



***INSTITUTE OF
TECHNOLOGY***

Employer Survey 2014

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Office of Institutional Research

Oklahoma State University Institute of Technology-Okmulgee

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Executive Summary

Introduction

Oklahoma State University Institute of Technology (OSUIT) has initiated efforts to gather systematic feedback from employers familiar with the work of our graduates. Such research has been identified in the OSUIT *2014-2019 Strategic Plan* as a crucial need for administrators in making data-driven decisions. The *2014 Employer Survey* (see Appendix) is a first step toward fulfilling this mandate.

Method

Employer Survey forms were sent to all employers identified by students who completed the Graduate Exit Interview or the Graduation Survey during the 2012-2013 academic year. Because this was an initial attempt at gathering employer data, invitations were also sent to all Advisory Committee members as identified by administrators in each academic program on this campus. There were 946 employers and advisory committee members from industry invited to complete the Employer Survey; a total of 131 returned surveys for a response rate of 13.8 percent.

These initial surveys were designed for employers to aggregate their responses across all currently employed OSUIT graduates within their respective organizations. Some distributed the surveys to supervisors at other locations within their organizations. Others made copies of the form and completed a survey for each employee individually.

Employers rated graduates on 23 skills using a five-point scale with 1 = "Not Competent", 2 = "Adequate", 3 = "Good", 4 = "Competent", and 5 = "Very Competent". The results section of this report summarizes responses by combining "Good", "Competent", and "Very Competent" ratings into a percentage of all ratings on each skill. There are also four summary items utilizing a four-point scale ranging from "Strongly Agree" to "Strongly Disagree". One additional item reflects employers' overall satisfaction with the OSUIT graduates employed in their organizations using a four-point scale ranging from "Highly Satisfied" to "Highly Dissatisfied". Results were summarized to reflect the percentage of employers whose response was "Agree/Strongly Agree" or "Somewhat Satisfied/Highly Satisfied", respectively.

Sample Characteristics

Nearly three-quarters of respondents were the supervisors of our OSUIT graduates. The remainder were reportedly familiar with the work of OSUIT graduates. Automotive Repair and Service led the list of primary company functions reported in this sample. Less than 10 percent of primary functions reported were in areas not specifically taught by OSUIT.

Similarly, employers indicated the largest areas of employment for OSUIT graduates were in Automotive Repair and Service. Air Conditioning & Refrigeration and Electrical/Electronics & Instrumentation account for 32 (15.6%) of responses. Less than four percent reported OSUIT graduates employed in areas not specifically taught by OSUIT.

Employers reported on employment classification of the OSUIT graduates within their organizations; forty-nine percent were hourly employees; twenty-one percent were salaried; twenty-five percent were apprentices, trainees, or interns; less than two percent were independent contractors, and likewise for temporary employees. Most of the twenty-three percent falling in the “Other” category were reported as “flat rate” employees. Under the flat-rate pay system, the technician is paid by the job. If a job that is estimated at one hour takes three, the employee is still paid at the flat rate -- the equivalent of one hour. However, if the work takes 30 minutes, employee still receives the full flat rate (<http://career-advice.monster.com/salary-benefits/salary-information/hourly-vs-flat-rate-for-auto-techs/article.aspx>).

Employers reported over 93 percent of the OSUIT graduates worked full-time. Forty-six percent had been employed for more than five years; thirteen percent had been employed for a year or less. Median pay range was \$40,000 to \$44,999 with a modal pay range of \$30,000 to \$34,999. All employers reported the OSUIT graduates’ education related to their areas of responsibility within the organization.

Results

Employers responding to the survey reported satisfaction with the performance level of OSUIT graduates and primarily rated their competence in their jobs as good, competent, or highly competent. The top five skills possessed by OSUIT graduates as reported by employers were *Teamwork, Cooperation, Dependability, Integrity, and Taking Direction from Supervisor*. Employers reported great satisfaction with OSUIT graduates’ performance, and employers report a willingness to hire graduates or recommend OSUIT graduates and OSUIT itself to anyone interested in pursuing a degree. Following are the individual item results.

Item	Positive Rating Percent
Expertise with Tools	89.92%
Use of Current Technologies	93.80%
Current Knowledge/Methods/Techniques	93.80%
Performance of Tasks to Completion	92.91%
Customer Service Skills	75.00%
Initiative	87.6%
Integrity	95.32%
Dependability	95.35%
Teamwork	99.23%
Problem Recognition	88.28%
Information Seeking	88.37%
Problem-solving Skills	87.59%
Sound Judgment	89.92%
Time Management Skills	79.85%
Verbal Communication Skills	91.47%

Written Communication	83.73%
Listening Skills	90.63%
Leadership Skills	75.97%
Cooperation	96.12%
Professionalism	92.25%
Taking Direction	94.57%
Independent Decision-making	82.17%
Dealing with People of Diverse Backgrounds	86.05%

Summary scale items were as follows

- Over 99 percent would hire an OSUIT graduate again.
- Over 99 percent of employers would recommend OSUIT graduates to others.
- Likewise, over 99 percent of employers would recommend OSUIT to anyone interested in pursuing a degree.
- Overall, more than 98 percent of employers surveyed were satisfied with graduates from OSUIT who came to work for them.

Overall, nearly 99 percent of employers were “Somewhat Satisfied” or “Highly Satisfied” with the performance of OSUIT graduates. Only 2.3 percent were “Somewhat Dissatisfied” or “Highly Dissatisfied” with the graduates’ performance.

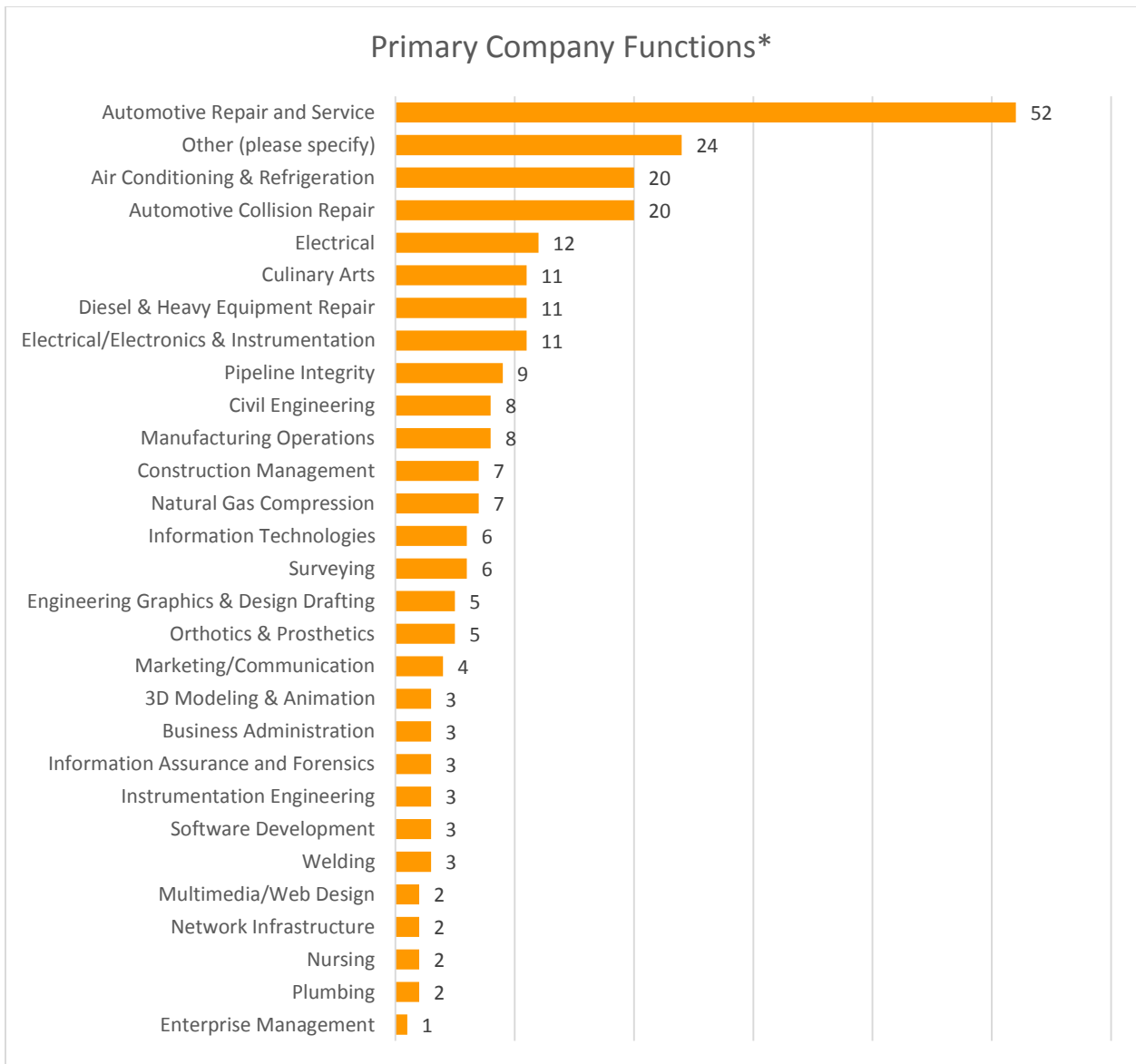
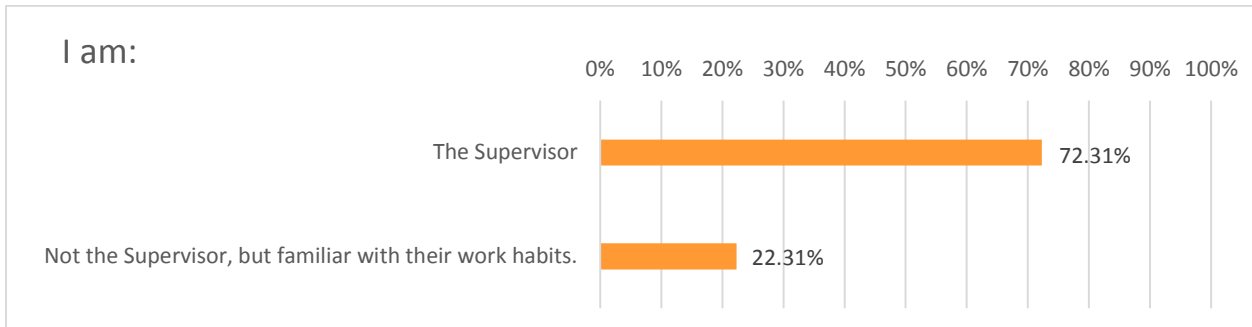
Summary

Employers report satisfaction with OSUIT graduates in their employ. Those supervisors or other individuals familiar with the job duties of these graduates appear ready to highly recommend both OSUIT and its graduates to others. Further, the employers would hire graduates from OSUIT again. *Leadership Skills* (75.97% positive ratings) and *Customer Service Skills* (75.0% positive ratings) were the areas of competence reported as weakest in this sample; however, these skill areas were also more likely to be reported as irrelevant to the job (not applicable = 6.98% and 9.38%, respectively). As the top five skills possessed by OSUIT graduates were *Teamwork*, *Cooperation*, *Dependability*, *Integrity*, and *Taking Direction from Supervisor*, and considering employers are willing to recommend OSUIT and its graduates to others, the results of this study apparently reveal points of considerable pride for this campus.

