated in the Saskatchewan Polytechnic Employer survey.

Reproduction of this report or parts thereof is permitted and encouraged, provided appropriate acknowledgements are given.

Availability

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

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



Executive Summary

The Employer Survey is conducted annually to measure employer satisfaction with Saskatchewan Polytechnic graduate skills and training as well as to identify areas for improvement in curricula and programs. The survey occurs each spring as a follow-up to the Graduate Employment Survey (GES). The survey is administered by telephone to all employers for which graduates have provided contact information.

- In total, graduates provided 813 employer names. Of these, 462 employers (representing 100 programs) participated in the study for a response rate of 57%. Note that this response rate appears lower than in previous years due to a larger sample of employer contact information: 2011-12: 401 of 604 (66%), 2012-13: 462 of 738 (63%), 2013-14: 462 of 813 (57%).
- The number of employers reporting that graduates were employed in training-related positions continues to trend downward and was 89% for 2013-14 graduates (2010-11: 94%, 2011-12: 94%, 2012-13: 92%).
 - The top three divisions with graduates employed in training-related positions were: Science and Health (97%), Nursing (94%), and Industrial Training (93%).

➤ Employer Satisfaction:

| % Satisfied & Very Satisfied | 2010-11 | 2011-12 | 2012-13 | 2013-14 | Change 2012-13 to 2013-14 |
|--|---------|---------|---------|---------|---------------------------|
| Preparation for employment in field of study | NA* | 96% | 98% | 97% | -1 |
| Overall preparation for employment | 92% | 94% | 95% | 92% | -3 |
| Job-related knowledge | 86% | 91% | 89% | 90% | 1 |
| Job-related skills | 88% | 88% | 90% | 89% | -1 |
| Employability skills | 86% | 84% | 86% | 84% | -2 |

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

- Top three divisions for each satisfaction rating:
 - **Preparation for employment in field of study:** Science and Health (99%), Nursing (98%), and Technology (98%)
 - **Overall preparation for employment:** Business (96%), Science and Health (95%), Technology/Nursing (both 94%)
 - **Job-related knowledge:** Science and Health (95%), Business (93%), and Technology (91%)
 - **Job-related skills:** Science and Health (96%), Nursing (94%), and Technology (93%)
 - **Employability skills:** Technology (93%), Science and Health (89%), and Business (85%)
- Overall, 44% of employers report encountering difficulties in hiring due to a shortage of trained workers. Among employers participating in the study, this amounts to 765 positions that were impacted.
 - Divisions that encountered the most difficulty in hiring include: Science and Health (60%), Community Services (51%), and Industrial Training (49%).
- Currently, 96% of employers say they would hire graduates with similar training in the future. (2010-11: 97%, 2011-12: 98%, 2012-13: 98%, 2013-14: 96%).

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1.0 Introduction

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

1.1 Methodology

In the fall of 2014, Saskatchewan Polytechnic's Institutional Research and Analysis (IR&A) office sent invitations to participate in a Graduate Employment Survey (GES) to 3,549 graduates who completed their programs between July 2013 and June 2014. 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 2014 GES, a list of 813 employers representing 124 distinct programs was compiled (Note: some graduates declined to provide their employer information). In addition, IR&A requested the heads of the 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 2015. In 2015, Inshtrix Research Inc., a marketing research firm based in Saskatoon, was engaged to contact the identified employers and prepare the report.

A copy of the questionnaire is attached as Appendix B. Employers were instructed to answer the questions based on the training and skills the employees (Saskatchewan Polytechnic graduates) received while studying at Saskatchewan Polytechnic, rather than the actual work performance of the employee.

1.2 Response Rate

In total, 462 of the 813 employers identified in the Graduate Employment Survey responded to the Employer Survey, a 57% response rate (2011-12: 63%, 2012-13: 66%). Note: Larger employers with multiple locations around the province and different managements (e.g., health regions) may be counted more than once in the total. The employers contacted came from a total of 100 programs.

Note: The response rate in 2013-14 appears lower than in previous years due to a larger sample size of employer contact information: 2011-12: 401 of 604, 2012-13: 462 of 738, 2013-14: 462 of 813.

Table 1 shows the number of completed responses overall and by division. Consistent with results from past waves of the study, the largest proportion of responses (99 out of 462, or 21%) come from the Science and Health division (primarily Continuing Care Assistants: 40 out of 99, and Dental Assistants: 11 out of 99). The next highest number of responses for 2013-14 comes from the Business (19%) and Industrial Training (18%) divisions. A majority of Business respondents are from the Office Education (39) and Business (26) programs, while respondents from the Industrial Training Division are most commonly in the Welding (26) and Automotive Service Technician (10) programs.

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

| Division | # of Responses | % of Total Responses |
|---|-----------------------|-----------------------------|
| Business | 89 | 19% |
| Community Services | 78 | 17% |
| Industrial Training | 82 | 18% |
| Nursing | 47 | 10% |
| Science and Health | 99 | 21% |
| Technology | 67 | 15% |
| Saskatchewan Polytechnic Overall | 462 | 100% |

1.3 Reporting of Results

This report provides a summary of results for a series of rating questions regarding the preparedness of graduates for training-related and overall employment, and more specifically their job-related knowledge, skills and general employability skills. The results are reported for Saskatchewan Polytechnic overall as well as by the six academic divisions: Business, Community Service, Industrial Training, Nursing, Science and Health and Technology. Where applicable, trend lines have been provided for overall results to compare with previous results.

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.

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

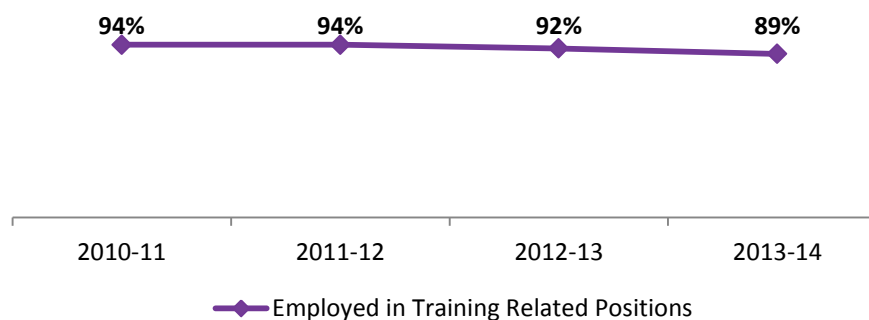
The re-branded institution name of Saskatchewan Polytechnic has been used throughout this report (effective September, 2014). At the time of graduation, the 2013-14 graduating cohort, were officially graduates of Saskatchewan Institute of Applied Science and Technology (SIAST).

