Office of Institutional Research

"Collecting, analyzing, interpreting, and delivering institutional information."

2010 Survey of Employers and Supervisors

In April 2010, a survey was distributed to employers and supervisors of 2008-09 graduates who provided contact authorization to FRCC. Of the 66 surveys that were distributed, 29 completed questionnaires were returned and six were undeliverable for a 48% response rate.
The questionnaire contained four sections: (1) demographics, (2) personal skills, (3) technical skills and (4) training applicability and job outlook. In addition, employers/supervisors were asked how FRCC could improve its programs.

Responses indicate that the employers are satisfied with the training the employee received at Front Range Community College. Overall, 93% of employers rated graduates training as it relates to the job as good or very good. On a darker note, 16% of employers believe the job outlook in their field is Poor or Fair.

Programs of Graduates

The greatest number of respondents came from employers of the nursing graduates.

Graduate Program	Graduates Providing Employer Contacts		Respondents	Response Rate
AA	9	14%	2	22%
AGS	2	3%	2	100%
Accounting	1	2%		0%
Automative Technology	2	3%		0%
Business	1	2%	1	100%
Computer Information Systems	2	3%	1	50%
Early Childhood Education	1	2%	1	100%
Emergency Medical Services	3	5%	2	67%
Forestry Wildlife/Nat'l Resources	2	3%	1	50%
Geographic Information Systems	1	2%		0%
Horticulture and Landscape	3	5%		0%
Interpreter Preparation	1	2%		0%
Legal Assistant Paralegal	1	2%	1	100%
Medical Office Technology	5	8%	2	40%
Nurse Assisting	8	12%	3	38%
Nursing	15	23%	10	67%
Pharmacy Technician	3	5%	1	33%
Practical Nursing--LPN	3	5%		0%
Veterinary Research Technology	3	5%	2	67%
Total	**66**	**100%**	**29**	**44%**
Valid	**60**		**29**	**48%**

Most graduate employees had been working at their company for 1-2 years. A large minority, 17%, has worked at their company sixe years or more.

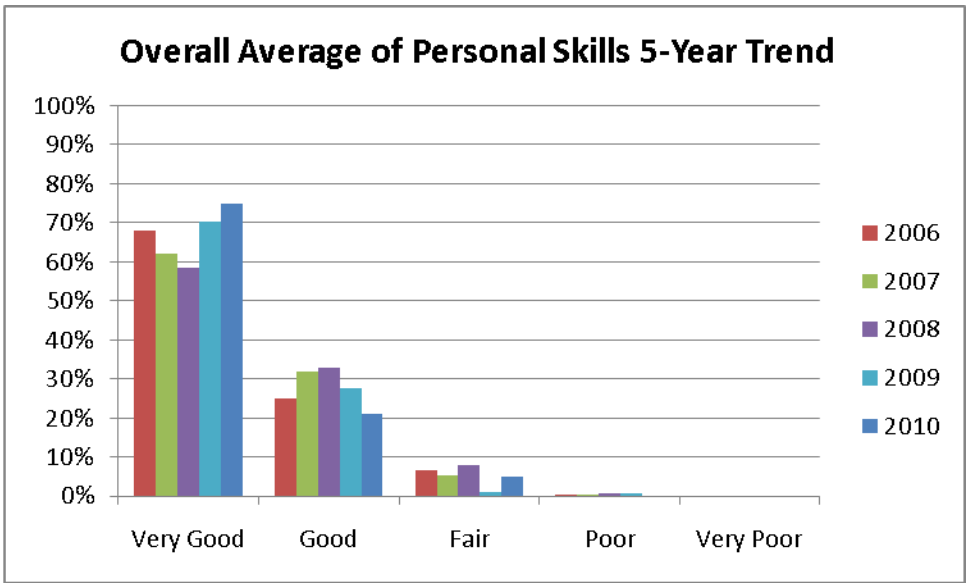
How long has the graduate been employed by your company or organization?	< 1 yr	1-2 yrs	3-4 yrs	5-6 yrs	> 6 yrs	Total
	21%	45%	14%	3%	17%	29

Personal Skills

Except for "Leadership", all personal skills were rated by at least 90% of employers/supervisors as Good or Very Good. No employer rated a graduate as having very poor personal skills.