The 2014 *Employer Survey* (see Appendix) was an initial attempt to collect actionable data. The current campus strategic plan lists core indicators required to fulfill the university’s stated mission. Refinements to the employer survey instrument and data collection methods, as always, are under consideration.

Tables detailing the data follow.

Sample Characteristics Tables



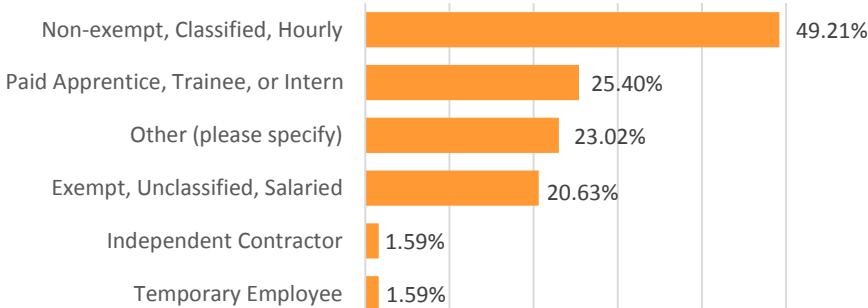
*Multiple answers per participant possible.

Areas of Employment* for OSUIT Graduates

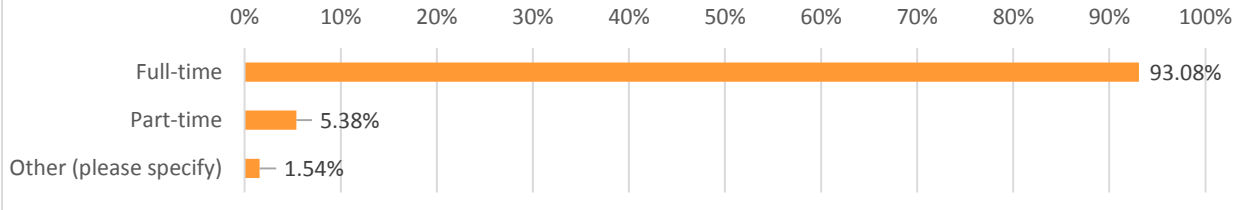


*Multiple answers per participant possible.

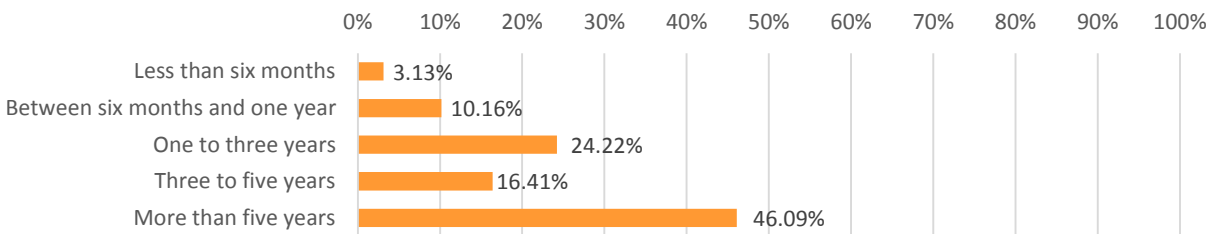
Which best describes the typical OSUIT graduate employed by your company?



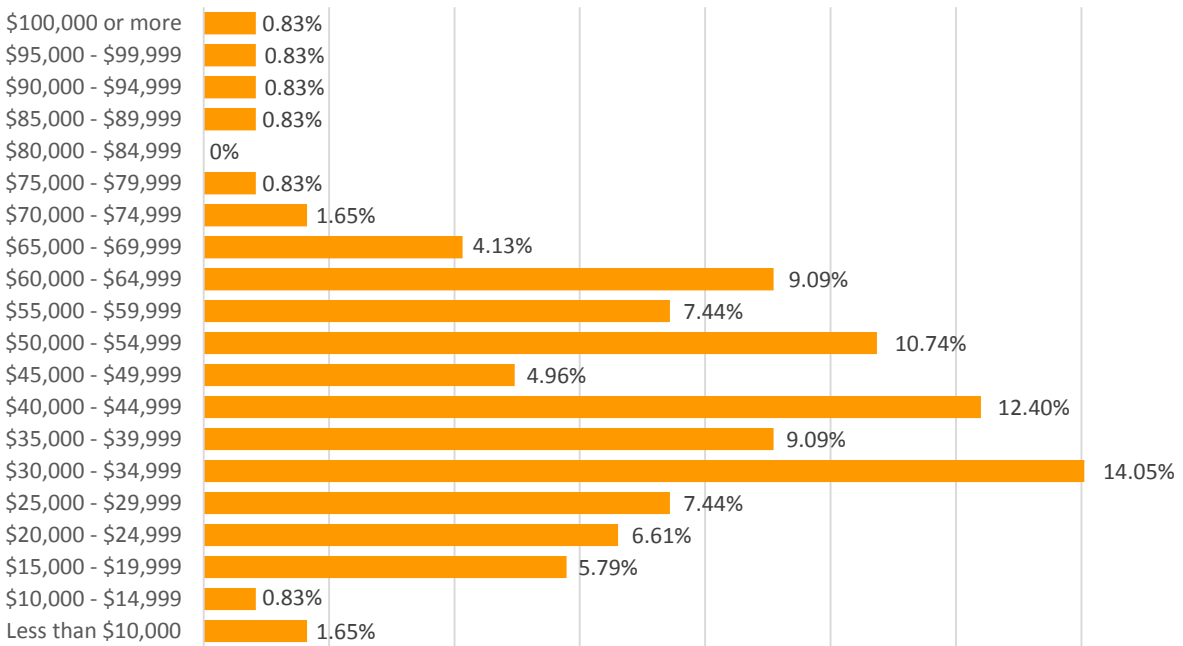
Which best describes most OSUIT graduates employed by your company?



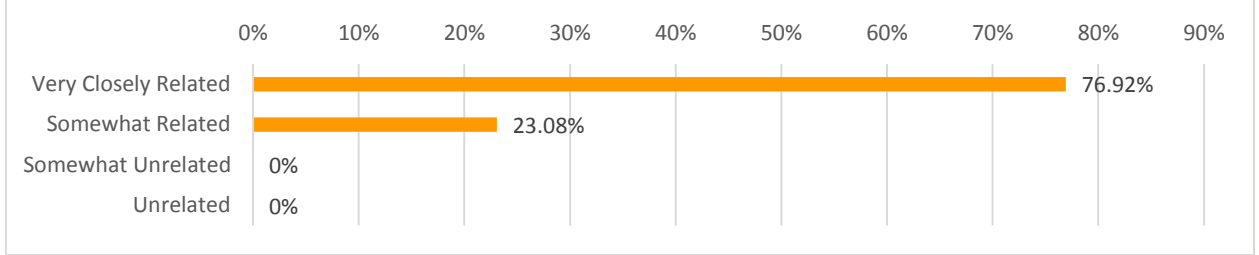
What is the average length of employment at your company for OSUIT graduates?



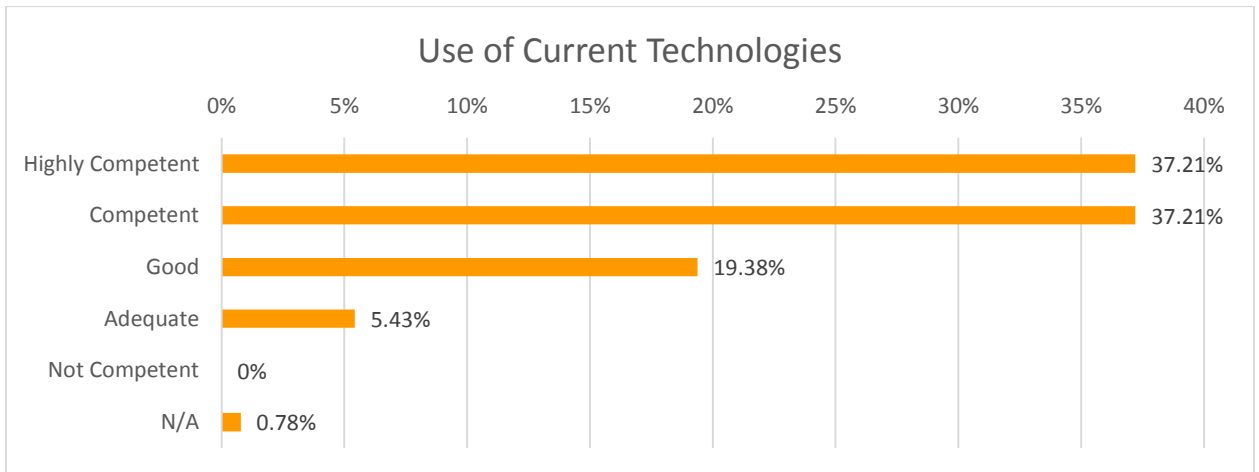
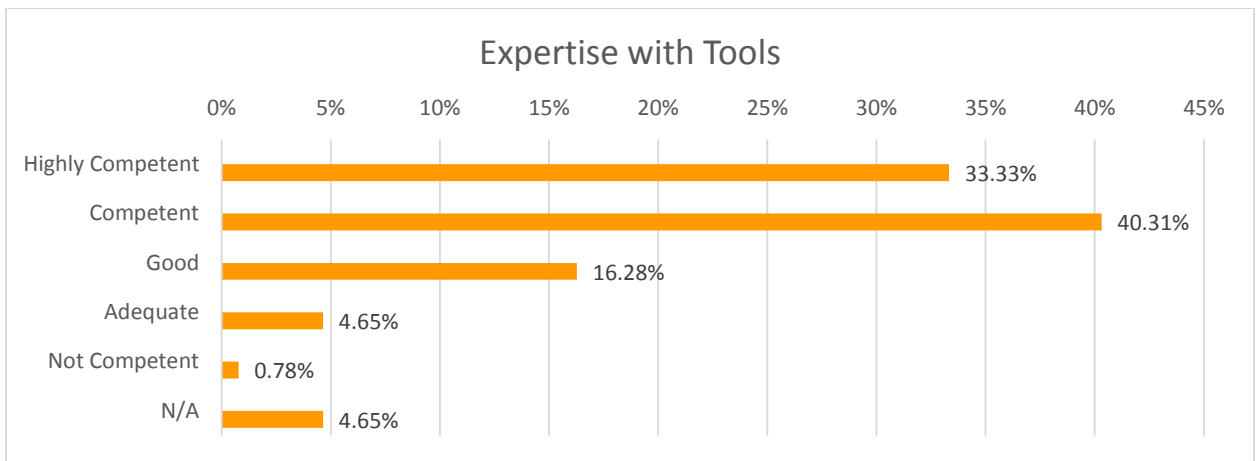
Gross Pay Ranges for OSUIT Graduates