2.0 Results

2.1 Graduates Employed in Training Related Positions

The number of employers who indicate that the Saskatchewan Polytechnic graduate employed by their organization is in a training-related position has continued to trend downward since the 2011-12 wave of the Employer Survey. Currently, 89% of employers indicate that the graduate in their employ is in a position they were trained for.

Figure 1: Graduates Employed in Training-Related Positions, Saskatchewan Polytechnic Overall, 2010-11 to 2013-14



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

Table 2 gives a breakdown of graduates working in training-related positions by division. Science and Health has the highest proportion (97%), followed by Nursing (94%) and Industrial Training (93%). Community Services (81%) and Business (80%) have comparatively lower proportions of graduates working in training-related positions.

Table 2: Employers with Graduates Working in Training-Related Positions, Saskatchewan Polytechnic Overall and by Division, 2013-14

| Division | Yes | No | Yes as a % of Division Total |
|---|------------|-----------|------------------------------|
| Science and Health | 96 | 3 | 97% |
| Nursing | 44 | 3 | 94% |
| Industrial Training | 76 | 6 | 93% |
| Technology | 60 | 7 | 90% |
| Community Services | 63 | 15 | 81% |
| Business | 71 | 18 | 80% |
| Saskatchewan Polytechnic Overall | 410 | 52 | 89% |

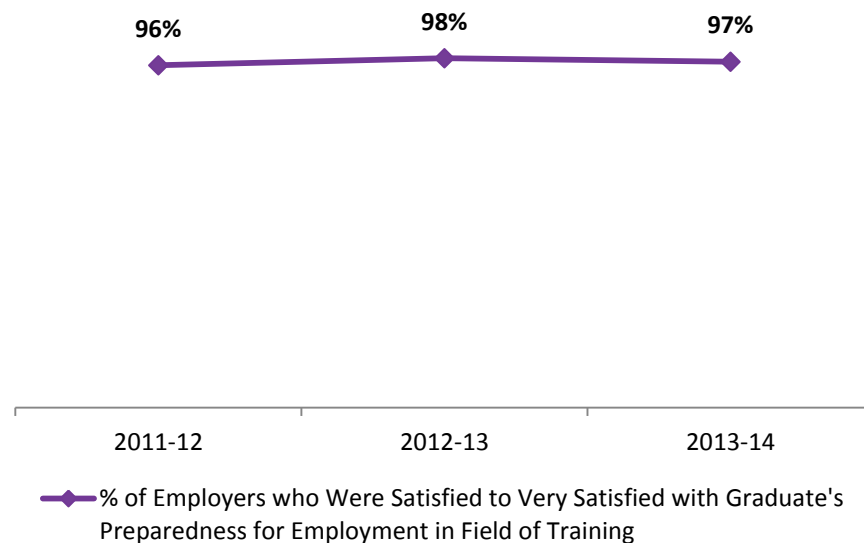
2.2 Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Training

2.2.1 Saskatchewan Polytechnic Overall

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

Note: In 2012 the rating scale was refined from a five point (very poor to excellent) to a four point scale (very dissatisfied to very satisfied). As a result, only results from 2011-12 onward are reported.

Figure 2: Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Study, Saskatchewan Polytechnic Overall, 2011-12 to 2013-14



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

2.2.2 By Division

While overall satisfaction (very satisfied and satisfied) is generally consistent across the various divisions, results vary somewhat when looking specifically at those rating very satisfied. The highest proportion of employers that reported being very satisfied were for the Science and Health (54%) and Community Services (51%) divisions. The lowest proportion of employers rating very satisfied is for the Industrial Training division (33%).

Figure 3: Employer Satisfaction with Graduates' Preparedness for Employment in Their Field of Study, Saskatchewan Polytechnic Overall and by Division, 2013-14

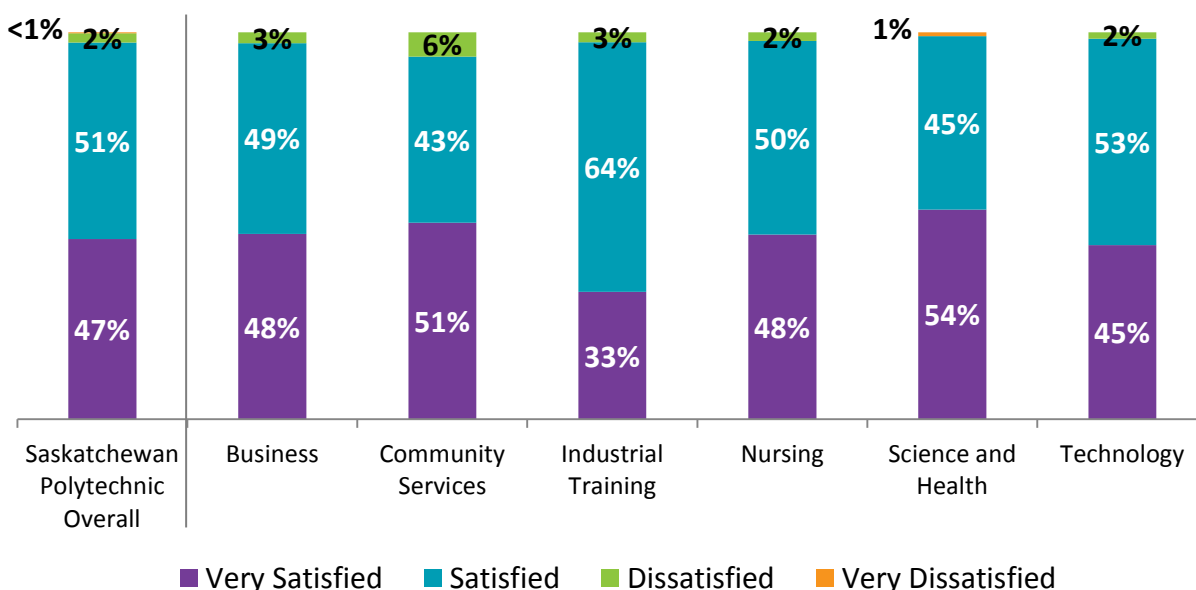


Table 3: Employer Ratings of Preparedness of Graduates for Employment in their Fields of Study, Saskatchewan Polytechnic Overall and by Division, 2013-14