Personal Skills	Very Good	Good	Fair	Poor	Very Poor	Total	Median
Work attitude	83%	14%	3%			29	4.69
Personal initiative	76%	21%	3%			29	4.62
Accepting responsibility	79%	17%	3%			29	4.66
Willingness to learn	83%	14%	3%			29	4.69
Cooperation with management	76%	21%	3%			29	4.62
Cooperation with co-workers(s)	83%	10%	7%			29	4.55
Leadership skills	39%	46%	11%	4%		28	3.93
Attendance	83%	14%	3%			29	4.69
Personal appearance	69%	28%	3%			29	4.55
Motivation	75%	21%	4%			28	4.61
Average	75%	21%	5%	0%			

The overall average rating for Personal Skills has continued its recovery from a three-year decline.

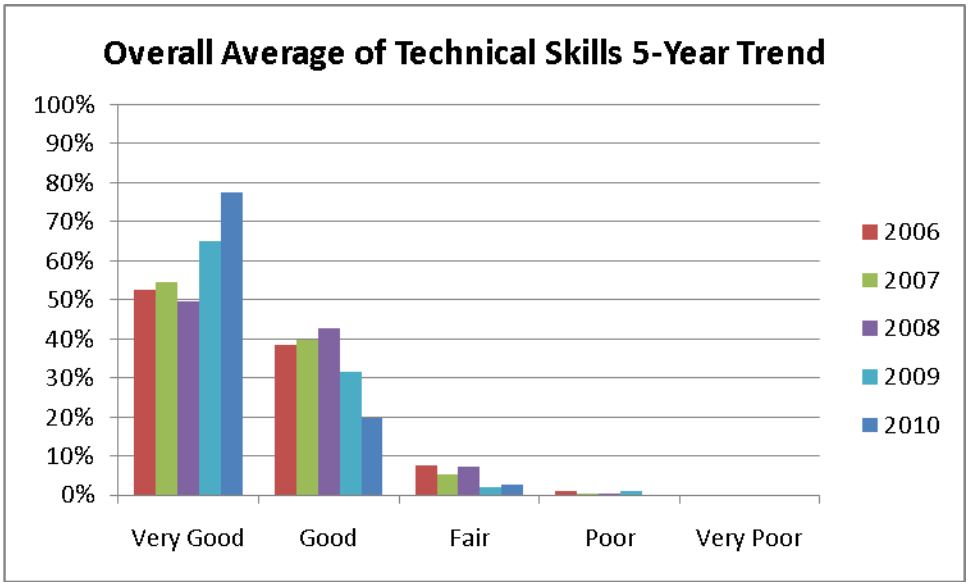


Technical Skills

All technical skills were rated by at least 90% of employers/supervisors as Good or Very good.

Technical Skills	Very Good	Good	Fair	Poor	Very Poor	Total	Median
Work quality	93%	4%	4%			28	4.89
Work quantity	82%	14%	4%			28	4.79
Technical knowledge	57%	43%				28	4.57
Operation of equipment	83%	17%				24	4.83
Following instructions	81%	15%	4%			27	4.78
Meeting the public	83%	13%	4%			24	4.79
Problem solving	71%	25%	4%			28	4.68
Communication	75%	18%	7%			28	4.68
Mathematical	74%	26%				19	4.74
Ability to organize work	75%	25%				28	4.75
Average	78%	20%	3%				