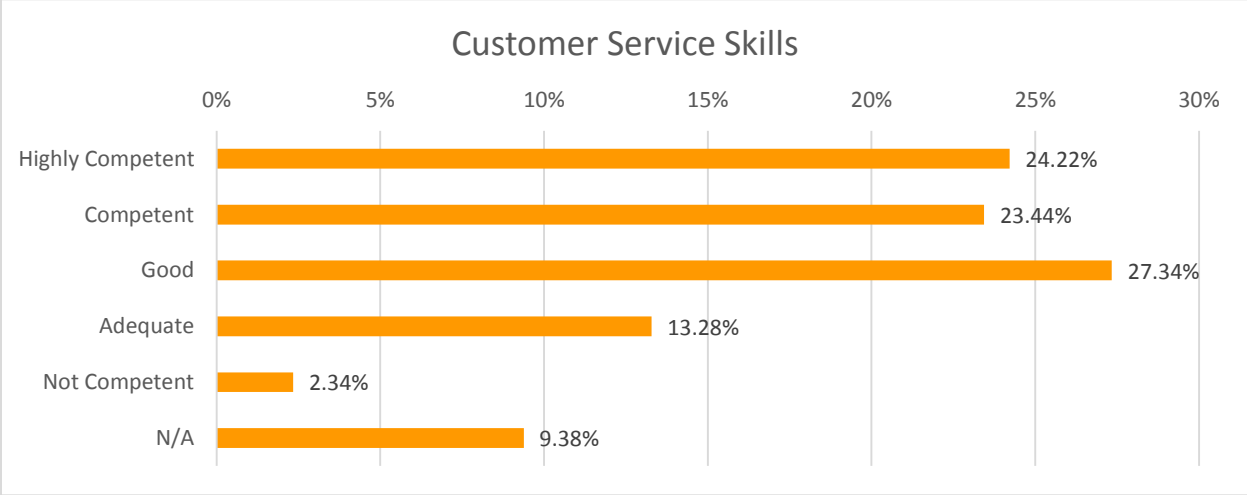
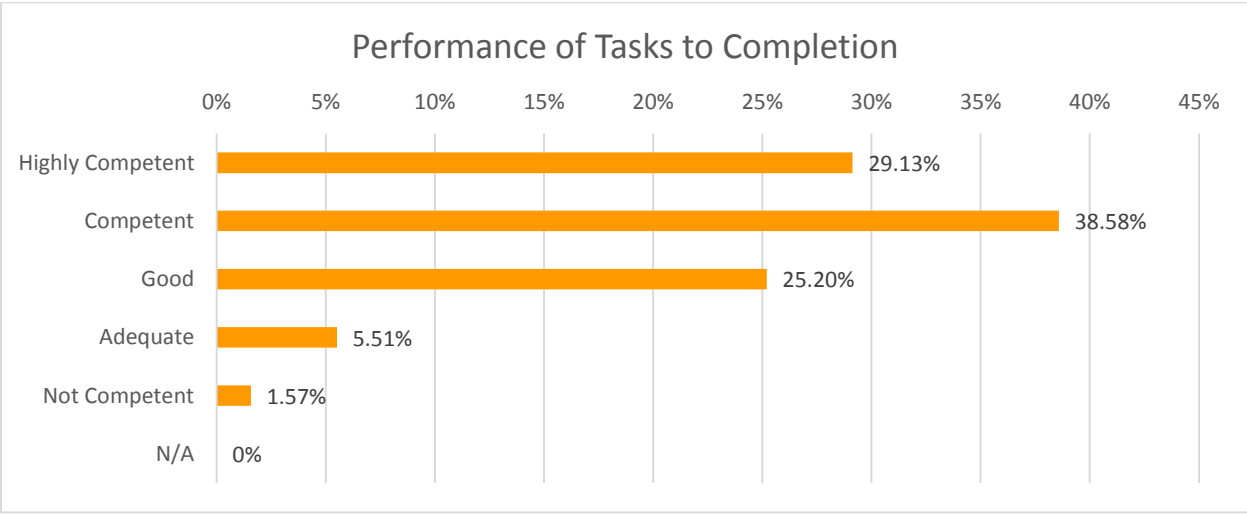
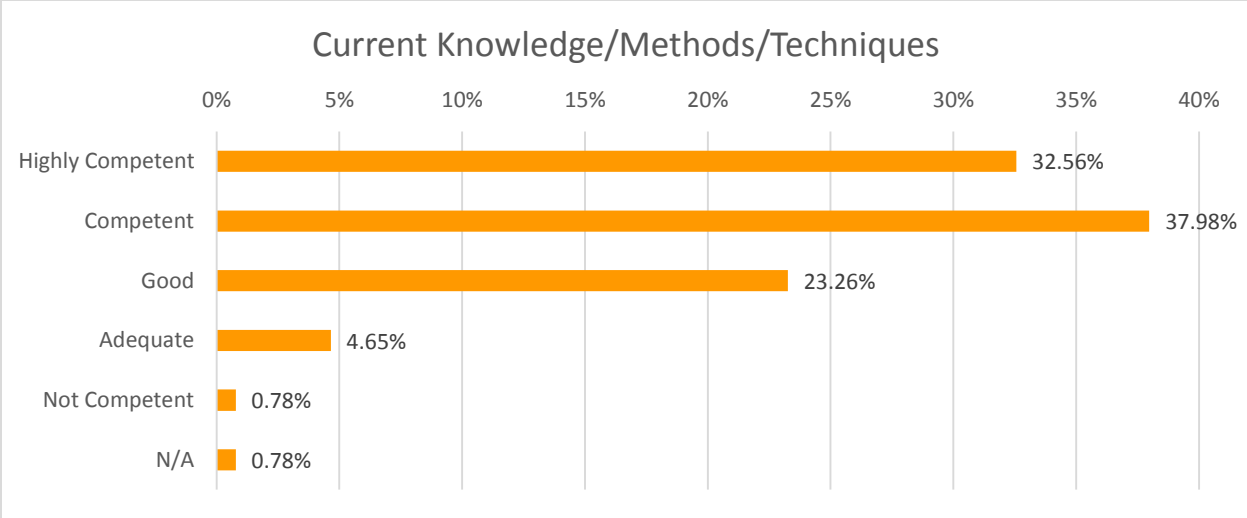


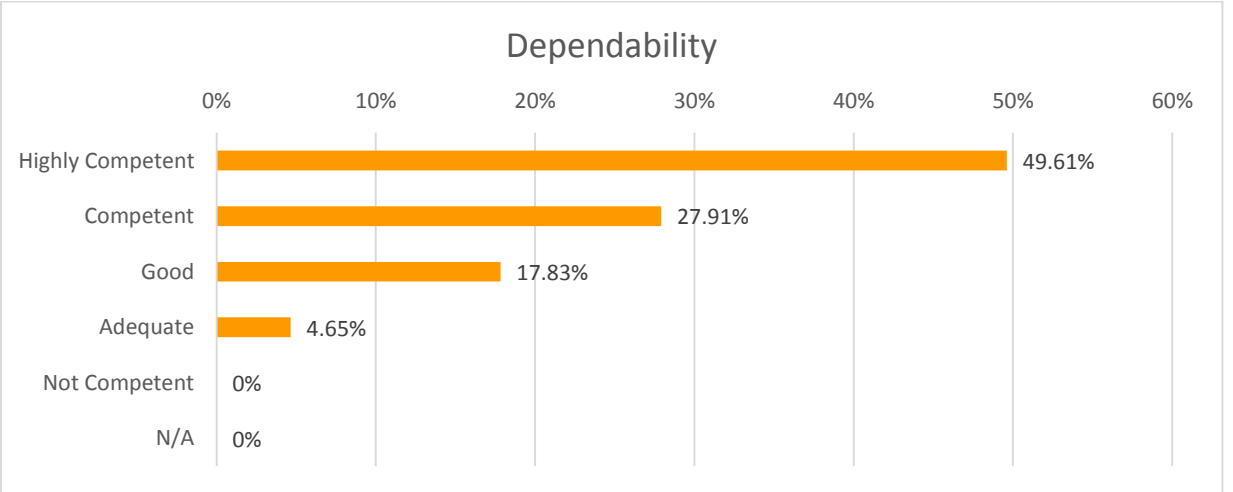
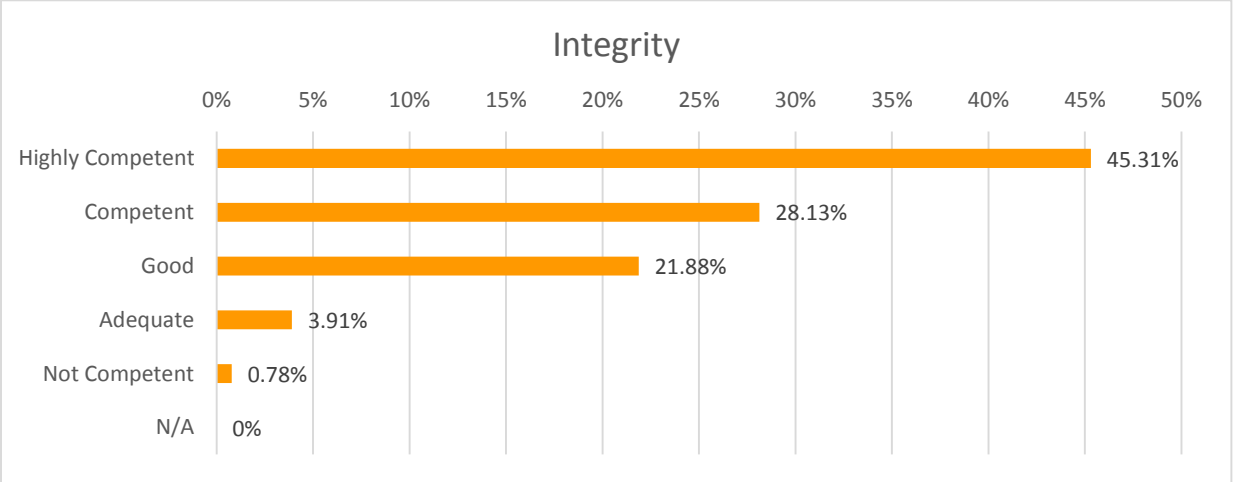
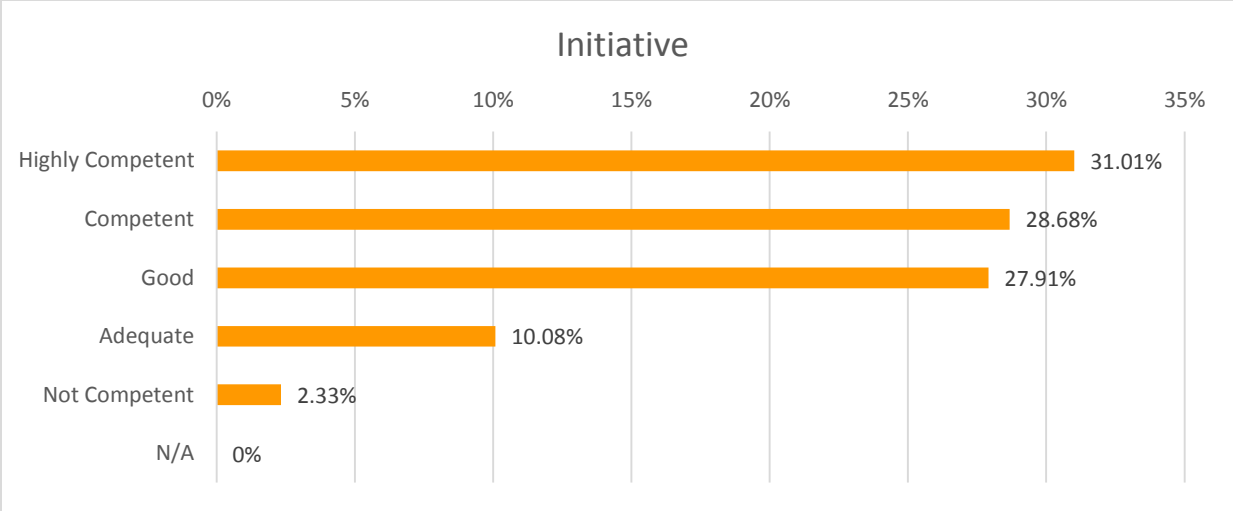
OSUIT Graduate's Education Relative to Area of Responsibility at Work