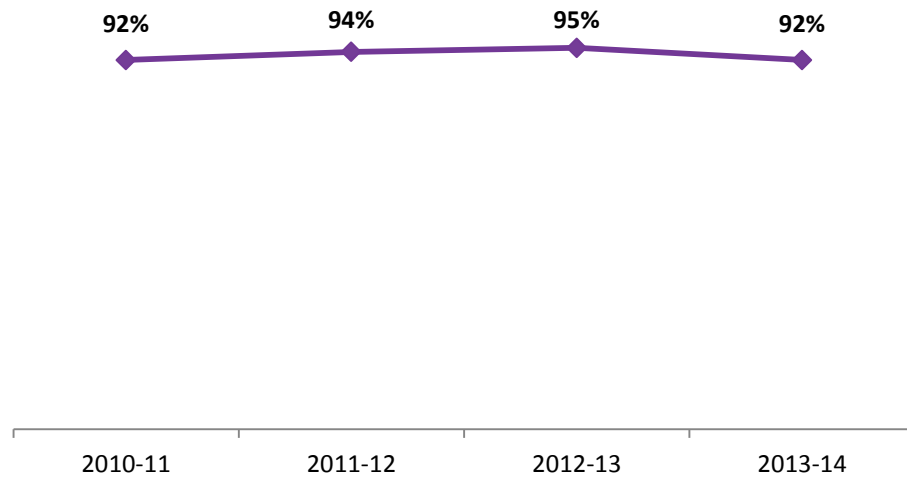
| Division | Very Satisfied | Satisfied | Dissatisfied | Very Dissatisfied | Total |
|---|----------------|------------|--------------|-------------------|------------|
| Business | 34 | 35 | 2 | 0 | 71 |
| Community Services | 32 | 27 | 4 | 0 | 63 |
| Industrial Training | 25 | 49 | 2 | 0 | 76 |
| Nursing | 21 | 22 | 1 | 0 | 44 |
| Science and Health | 52 | 43 | 0 | 1 | 96 |
| Technology | 27 | 32 | 1 | 0 | 60 |
| Saskatchewan Polytechnic Overall | 191 | 208 | 10 | 1 | 410 |

2.3 Employer Satisfaction with Graduates' Overall Preparation for Employment

2.3.1 Saskatchewan Polytechnic Overall

Employer satisfaction with graduates' overall preparation for employment has returned to the 2010-11 level (92%) after reaching a high of 95% in 2012-13.

Figure 4: Employer Satisfaction with Graduates' Overall Preparation for Employment, 2010-11 to 2013-14 (% Satisfied and Very Satisfied)



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

2.3.2 By Division

As with employer satisfaction with graduates' preparedness for employment in their field of study, satisfaction (very satisfied and satisfied) with overall preparation for employment is generally consistent across divisions. Greater differences emerge when looking specifically at very satisfied ratings. Science and Health (55%) and Business (47%) have the largest proportion of employers rating very satisfied, while Nursing (36%) and Industrial Training (30%) have the lowest.

Figure 5: Employer Satisfaction with Graduates' Overall Preparation for Employment, Saskatchewan Polytechnic Overall and by Division, 2013-14

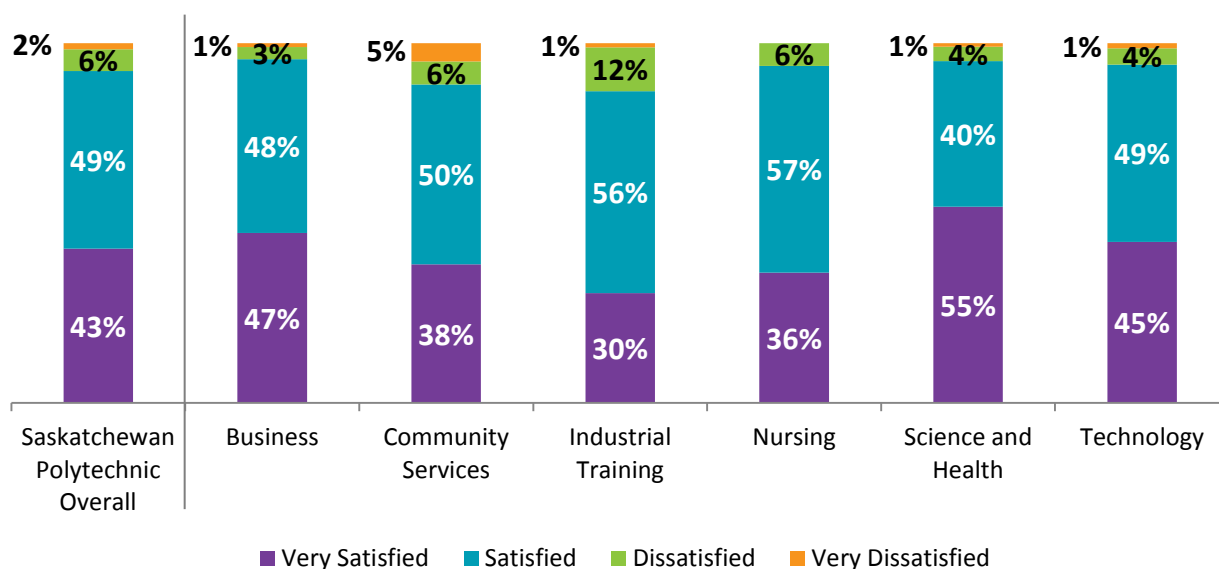


Table 4: Employer Satisfaction with Graduates' Overall Preparation for Employment, Saskatchewan Polytechnic Overall and by Division, 2013-14

| Division | Very Satisfied | Satisfied | Dissatisfied | Very Dissatisfied | Total |
|---|----------------|------------|--------------|-------------------|------------|
| Business | 42 | 43 | 3 | 1 | 89 |
| Community Services | 30 | 39 | 5 | 4 | 78 |
| Industrial Training | 25 | 46 | 10 | 1 | 82 |
| Nursing | 17 | 27 | 3 | 0 | 47 |
| Science and Health | 54 | 40 | 4 | 1 | 99 |
| Technology | 30 | 33 | 3 | 1 | 67 |
| Saskatchewan Polytechnic Overall | 198 | 228 | 28 | 8 | 462 |