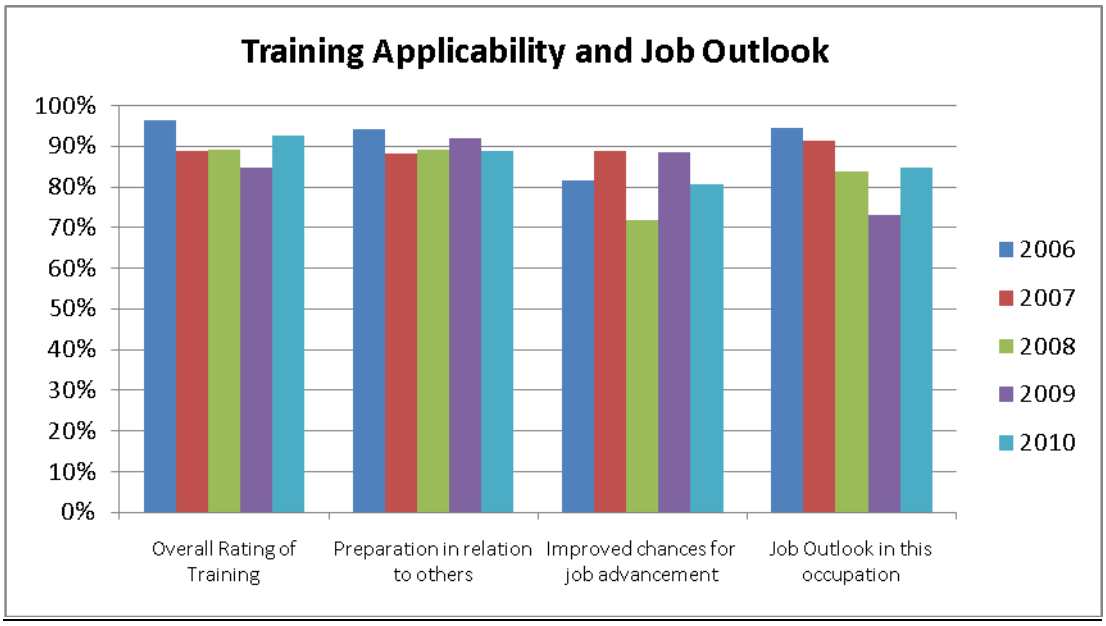
The overall rating for Technical Skills is on an upward trend.



Training Applicability and Job Outlook

93% of employers/supervisors rated our graduates' training as good or very good. 85% rated the job outlook in their particular field as good or very good. This is a more optimistic rating than last year.

	Very Much	Much	Some	Little	Very Little	Total
To what extent, if any, has the graduate's college training added to his or her ability for job advancement?	38%	42%	19%			26
As a result of the graduate's college training, how would you rate his or her preparation in relations to other employees without such training?	56%	33%	11%			27
What is your overall rating of the educational training received by the graduate as it pertains to his or her job?	56%	37%	7%			27
What, in your opinion, is the job outlook for program graduates of this particular occupational field?	50%	35%	12%	4%		26



Comments

Employer/Supervisors were asked to share their suggestions for improving the FRCC programs. The following comments have been edited to remove student names or identifying features.

Please indicate any areas that should be added to or deleted from the training or any suggestion you have for improving the program, or any comments you have.
Graduate is a great addition to my team, her training seems to be appropriate to ADM level.
Our facility does not require CAN degree to be employed here. Qmap certification & blood glucose finger stick training is helpful to have, rate of pay is increased. The Vistas in Longmont.
Professionalism in Nursing-greater emphasis in RN program. In general, I find FRCC grads well prepared for the LTC setting. Graduate has demonstrated a need for additional training in professionalism. Would have expected more from an RN.
A little more training in urinanalysis/feacal/blood smears/cistology would be great.
Add: management skills since most licensed nurses are in some position of supervision.
All is well.
Although her job isn't within Interior Design-she has completed designs for our dept. She loved FRCC as a student & student worker student worker. She really wanted to stay w/the dept. We are lucky to have her.
Graduate is extremely professional and knowledgeable. He has great instincts and he has been an asset to our program as well as a role model for his peers.
seems very balanced.
We do more dental cleanings than surgeries.
Graduate has a can-do attitude.
Graduate has customer relations personal skills
Graduate does a great job maintaining the integrity of equipment & repairs.
Graduate is self-directed.
Graduate shows willingness to ask questions.

Please contact Kim Wallace in the Office of Institutional Research with questions regarding this analysis or if you would like a more in-depth analysis by program kim.wallace@frontrange.edu.