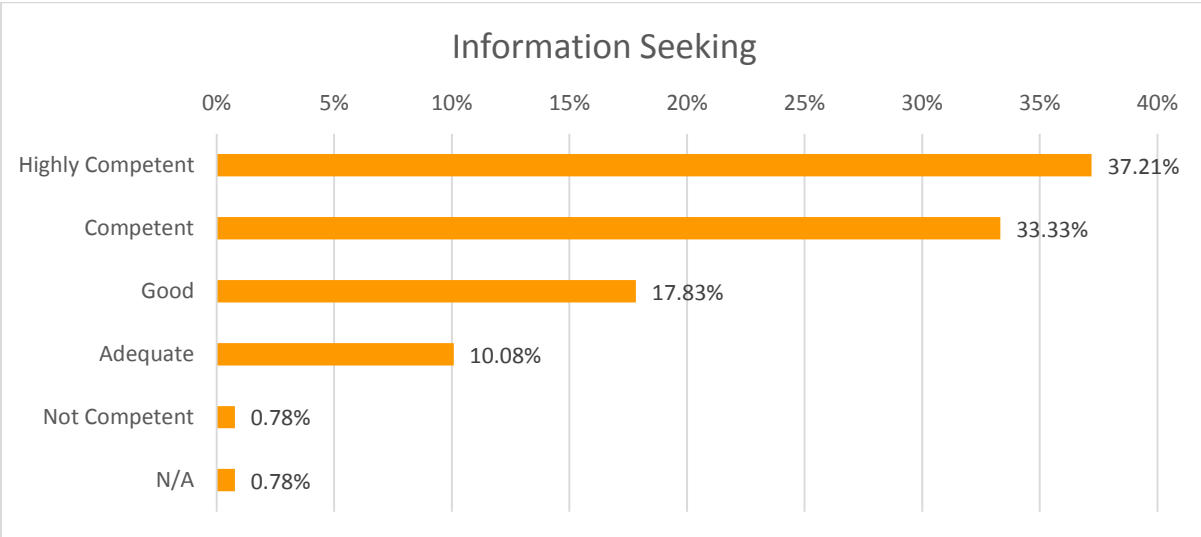
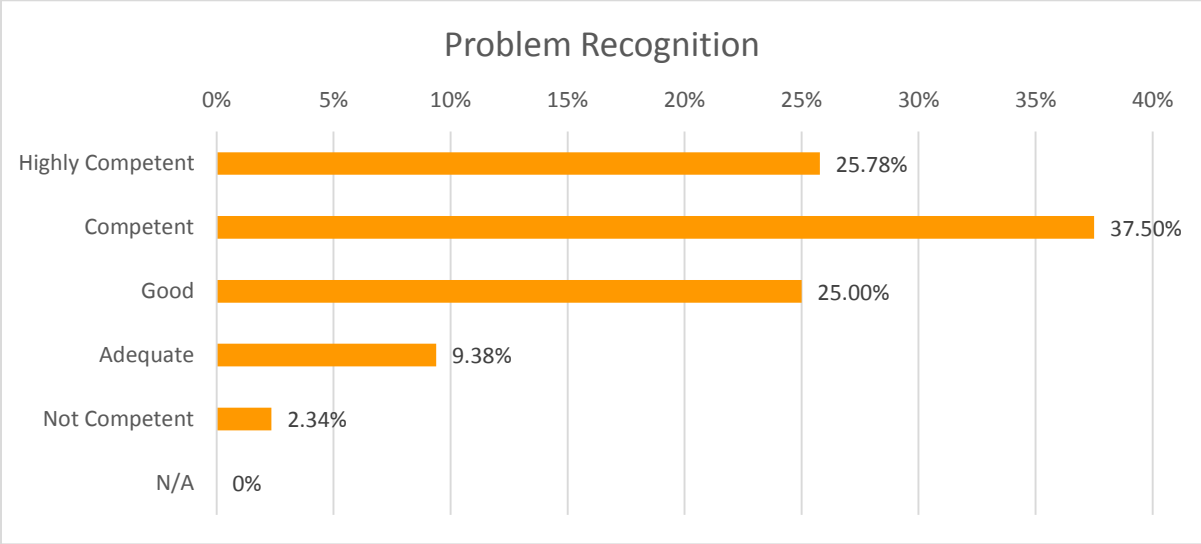
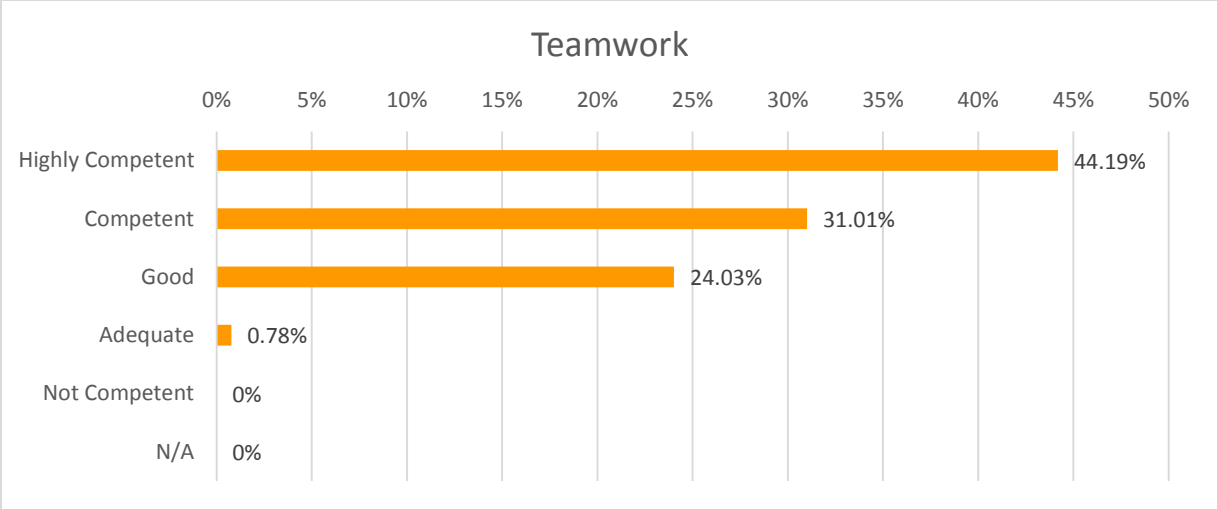