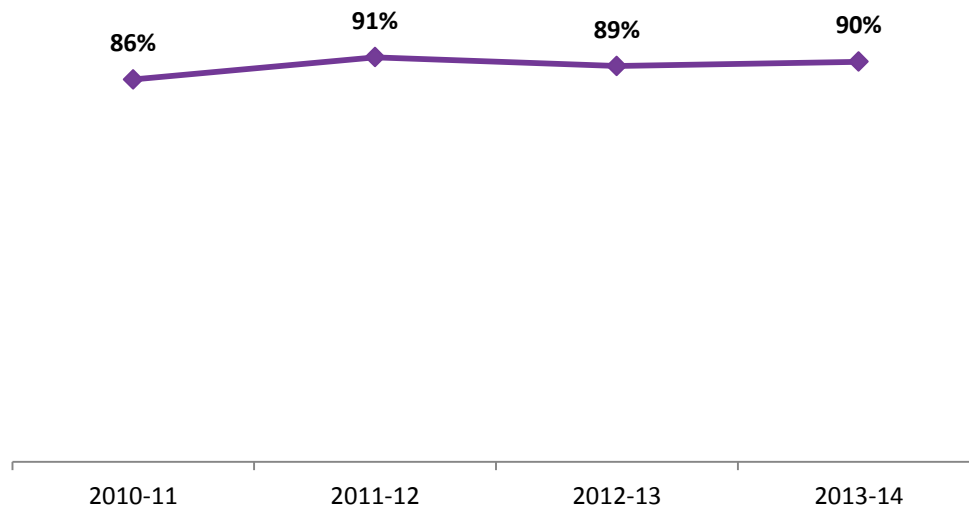
Note: Respondents who gave ratings of dissatisfied or very dissatisfied were asked to give comments on what aspects of graduates' overall preparation, job-related knowledge, job-related skills, and general employability they were dissatisfied with (questions 5 through 8). These comments were combined with the respective program pages and were made available to the deans.

2.4 Employer Satisfaction with Graduates' Job-Related Knowledge

2.4.1 Saskatchewan Polytechnic Overall

Employer satisfaction with graduates' job-related knowledge (90%) has remained consistent with results from the past two waves of data collection (2011-12: 91%, 2012-13: 89%).

Figure 6: Employer Satisfaction with Graduates' Job-Related Knowledge, 2010-11 to 2013-14 (% Satisfied and Very Satisfied)



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

2.4.2 By Division

Employers from the Science and Health division are the most likely to be very satisfied with graduates' job-related knowledge (54%) while those from the Business (29%) and Industrial Training (27%) divisions are the least likely to be very satisfied.

Figure 7: Employer Satisfaction with Graduates' Job-Related Knowledge, Saskatchewan Polytechnic Overall and by Division, 2013-14

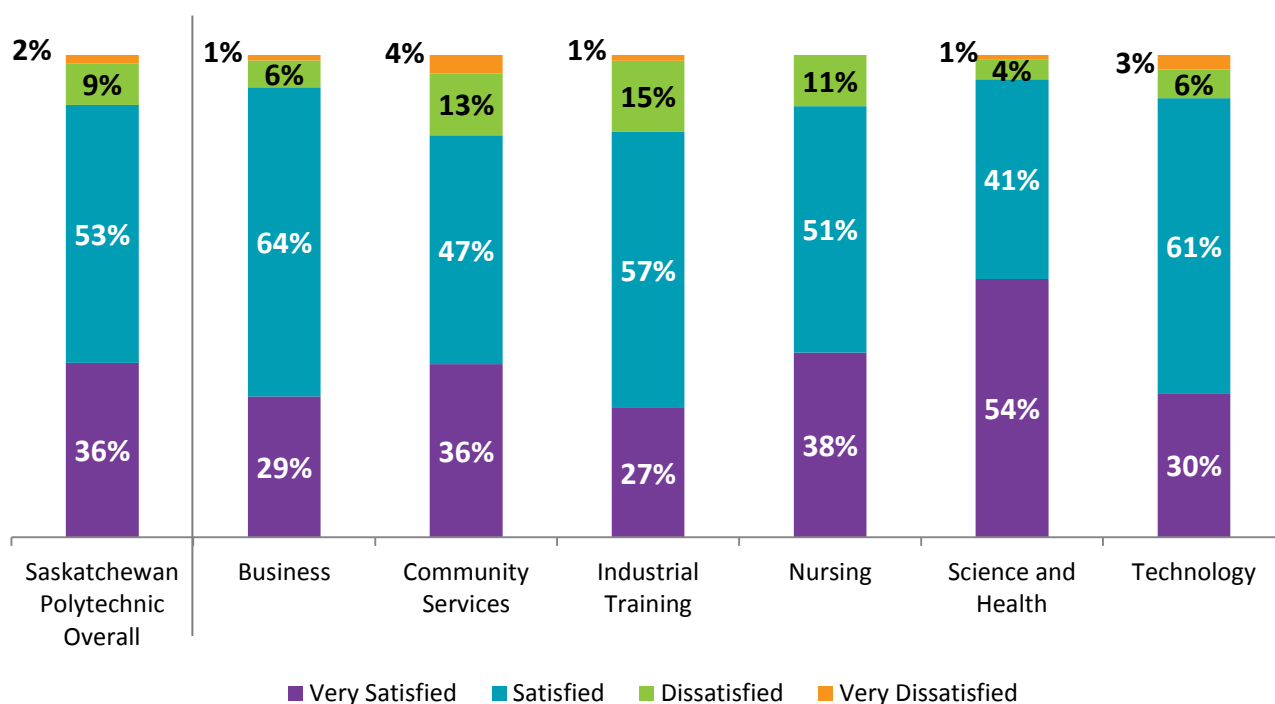


Table 5: Employer Satisfaction with Graduates' Job-Related Knowledge, Saskatchewan Polytechnic Overall and by Division, 2013-14

