



## 2019-2020 Employer Survey Research Brief

### Research Briefs

Research Briefs are short publications prepared by the Departments of Institutional Effectiveness (IE) and Institutional Research (IR) that are intended to provide relevant information which assists in the performance improvement process used by St. Petersburg College (SPC). Research Brief topics include, but are not limited to, student achievement, state accountability measures, institutional survey results, student enrollment, and faculty/adjunct compensation.

### Introduction

The focus of the Employer Survey is to evaluate graduates from Bachelor of Science/Bachelor of Applied Science (BS/BAS), Associate in Science (AS), and Certificate programs. These programs focus on preparing students to enhance their skills and knowledge, reach higher levels of income, and increase personal/professional growth.

On the Recent Alumni survey, this year's graduates were asked to provide the name and address of their employer and whether they would allow SPC to contact their employer. The Employer Survey was then sent to employers of SPC graduates who were working in a field related to their education. Although employers are surveyed one time per graduate, some graduates may have earned multiple awards. Therefore, the number of surveys administered and responses received are reported for each degree or certificate the student was awarded.

The survey includes questions relating to the employer's perception of their employee's (recent SPC graduate) aptitude in key general education competencies and foundational skill areas. Additional questions include the employee's major job responsibilities, employee wage information, willingness of the employer to hire another SPC graduate, and any additional skills or areas of knowledge that this employee should have obtained while at SPC. The last section of the survey contains a list of opportunities for employer involvement at SPC.

### Responses

One-hundred and nineteen (119) employer surveys were sent out to employers. Eighty-one (81) were returned resulting in an overall response rate of 68.07%. Table 1 provides a breakdown of the number of employer surveys sent and returned by degree classification. It should be noted that of the one-hundred and nineteen (119) employer surveys sent, fifty-five (55) were sent to employers of College of Education graduates. This group of recent alumni does not need to provide employer contact information or give permission to contact them, as the contact information is already supplied by the State of Florida. The State requires that all College of Education graduate employers be surveyed. Graduates of programs other than the College of Education must provide their permission to SPC before the College can survey the employer.

*Table 1: Respondents by Degree or Certificate*

	AS	LD Ctf.	BS or BAS	UD Ctf.	Overall
Surveyed	31	9	68	11	119
Responded	20	6	46	9	81
% Responded	64.52%	66.67%	67.65%	81.82%	68.07%

### Survey Information

The survey of 2019-20 Employers received 82.72% of the 81 responses online. Due to the COVID-19 outbreak, only the Radiography Employer surveys received a paper survey option.

*Table 2: Survey Modality:*

Answer	AS	LD Ctf.	BS/BAS	UD Ctf.	Overall
Paper	70.00%				17.28%
Online	30.00%	100.00%	100.00%	100.00%	82.72%
Total	20	6	46	9	81

### Employee Information

Eighty-eight percent (87.84%) of the employers responding indicated that they were evaluating a full-time employee.

*Table 3: Please indicate this employee's employment status.*

Answer	AS	LD Ctf.	BS/BAS	UD Ctf.	Overall
Full-time	61.11%	66.67%	100.00%	100.00%	87.84%
Part-time	38.89%	33.33%			12.16%
Total	18	6	43	7	74

Sixty-two percent (62.32%) of the employers responding to the question regarding hourly compensation indicated their employees earn between \$20.00 and \$24.99 per hour (\$42,000 - \$51,999 annually).

*Table 4: Please indicate this employee's hourly wage.*

Answer	AS	LD Ctf.	BS/BAS	UD Ctf.	Overall
\$10.00 - \$14.99 (\$21,000 - \$30,999)	6.25%	50.00%	2.44%		7.25%
\$15.00 - \$19.99 (\$31,000 - \$41,999)			17.07%	16.67%	11.59%
\$20.00 - \$24.99 (\$42,000 - \$51,999)	62.50%	50.00%	63.41%	66.67%	62.32%
\$25.00 or more (\$52,000 or more)	31.25%		17.07%	16.67%	18.84%
Total	16	6	41	6	69

Ninety-seven percent (97.33%) of the employers responding indicated that they would hire another SPC graduate.

*Table 5: Would you hire another graduate from SPC?*

Answer	AS	LD Ctf.	BS/BAS	UD Ctf.	Overall
Yes	100.00%	100.00%	95.45%	100.00%	97.33%
No			4.55%		2.67%
<i>Total</i>	<i>18</i>	<i>6</i>	<i>44</i>	<i>7</i>	<i>75</i>

## Employer Support

Over half (56.79%) of employers responding to the survey expressed an interest in participating in one or more of the College's five suggested employment activities. The most popular areas of interest among those willing to participate were providing opportunities for job placement of graduates (60.87%), providing opportunities for student co-op or internship placement (50.00%), serving on an advisory committee (43.48%), and providing input about education/training needs for the employer's workforce area (43.48%). [Note: The total may exceed 100% because this question allowed multiple responses by survey respondents.]