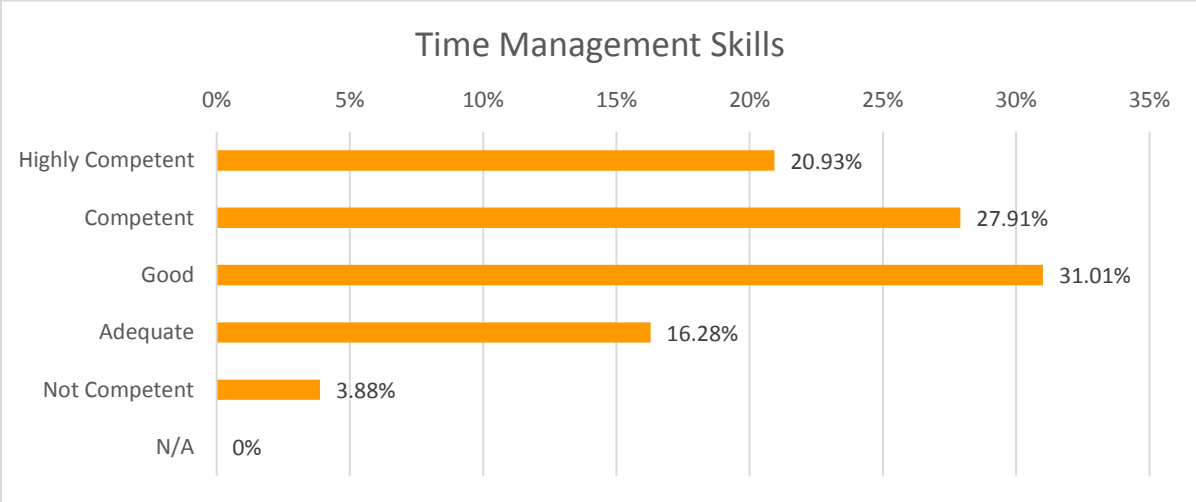
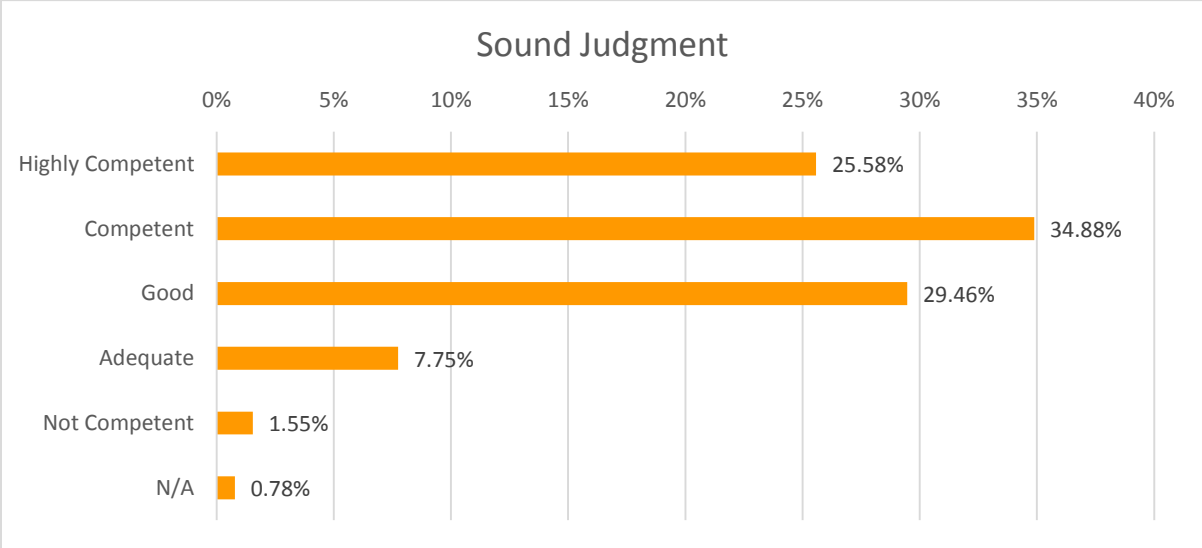
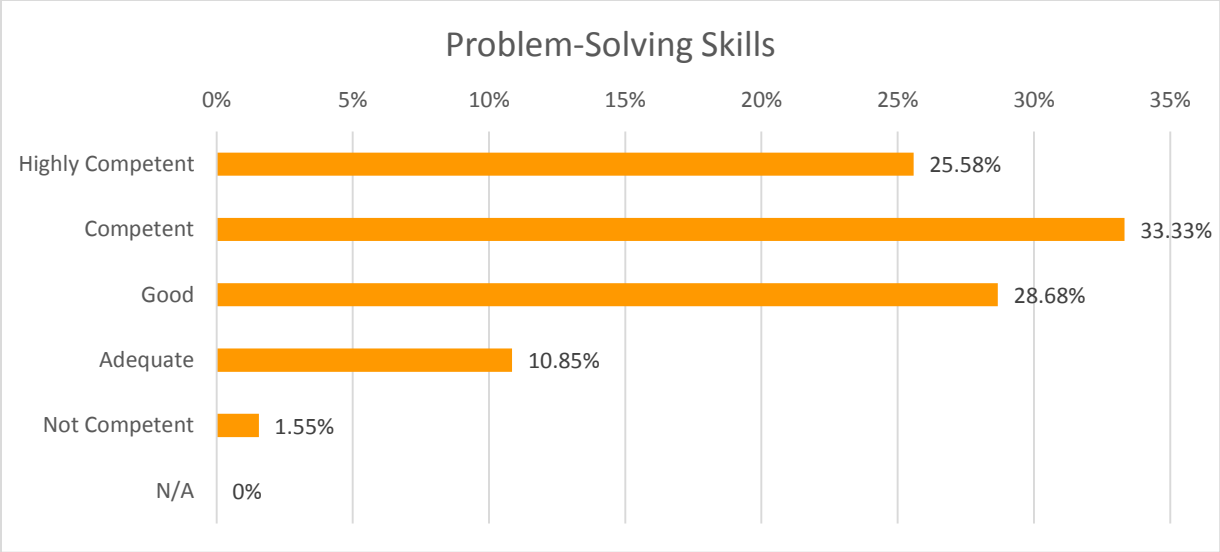
Employer Ratings of Graduates' Skills

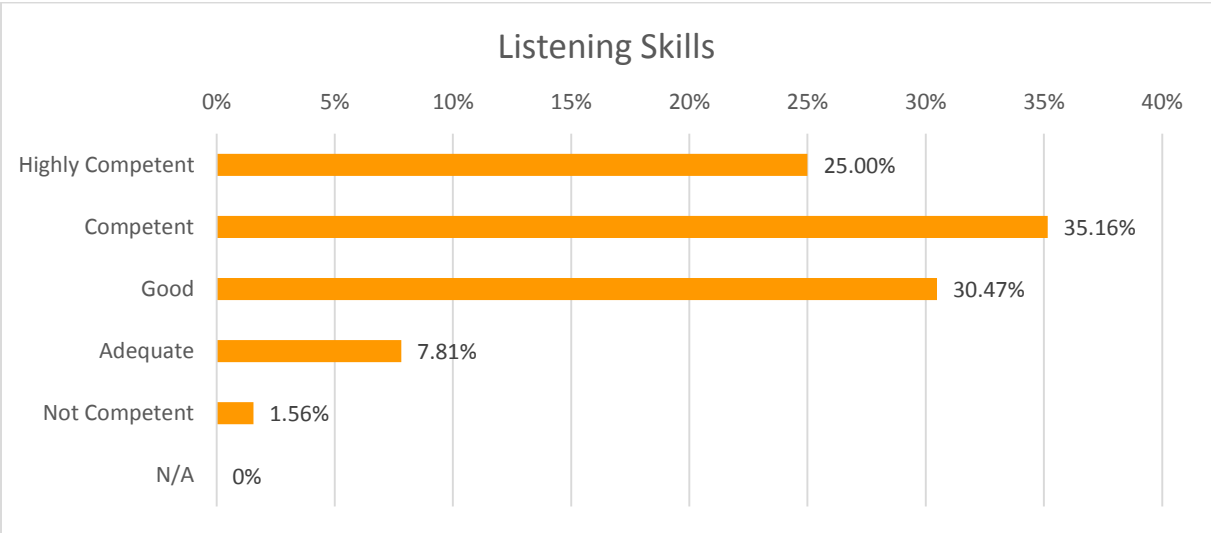
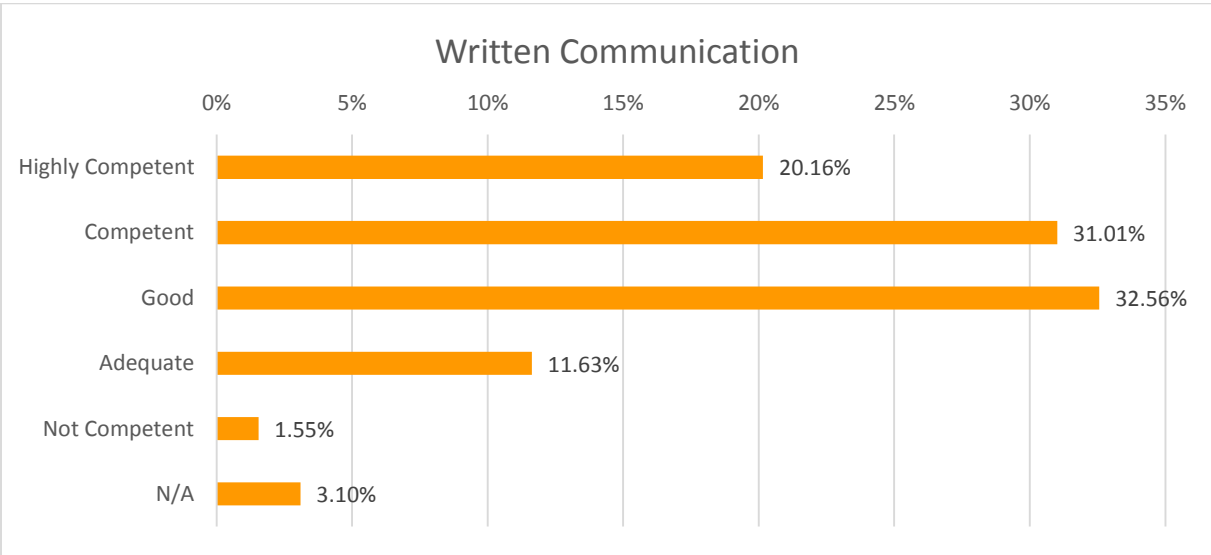
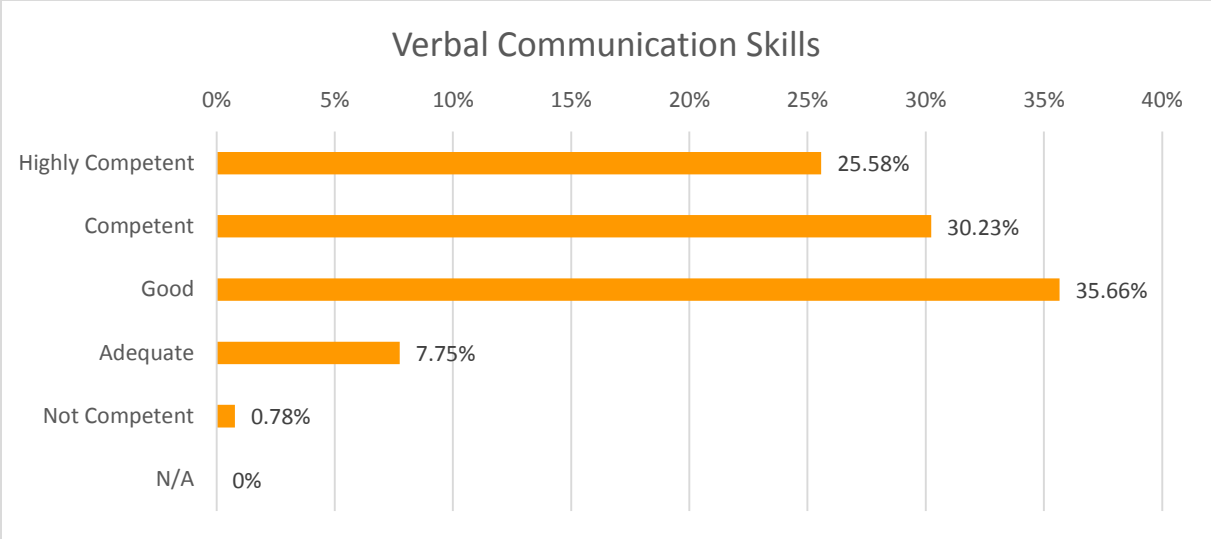