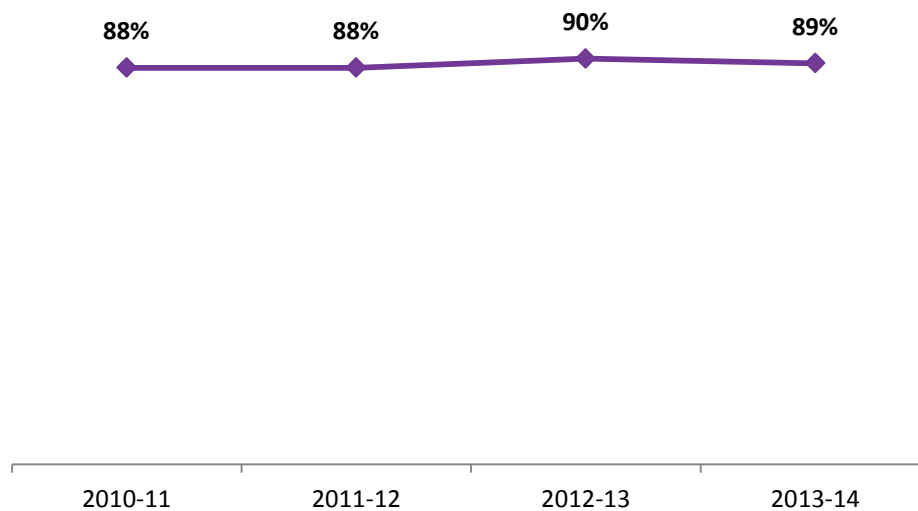
| Division | Very Satisfied | Satisfied | Dissatisfied | Very Dissatisfied | Total |
|---|----------------|------------|--------------|-------------------|------------|
| Business | 26 | 57 | 5 | 1 | 89 |
| Community Services | 28 | 37 | 10 | 3 | 78 |
| Industrial Training | 22 | 47 | 12 | 1 | 82 |
| Nursing | 18 | 24 | 5 | 0 | 47 |
| Science and Health | 53 | 41 | 4 | 1 | 99 |
| Technology | 20 | 41 | 4 | 2 | 67 |
| Saskatchewan Polytechnic Overall | 167 | 247 | 40 | 8 | 462 |

2.5 Employer Satisfaction with Graduates' Job-Related Skills

2.5.1 Saskatchewan Polytechnic Overall

Satisfaction with graduates' job-related skills (89%) remains consistent with previous results (2010-11: 88%, 2011-12: 88%, 2012-13: 90%).

Figure 8: Employer Satisfaction with Graduates' Job-Related Skills, 2010-11 to 2013-14 (% Satisfied and Very Satisfied)



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

2.5.2 By Division

Employers in the Science and Health division are the most likely to say they are very satisfied with graduates' job-related skills (57%), while employers from the Industrial Training division are the least likely to say they are very satisfied (24%).

Approximately one-fifth (22%) of employers from the Industrial Training division say they are not satisfied (dissatisfied and very dissatisfied) with the job-related skills of graduates.

Figure 9: Employer Satisfaction with Graduates' Job-Related Skills, Saskatchewan Polytechnic Overall and by Division, 2013-14

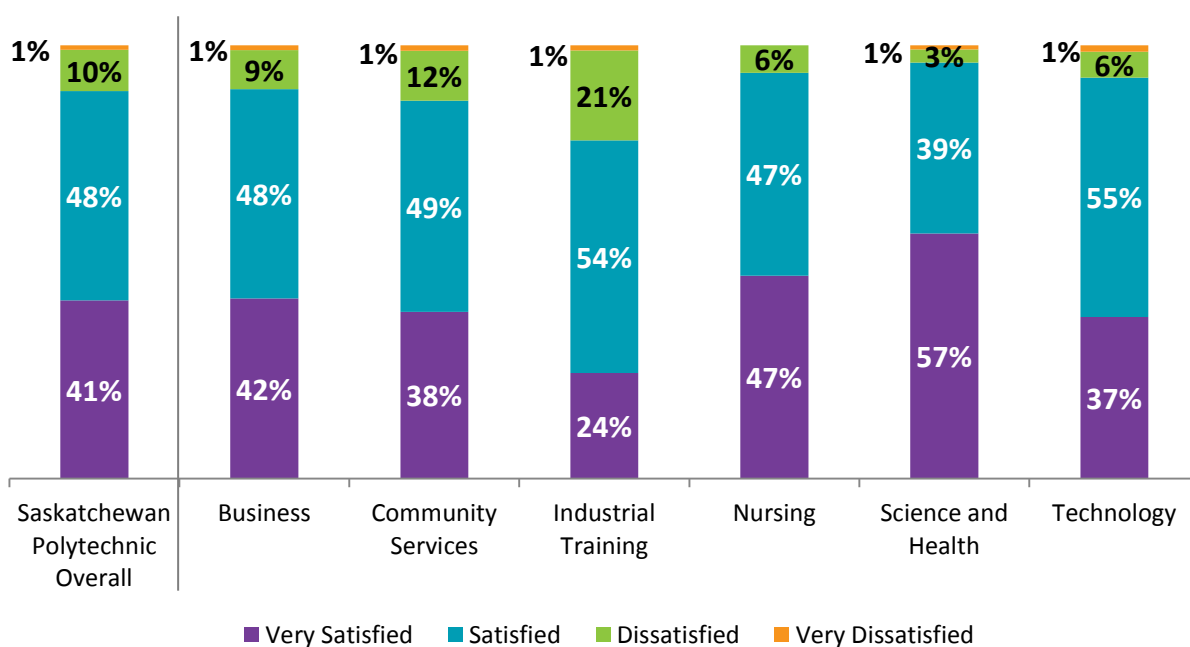


Table 6: Employer Satisfaction with Graduates' Job-Related Skills, Saskatchewan Polytechnic Overall and by Division, 2013-14

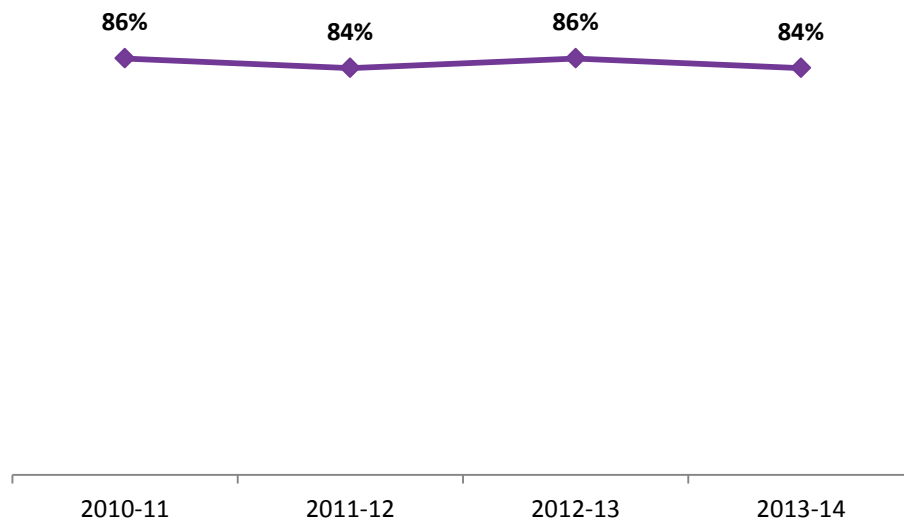
| Division | Very Satisfied | Satisfied | Dissatisfied | Very Dissatisfied | Total |
|---|----------------|------------|--------------|-------------------|------------|
| Business | 37 | 43 | 8 | 1 | 89 |
| Community Services | 30 | 38 | 9 | 1 | 78 |
| Industrial Training | 20 | 44 | 17 | 1 | 82 |
| Nursing | 22 | 22 | 3 | 0 | 47 |
| Science and Health | 56 | 39 | 3 | 1 | 99 |
| Technology | 25 | 37 | 4 | 1 | 67 |
| Saskatchewan Polytechnic Overall | 190 | 223 | 44 | 5 | 462 |