*Table 6: The following is a list of opportunities for employers to get involved with the College. Please select any of the items below that you would be willing to support.*

Answer	AS	LD Ctf.	BS/BAS	UD Ctf.	Overall
Serve on an advisory committee	53.85%	40.00%	43.48%	20.00%	43.48%
Provide opportunities for student co-op or internship placement	23.08%	20.00%	73.91%	40.00%	50.00%
Provide opportunities for job placement of graduates	84.62%	40.00%	47.83%	80.00%	60.87%
Participate in job fairs or other community events	15.38%	80.00%	39.13%	40.00%	36.96%
Provide input about education/training needs for your workforce area	38.46%	20.00%	52.17%	40.00%	43.48%
<i>Total</i>	<i>13</i>	<i>5</i>	<i>23</i>	<i>5</i>	<i>46</i>

*Note: The total may exceed 100% as this question allows multiple responses.*

## General Education Outcomes

Of the twenty-five key general education competencies and foundational skill areas, one received a mean score of 4.51 on a 5-point Likert scale (5 indicates "excellent"), twenty-three received mean scores between 4.17 and 4.40, and one received a mean score of 3.99. This response scale also included a "Not Applicable" (NA) rating. The outcome with the highest mean rating (4.51) was "Works well with individuals from diverse backgrounds" from the "Work effectively with others in a variety of settings" category. The outcome with the lowest mean rating (3.99) was "Demonstrates leadership skills" from the "Work effectively with others in a variety of settings" category. "Demonstrates leadership skills" has been the lowest-rated outcome each year since the 2006-2007 Employer survey.

Table 7: Preparation Ratings for Recent Graduates

	N	Mean	St. Dev.	N/A
<b>Communicate clearly and effectively with others through:</b>				
<i>Speaking</i>	80	4.29	0.73	1
<i>Listening</i>	80	4.35	0.76	1
<i>Reading</i>	80	4.39	0.74	1
<i>Writing</i>	79	4.33	0.78	2
<b>Use mathematical and computational skills:</b>				
<i>Confident with mathematical calculations</i>	67	4.33	0.79	14
<i>Uses computational skills appropriately</i>	68	4.32	0.78	12
<i>Accurately interprets mathematical data</i>	70	4.30	0.80	10
<b>Use the following forms of technology:</b>				
<i>E-Mail</i>	77	4.34	0.75	
<i>Word Processing</i>	73	4.38	0.76	4
<i>Spreadsheets</i>	65	4.29	0.80	12
<i>Databases</i>	65	4.31	0.83	12
<i>Internet Research</i>	67	4.39	0.80	10
<b>Think logically and critically to solve problems:</b>				
<i>Gathers and assesses relevant information</i>	76	4.26	0.90	1
<i>Inquires and interprets information</i>	77	4.21	0.95	
<i>Organizes and evaluates information</i>	77	4.30	0.89	
<i>Analyzes and explains information to others</i>	76	4.17	0.94	1
<i>Uses information to solve problems</i>	76	4.25	0.91	1
<b>Work effectively with others in a variety of settings:</b>				
<i>Participates as a team player (e.g., group projects)</i>	77	4.40	0.91	
<i>Works well with individuals from diverse backgrounds</i>	76	4.51	0.82	1
<i>Uses ethical courses of action</i>	77	4.40	0.89	
<i>Demonstrates leadership skills</i>	75	3.99	1.11	2
<b>Appreciate the importance of lifelong learning:</b>				
<i>Shows interest in career development</i>	77	4.26	0.95	
<i>Open to new ideas and challenges</i>	77	4.35	0.96	
<i>Willing to take on new responsibilities</i>	77	4.36	0.93	
<i>Pursues additional educational opportunities</i>	77	4.31	0.86	

## Conclusion

Overall, results suggest that employers are satisfied with St. Petersburg College graduates' performance in the workplace. Employers rated most individuals as exhibiting a high level of preparatory skills as indicated by the above average ratings in all skill areas. In summary, the survey outcomes indicate that the AS degree, the BS/BAS degree, and the Certificate programs are achieving their intended objective of adequately preparing students for the workplace by enhancing their skills, increasing their knowledge, and instilling a desire to build on personal and professional growth.