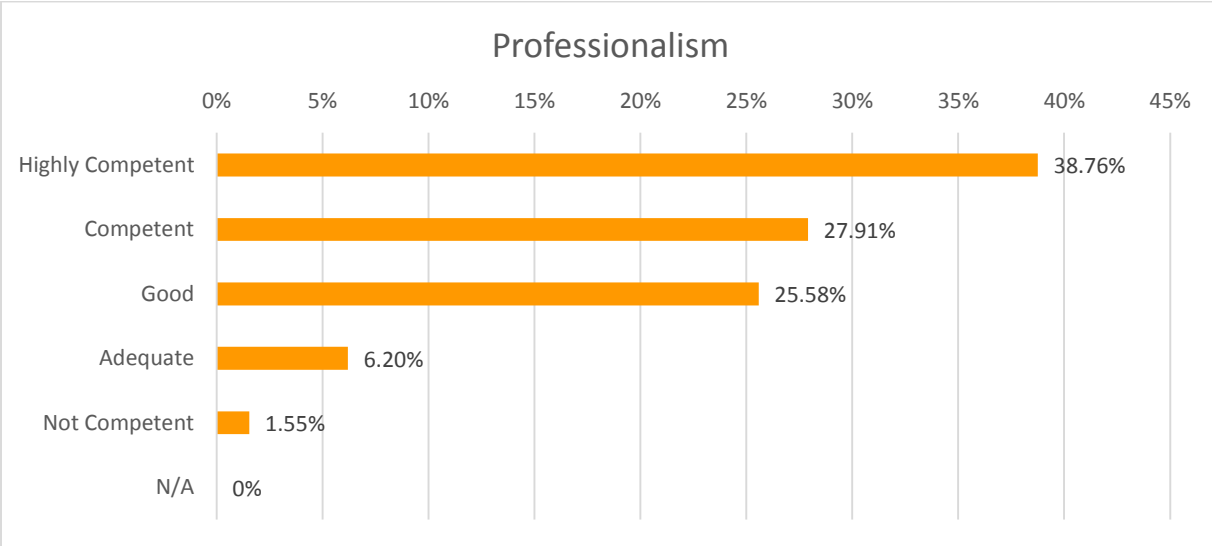
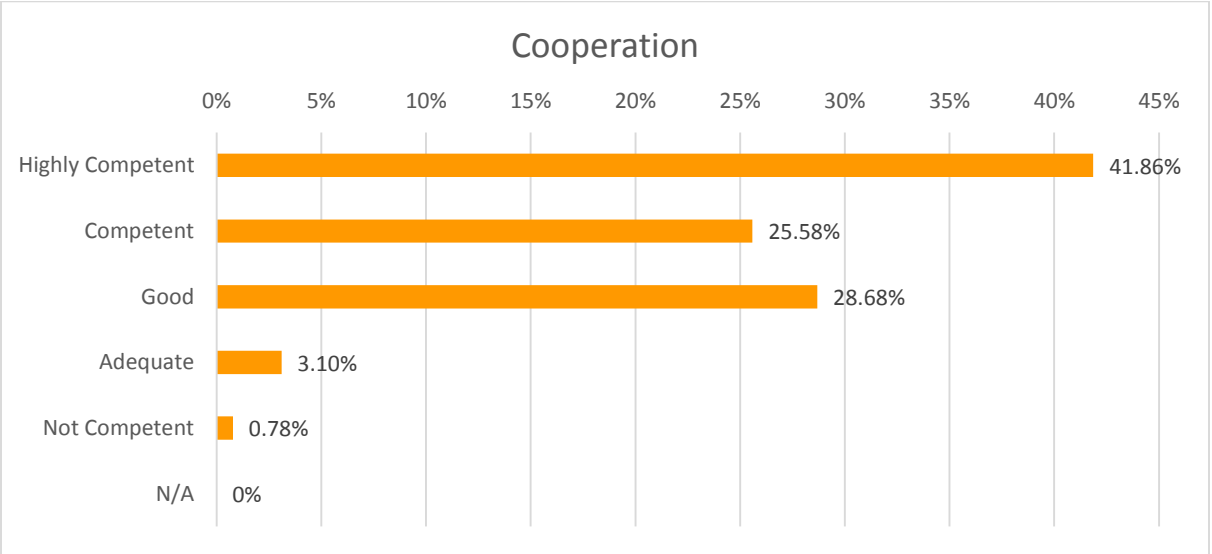
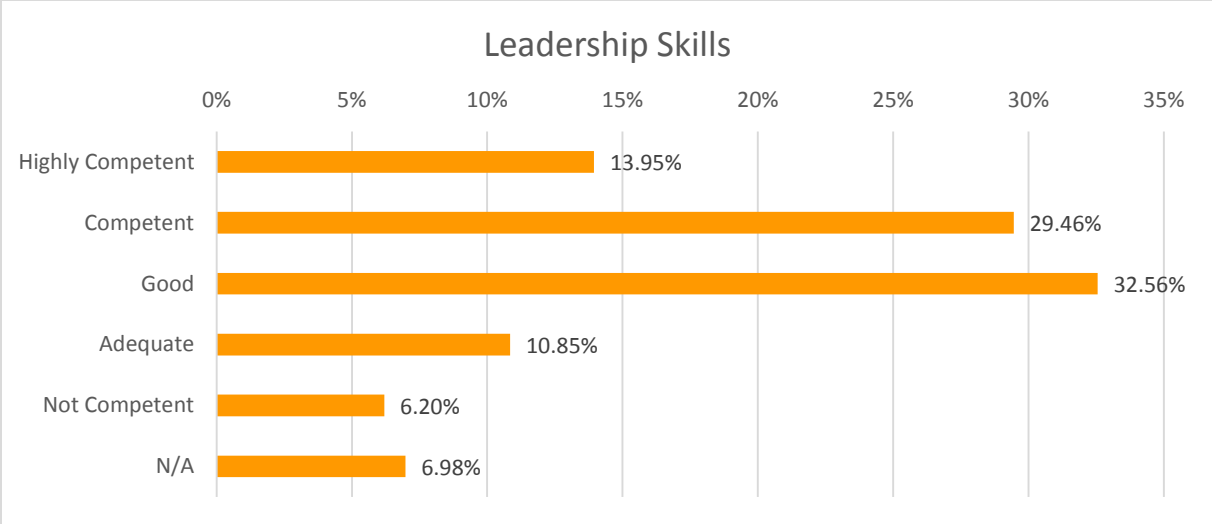


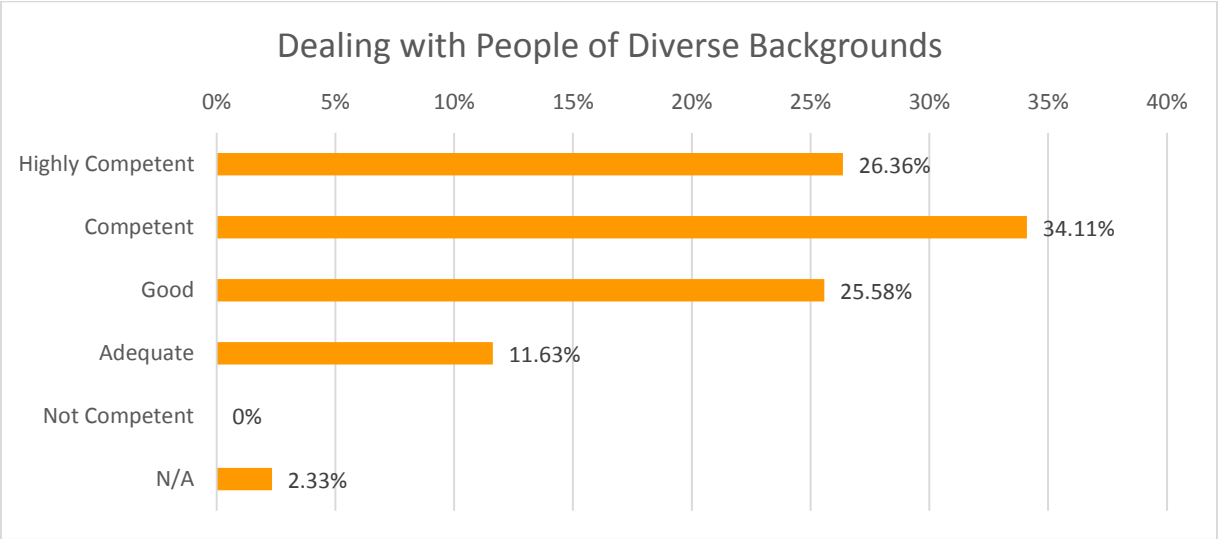
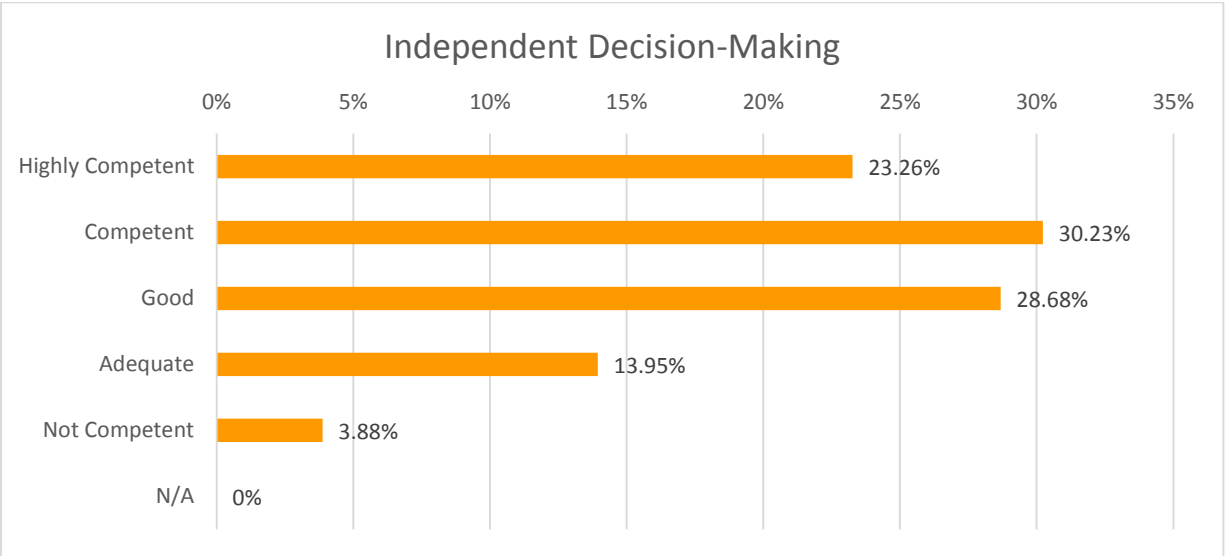
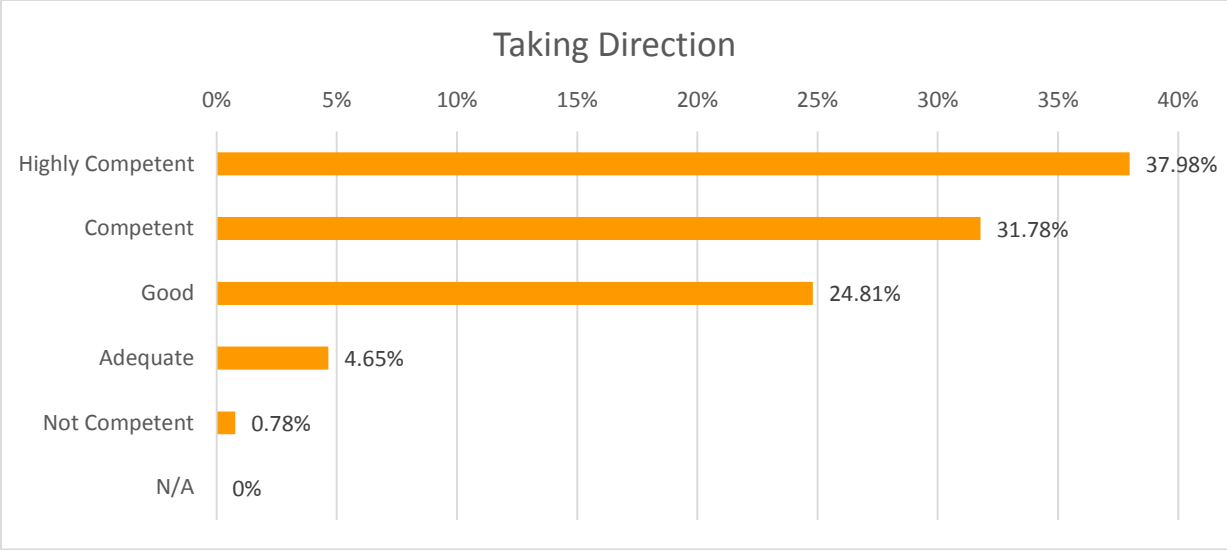