2.6 Employer Satisfaction with Graduates' General Employability or Essential Skills

2.6.1 Saskatchewan Polytechnic Overall

Employer satisfaction with graduates' general employability or essential skills has remained relatively constant over the past four years. The gap in employability skills satisfaction ratings compared to job-related skills and knowledge has increased, since 2010-11, with employer satisfaction of general employability skills rating 5 to 6% lower for graduates of the class of 2013-14.

Figure 10: Employer Satisfaction with Graduates' General Employability or Essential Skills, 2010-11 to 2013-14 (% Satisfied and Very Satisfied)



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

2.6.2 By Division

Over one-fifth of employers from three divisions say they are not satisfied (dissatisfied and very dissatisfied) with graduates' general employability or essential skills: Industrial Training (25%), Community Services (21%), and Nursing (21%).

Satisfaction is highest (rated very satisfied) with the Science and Health (43%), Technology (43%), and Business (42%) divisions.

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, Saskatchewan Polytechnic Overall and by Division, 2013-14

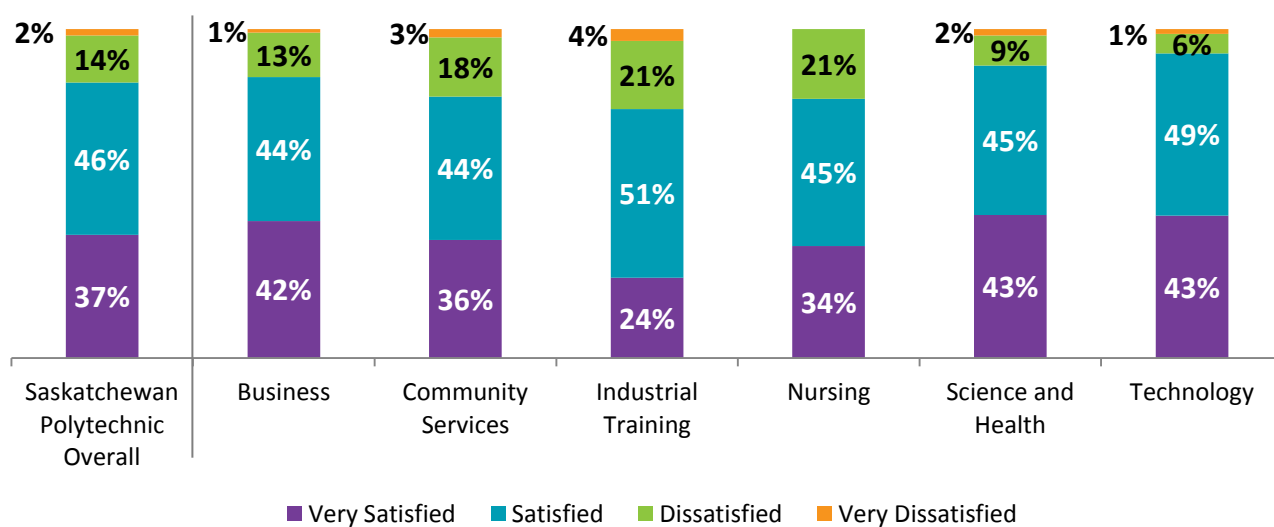


Table 7: Employer Satisfaction with Graduates' General Employability or Essential Skills, Saskatchewan Polytechnic Overall and by Division, 2013-14

| Division | Very Satisfied | Satisfied | Dissatisfied | Very Dissatisfied | Total |
|---|----------------|------------|--------------|-------------------|------------|
| Business | 37 | 39 | 12 | 1 | 89 |
| Community Services | 28 | 34 | 14 | 2 | 78 |
| Industrial Training | 20 | 42 | 17 | 3 | 82 |
| Nursing | 16 | 21 | 10 | 0 | 47 |
| Science and Health | 43 | 45 | 9 | 2 | 99 |
| Technology | 29 | 33 | 4 | 1 | 67 |
| Saskatchewan Polytechnic Overall | 173 | 214 | 66 | 9 | 462 |

2.7 Hiring Difficulties Due to a Shortage of Trained Workers

Overall, 44% of employers reported experiencing hiring difficulties due to a shortage of trained workers. Employers that reported hiring difficulties were asked to specify the number of program related positions for which there were shortages. Overall, 462 employers reported a total of 765 unfilled positions.

Table 8 provides a breakdown of employers who have experienced hiring difficulties by the divisions related to the specific field of training/occupation. A more detailed breakdown of survey results for hiring difficulties by program is available in Appendix A.

More than half of employers with occupations in the Science and Health (60%, with 228 positions impacted) and Community Services (51%, with 159 positions impacted) divisions indicated they experienced hiring difficulties.

Table 8: Employers Reporting Hiring Difficulties for Similar Positions Due to Shortage of Trained Workers, 2013-14

| Division | Total # of Employers | Employers Who Experience Hiring Difficulties | | # of Positions Impacted by Shortages of Trained Workers |
|---------------------|----------------------|--|------------|---|
| | | Count | % | |
| Business | 89 | 27 | 30% | 119 |
| Community Services | 78 | 40 | 51% | 159 |
| Industrial Training | 82 | 40 | 49% | 136 |
| Nursing | 47 | 16 | 34% | 44 |
| Science and Health | 99 | 59 | 60% | 228 |
| Technology | 67 | 19 | 28% | 79 |
| Total | 462 | 201 | 44% | 765 |

Q13. In the past year, has your organization experienced difficulty hiring [pipe: PROGRAM lower]-related positions due to a shortage of trained workers? Base: All respondents, n=462.