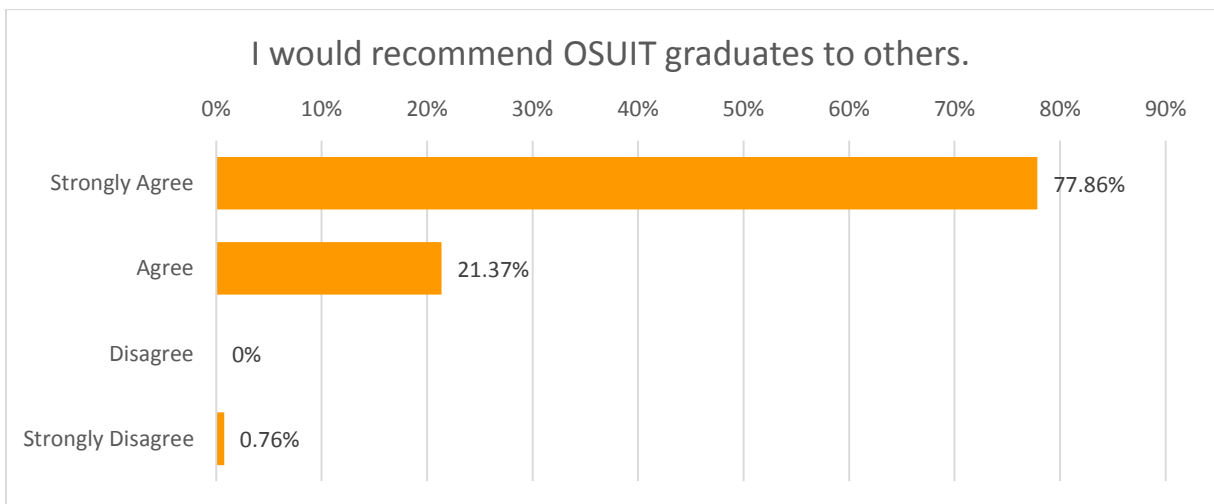
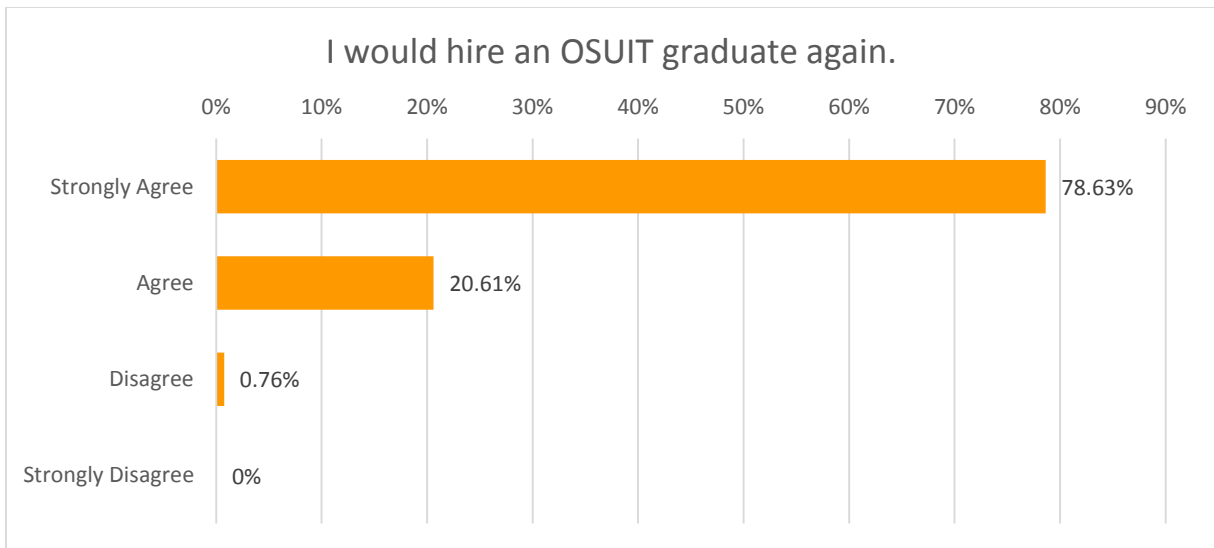
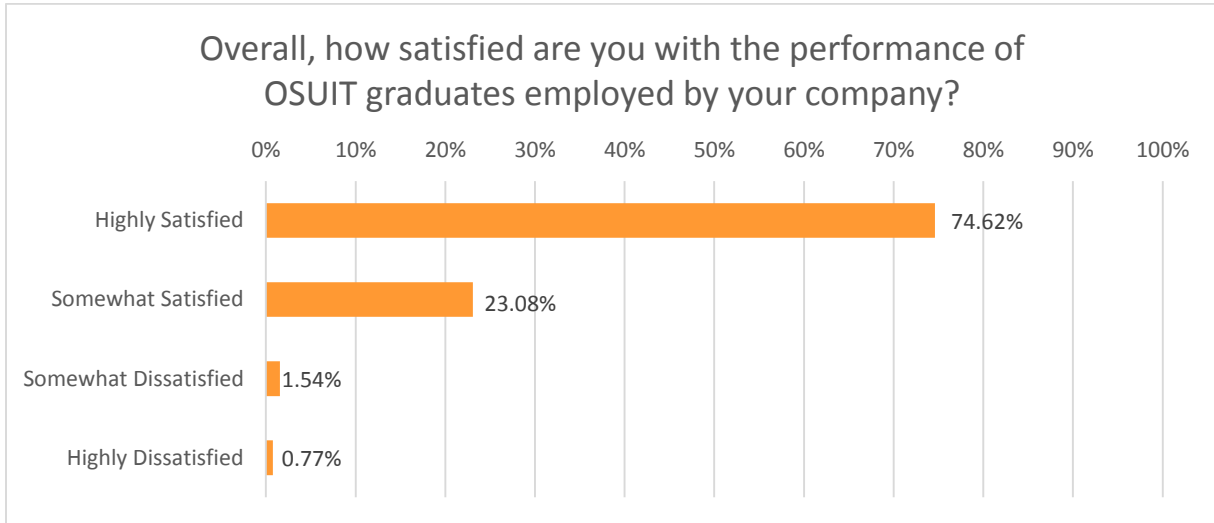




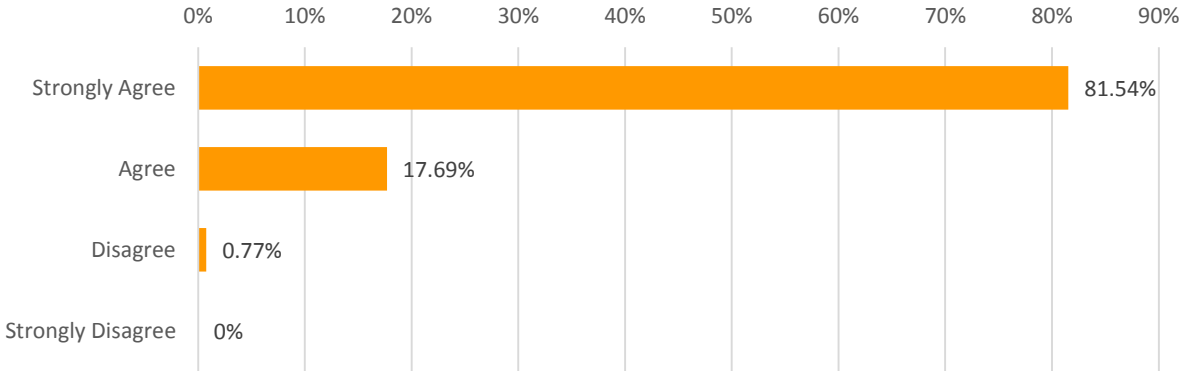




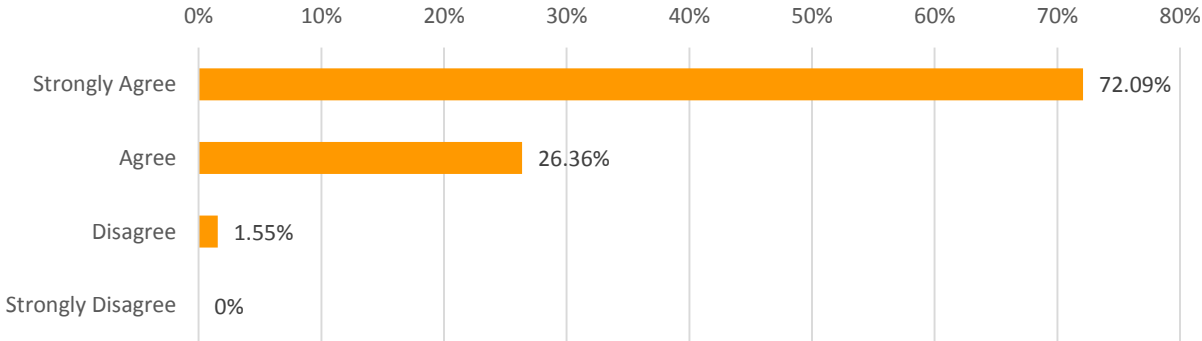
Summary Scales



I would recommend OSUIT to anyone interested in pursuing a degree.



Overall, I am satisfied with graduates from OSUIT.



Appendix

Employer Survey 2014



Your feedback on this survey can help shape the future of education at OSUIT!

The OSUIT faculty, staff, and administration care about the level of education our graduates receive; and determining their success, as observed by a supervisor at their place of employment, is extremely valuable as we assess the quality of educational services provided at OSUIT.

We welcome feedback on any and all OSUIT graduates in which you are familiar. This survey will only take five to ten minutes depending on your familiarity with these individuals.

CONFIDENTIALITY STATEMENT: All responses to this survey are strictly confidential. Your participation or responses will not be disclosed to anyone outside OSUIT’s Office of Institutional Research. All responses will be reported in the aggregate so that your responses will not be personally identifiable. You may choose to end your participation at any time. Contact Dr. Curtis Miller in the OSUIT Office of Institutional Research at (918) 293-5498 or send email to iar@okstate.edu with any questions or concerns you may have.

Today's date is: ____ / ____ / ____ [mm/dd/yyyy]

How many OSU Institute of Technology graduates are currently employed by your company? _____

Approximately how many OSU Institute of Technology graduates have been employed by your company in the last five years? _____

Your Name _____

Job Title _____

Company/Business Name _____

Address 1 _____

Address 2 _____

City, State/Province & Zip _____

I am: The Supervisor Not the Supervisor, but familiar with their work habits

Please indicate your primary company functions (select all that apply).

- | | |
|---|--|
| <input type="checkbox"/> 3D Modeling & Animation | <input type="checkbox"/> Instrumentation Engineering |
| <input type="checkbox"/> Air Conditioning & Refrigeration | <input type="checkbox"/> Marketing/Communications |
| <input type="checkbox"/> Automotive Collision Repair | <input type="checkbox"/> Manufacturing Operations |
| <input type="checkbox"/> Automotive Repair and Service | <input type="checkbox"/> Multimedia/Web Design |
| <input type="checkbox"/> Business Administration | <input type="checkbox"/> Natural Gas Compression |
| <input type="checkbox"/> Civil Engineering | <input type="checkbox"/> Network Infrastructure |
| <input type="checkbox"/> Construction Management | <input type="checkbox"/> Nursing |
| <input type="checkbox"/> Culinary Arts | <input type="checkbox"/> Office Information Systems |
| <input type="checkbox"/> Diesel & Heavy Equipment Repair | <input type="checkbox"/> Orthotics & Prosthetics |
| <input type="checkbox"/> Electrical | <input type="checkbox"/> Photography/Video |
| <input type="checkbox"/> Electrical/Electronics & Instrumentation | <input type="checkbox"/> Pipeline Integrity |
| <input type="checkbox"/> Elementary Education | <input type="checkbox"/> Plumbing |
| <input type="checkbox"/> Engineering Graphics & Design Drafting | <input type="checkbox"/> Post-secondary Education |
| <input type="checkbox"/> Enterprise Management | <input type="checkbox"/> Power Plant Operations |
| <input type="checkbox"/> Gaming | <input type="checkbox"/> Secondary Education |
| <input type="checkbox"/> Graphic/Advertising/Publishing Design | <input type="checkbox"/> Software Development |
| <input type="checkbox"/> High Voltage Lineman | <input type="checkbox"/> Surveying |
| <input type="checkbox"/> Information Assurance and Forensics | <input type="checkbox"/> Watchmaking & Microtechnology |
| <input type="checkbox"/> Information Technologies | <input type="checkbox"/> Welding |
| <input type="checkbox"/> Instrumentation Engineering | |
| <input type="checkbox"/> Other (please specify) | |

In which of the following areas do you employ OSUIT Graduates (select all that apply)?

- | | |
|---|--|
| <input type="checkbox"/> 3D Modeling & Animation | <input type="checkbox"/> Instrumentation Engineering |
| <input type="checkbox"/> Air Conditioning & Refrigeration | <input type="checkbox"/> Marketing/Communications |
| <input type="checkbox"/> Automotive Collision Repair | <input type="checkbox"/> Manufacturing Operations |
| <input type="checkbox"/> Automotive Repair and Service | <input type="checkbox"/> Multimedia/Web Design |
| <input type="checkbox"/> Business Administration | <input type="checkbox"/> Natural Gas Compression |
| <input type="checkbox"/> Civil Engineering | <input type="checkbox"/> Network Infrastructure |
| <input type="checkbox"/> Construction Management | <input type="checkbox"/> Nursing |
| <input type="checkbox"/> Culinary Arts | <input type="checkbox"/> Office Information Systems |
| <input type="checkbox"/> Diesel & Heavy Equipment Repair | <input type="checkbox"/> Orthotics & Prosthetics |
| <input type="checkbox"/> Electrical | <input type="checkbox"/> Photography/Video |
| <input type="checkbox"/> Electrical/Electronics & Instrumentation | <input type="checkbox"/> Pipeline Integrity |
| <input type="checkbox"/> Elementary Education | <input type="checkbox"/> Plumbing |
| <input type="checkbox"/> Engineering Graphics & Design Drafting | <input type="checkbox"/> Post-secondary Education |
| <input type="checkbox"/> Enterprise Management | <input type="checkbox"/> Power Plant Operations |
| <input type="checkbox"/> Gaming | <input type="checkbox"/> Secondary Education |
| <input type="checkbox"/> Graphic/Advertising/Publishing Design | <input type="checkbox"/> Software Development |
| <input type="checkbox"/> High Voltage Lineman | <input type="checkbox"/> Surveying |
| <input type="checkbox"/> Information Assurance and Forensics | <input type="checkbox"/> Watchmaking & Microtechnology |
| <input type="checkbox"/> Information Technologies | <input type="checkbox"/> Welding |
| <input type="checkbox"/> Instrumentation Engineering | |
| <input type="checkbox"/> Other (please specify) | |

Which best describes the typical OSUIT Graduate employed by your company?

- Exempt, Unclassified, Salaried
- Non-exempt, Classified, Hourly
- Independent Contractor
- Paid Apprentice, Trainee, or Intern
- Temporary Employee
- Other (please specify) _____

Which best describes most OSUIT Graduates employed by your company?

- Full-time
- Part-time
- Other (please specify) _____

What is the average length of employment at your company for OSUIT Graduates?

- Less than six months
- Six months to one year
- One to three years
- Three to five years
- More than five years

***This information is for accreditation purposes and only reported in aggregate:
Personally identifiable information, either for individuals or organizations, will not be reported.***

What range below reflects the average annual pay before taxes for OSUIT Graduates at your company?

- | | |
|--|---|
| <input type="radio"/> Less than \$10,000 | <input type="radio"/> \$55,000-\$59,999 |
| <input type="radio"/> \$10,000-\$14,999 | <input type="radio"/> \$60,000-\$64,999 |
| <input type="radio"/> \$15,000-\$19,999 | <input type="radio"/> \$65,000-\$69,999 |
| <input type="radio"/> \$20,000-\$24,999 | <input type="radio"/> \$70,000-\$74,999 |
| <input type="radio"/> \$25,000-\$29,999 | <input type="radio"/> \$75,000-\$79,999 |
| <input type="radio"/> \$30,000-\$34,999 | <input type="radio"/> \$80,000-\$84,999 |
| <input type="radio"/> \$35,000-\$39,999 | <input type="radio"/> \$85,000-\$89,999 |
| <input type="radio"/> \$40,000-\$44,999 | <input type="radio"/> \$90,000-\$94,999 |
| <input type="radio"/> \$45,000-\$49,999 | <input type="radio"/> \$95,000-\$99,999 |
| <input type="radio"/> \$50,000-\$54,999 | <input type="radio"/> \$100,000 or more |

In your estimate, how well does the OSUIT Graduate's education relate to the areas of responsibility in which they work in your organization?

- Very Closely Related
 Somewhat Related
 Somewhat Unrelated
 Unrelated

Using a scale of 5="Highly Competent" to 1="Not Competent", please select the rating that you feel best describes the competence of OSUIT Graduates in the areas below. (Use NA if the topic is Not Applicable to your company.)

	Highly Competent 5	Competent 4	Good 3	Adequate 2	Not Competent 1	N/A
Expertise with tools	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Use of current technologies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Current knowledge/methods/techniques	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Performance of tasks to completion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Customer service skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Initiative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dependability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teamwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problem recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information seeking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problem solving	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sound judgment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Verbal communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Written communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Listening skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professionalism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taking direction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Independent decision-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dealing with people of diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Overall, how satisfied are you with the performance of the OSUIT Graduates employed by your company?

- Highly Satisfied
 Somewhat Satisfied
 Somewhat Dissatisfied
 Highly Dissatisfied

Please indicate your level of agreement with the following statements:

	Strongly Agree	Agree	Disagree	Strongly Disagree
I would hire an OSUIT graduate again.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend OSUIT graduates to others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend OSUIT to anyone interested in pursuing a degree.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Overall, I am satisfied with graduates from OSUIT.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments/Feedback:

Thank you very much for taking the time to respond to our request for information and for your willingness to participate. *Your input is a valuable contribution to OSU Institute of Technology.* If you have any questions, please feel free to call Dr. Curtis Miller at 918.293.5498 or email him at iar@okstate.edu.