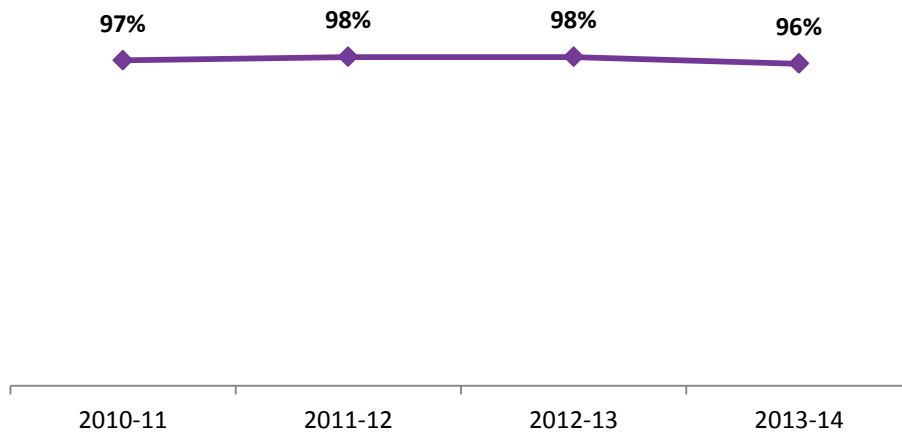
Q14. How many [pipe: PROGRAM lower]-related positions was there a shortage for? Base: Respondents that reported experiencing hiring difficulties, n=201.

2.8 Future Hiring of Saskatchewan Polytechnic Graduates

2.8.1 Saskatchewan Polytechnic Overall

The proportion of employers who say they would hire Saskatchewan Polytechnic graduates with similar training in the future is currently at 96%, down from 98% in the 2012-13 wave of data collection.

Figure 12: Employers Who Would Hire Saskatchewan Polytechnic Graduates with Similar Training in the Future, Saskatchewan Polytechnic Overall, 2010-11 to 2013-14



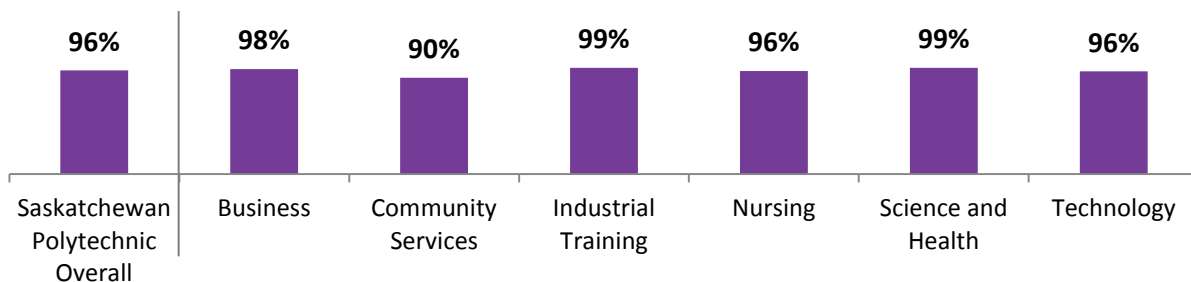
Q11. Should your organization/business need employees with similar training in the future, would you hire a Sask Polytech graduate? Base: All respondents, n=462 (2013-14), n=462 (2012-13), n=401 (2011-12), n=518 (2010-11).

2.8.2 By Division

At least 90% of employers from all divisions say they would hire Saskatchewan Polytechnic graduates in the future. Those most likely include the Science and Health (99%), Industrial Training (99%), and Business (98%) divisions.

Respondents who indicated they would not hire a graduate in the future were asked to explain why. Responses were categorized into themes and forwarded internally to the respective divisions.

Figure 13: Employers Who Would Hire Saskatchewan Polytechnic Graduates with Similar Training in the Future, by Division, 2013-14



**Table 9: Employer Willingness to Hire Saskatchewan Polytechnic Graduates with
Similar Training in the Future, by Division, 2013-14**

| Division | Yes | No | Undecided | Total |
|---|------------|-----------|------------------|--------------|
| Business | 87 | 0 | 2 | 89 |
| Community Services | 70 | 3 | 5 | 78 |
| Industrial Training | 81 | 0 | 1 | 82 |
| Nursing | 45 | 0 | 2 | 47 |
| Science and Health | 98 | 1 | 0 | 99 |
| Technology | 64 | 1 | 2 | 67 |
| Saskatchewan Polytechnic Overall | 445 | 5 | 12 | 462 |

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

| Program | Total # of Employers | Employers Who Experienced Hiring Difficulties | | # of Positions Impacted by Shortages of Trained Workers |
|-----------------------------------|----------------------|---|------|---|
| | | Count | % | |
| Aboriginal Police Preparation | 5 | 1 | 20% | 12 |
| Addictions Counselling | 3 | 2 | 67% | 2 |
| Advanced Care Paramedic | 3 | 0 | 0% | 0 |
| Agricultural Machinery Tech | 3 | 2 | 67% | 6 |
| Agricultural Machinery Technician | 1 | 0 | 0% | 0 |
| Architectural Technologies | 6 | 1 | 17% | 1 |
| Auto Body Technician | 6 | 4 | 67% | 6 |
| Automotive Service Technician | 10 | 5 | 50% | 11 |
| Basic Critical Care Nursing | 4 | 2 | 50% | 5 |
| BioScience Technology | 3 | 1 | 33% | 2 |
| Business | 26 | 11 | 42% | 38 |
| Business Accountancy | 3 | 0 | 0% | 0 |
| Business Administration | 2 | 1 | 50% | 4 |
| Business Financial Services | 1 | 0 | 0% | 0 |
| Business Human Resources | 2 | 0 | 0% | 0 |
| Business Insurance | 4 | 1 | 25% | 5 |
| Business Marketing | 3 | 0 | 0% | 0 |
| CAD/CAM Engineering Technology | 3 | 0 | 0% | 0 |
| Carpentry | 2 | 1 | 50% | 2 |
| Chemical Technology | 7 | 2 | 29% | 3 |
| Civil Engineering Technology | 2 | 0 | 0% | 0 |
| Combined Lab/XRay Technology | 8 | 7 | 88% | 10 |
| Commercial Pilot | 1 | 0 | 0% | 0 |
| Computer Engineering | 1 | 1 | 100% | 1 |
| Computer Engineering Technology | 1 | 0 | 0% | 0 |
| Computer Networking Technician | 4 | 2 | 50% | 2 |
| Computer Systems Technology | 7 | 1 | 14% | 3 |
| Continuing Care Assistant | 40 | 31 | 78% | 158 |
| Correctional Studies | 5 | 1 | 20% | 20 |
| Critical Care Nursing | 1 | 1 | 100% | 2 |
| Cytotechnology | 1 | 0 | 0% | 0 |
| Dental Assisting | 11 | 8 | 73% | 12 |
| Dental Hygiene | 1 | 1 | 100% | 1 |

| Program | Total # of Employers | Employers Who Experienced Hiring Difficulties | | # of Positions Impacted by Shortages of Trained Workers |
|---------------------------------|----------------------|---|------|---|
| | | Count | % | |
| Diabetes Education/Professional | 1 | 0 | 0% | 0 |
| Diabetes Education/Providers | 1 | 0 | 0% | 0 |
| Disability Support Worker | 2 | 0 | 0% | 0 |
| Early Childhood Education | 22 | 17 | 77% | 49 |
| Educational Assistant | 5 | 2 | 40% | 22 |
| Electrical Engineering | 3 | 2 | 67% | 5 |
| Electrician | 8 | 1 | 13% | 4 |
| Electronic Systems Engineering | 2 | 1 | 50% | 1 |
| Electronics Technician | 2 | 0 | 0% | 0 |
| Engineering Design/Draft Tech | 4 | 1 | 25% | 1 |
| Entrepreneurship & Small Bus. | 6 | 2 | 33% | 17 |
| Environmental Engineering | 3 | 0 | 0% | 0 |
| Esthetician | 1 | 1 | 100% | 3 |
| Fabricator-Welder | 1 | 1 | 100% | 4 |
| Food and Beverage Service | 3 | 0 | 0% | 0 |
| Food and Nutrition Management | 1 | 1 | 100% | 5 |
| Funeral Service | 2 | 1 | 50% | 2 |
| Geomatics Engineering Tech | 2 | 1 | 50% | 2 |
| GIS for Resource Management | 3 | 0 | 0% | 0 |
| Graphic Communications | 2 | 0 | 0% | 0 |
| Hairstylist | 4 | 3 | 75% | 8 |
| Health Information Management | 5 | 3 | 60% | 7 |
| Heavy Equip/Truck & Transport | 8 | 5 | 63% | 14 |
| Hotel and Restaurant Admin | 2 | 1 | 50% | 8 |
| Human Resources Management | 2 | 0 | 0% | 0 |
| Industrial Mechanics | 6 | 2 | 33% | 28 |
| Institutional Cooking | 2 | 2 | 100% | 3 |
| Instrumentation Engineering | 2 | 0 | 0% | 0 |
| Integrated Resource Mgmt. Dip. | 1 | 0 | 0% | 0 |
| International Educated Nurses | 3 | 2 | 67% | 3 |
| Iron Worker | 1 | 0 | 0% | 0 |
| Library/Information Technology | 1 | 0 | 0% | 0 |
| Machine Shop | 6 | 3 | 50% | 6 |
| Mechanical Engineering | 1 | 1 | 100% | 2 |
| Media Arts Production | 1 | 0 | 0% | 0 |
| Medical Laboratory Assistant | 1 | 0 | 0% | 0 |

| Program | Total # of Employers | Employers Who Experienced Hiring Difficulties | | # of Positions Impacted by Shortages of Trained Workers |
|---|----------------------|---|------------|---|
| | | Count | % | |
| Medical Laboratory Technology | 2 | 2 | 100% | 23 |
| Medical Radiologic Technology | 4 | 0 | 0% | 0 |
| New Media Communications | 1 | 0 | 0% | 0 |
| Office Education | 39 | 12 | 31% | 55 |
| OH&S Practitioner | 10 | 1 | 10% | 2 |
| Parts Management Technician | 3 | 2 | 67% | 2 |
| Perioperative Nursing/LPN | 3 | 0 | 0% | 0 |
| Perioperative Nursing/RN | 2 | 2 | 100% | 4 |
| Pharmacy Technician | 1 | 0 | 0% | 0 |
| Plumbing and Pipefitting | 4 | 3 | 75% | 14 |
| Power Engineering | 8 | 5 | 63% | 30 |
| Power Sports Equip. Technician | 1 | 0 | 0% | 0 |
| Practical Nursing | 17 | 6 | 35% | 18 |
| Primary Care Nurse Practitioner | 1 | 0 | 0% | 0 |
| Primary Care Paramedic | 8 | 3 | 38% | 11 |
| Professional Cooking | 4 | 2 | 50% | 4 |
| Psychiatric Nursing | 4 | 2 | 50% | 10 |
| Radiation Environ. Technician | 1 | 0 | 0% | 0 |
| Refrigeration/Air Conditioning | 3 | 2 | 67% | 5 |
| Resource/Environmental Law | 1 | 1 | 100% | 25 |
| Retail Customer Service | 1 | 0 | 0% | 0 |
| Short Order Cooking | 3 | 2 | 67% | 5 |
| Telecom/Radio Systems Tech | 1 | 1 | 100% | 2 |
| Tri-Trades HE/TT/AMT | 1 | 0 | 0% | 0 |
| Veterinary Technology | 3 | 1 | 33% | 1 |
| Victim Services Coordination | 2 | 2 | 100% | 5 |
| Water Resources Engineering | 1 | 0 | 0% | 0 |
| Web Site Design & Development | 1 | 1 | 100% | 1 |
| Welding | 26 | 10 | 38% | 38 |
| Youth Care Worker | 6 | 1 | 17% | 10 |
| Saskatchewan Polytechnic Overall | 462 | 201 | 44% | 765 |

Appendix B: Saskatchewan Polytechnic Employer Survey 2015 (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 Sask Polytech?

_____ Yes
 _____ No (**Skip to Q4**)

3. How satisfied were you with the preparation of the graduate for employment in their field of study [i.e., we are looking for the employers' opinion on the skills and training the graduate learned that are specific to the program, not general employability]

_____ Very Satisfied
 _____ Satisfied
 _____ Dissatisfied
 _____ Very Dissatisfied

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

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

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

5. What aspects of the graduate's overall preparation for employment caused you to give a "less than satisfactory" rating?
6. What aspects of the graduate's job-related knowledge caused you to give a "less than satisfactory" rating?
7. What aspects of the graduate's job-related skills caused you to give a "less than satisfactory" rating?
8. What aspects of the graduate's general employability skills caused you to give a "less than satisfactory" rating?
9. In what ways should Sask Polytech 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 Sask Polytech graduates from this program?
11. Should your organization/business need employees with similar training in the future, would you hire a Sask Polytech 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 Sask Polytech 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
 - Trade (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 Sask Polytech graduates or programs?

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

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

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

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