

# Delgado

COMMUNITY COLLEGE

Employer Survey - Program Specific

Fall 2008



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## **Methodology**

Employers were surveyed by mail during the Fall 2008 semester.

## **Summary of Graduate Satisfaction Results**

- ✓ 41 employers responded to this survey.

## Funeral Services Education

In the past two years have you hired anyone who attended or graduated from Delgado?		
Yes	3	50.0%
No	3	50.0%
Total	6	100.0%

Based on your current experience, would you continue to employ applicants affiliated with Delgado Community College?	Number	%
Yes	3	50.0%
No	0	0.0%
No response	3	50.0%
Total	6	100.0%

\*Table contains only responses from those who have hired Delgado students in the past two years.

Do you require your employees to have:	Yes	%	No	%	No Response	%
One Year Certificate	1	16.7%	5	83.3%	0	0.0%
Associates Degree	5	83.3%	1	16.7%	0	0.0%
Specific Courses	2	33.3%	4	66.7%	0	0.0%
No Requirements	0	0.0%	0	0.0%	6	100.0%

In the past two years how many employees have you hired that attended or graduated from Delgado?	Number	%
1 - 5	2	33.3%
6 - 10	1	16.7%
11 - 15	0	0.0%
More than 15	0	0.0%
No response	3	50.0%
Total	6	100.0%

Funeral Services Education

How much of this population is employed in a job relevant to their academic major or primary training?	Number	%
None	0	0.0%
Some	2	33.3%
Most	2	33.3%
All	2	33.3%
No response	0	0.0%
Total	6	100.0%

How much of this population is currently enrolled in continuing educational or training programs?	Number	%
None	0	0.0%
Some	1	16.7%
Most	4	66.7%
All	1	16.7%
No response	0	0.0%
Total	6	100.0%

Does your business offer funding or other incentives to employees to continue their formal education or training?	Number	%
Yes	2	33.3%
Yes, but only if it is specifically job related	3	50.0%
No	1	16.7%
No response	0	0.0%
Total	6	100.0%

What is your overall impression of Delgado Community College's ability to educate and/or train prospective workers?	Number	%
Impressed	5	83.3%
Neutral	0	0.0%
Not Impressed	1	16.7%
No response	0	0.0%
Total	6	100.0%

Funeral Services Education

As an employer, to what extent are satisfied with all your employees?	*Positive Responder No.	%
Overall academic preparation and/or training as it relates to current job	5	83.3%
Academic preparation relative to general and personal relationship skills	5	83.3%
Academic preparation as it relates to specific technical job skills or tasks	5	83.3%
Specialized training as it relates to current job responsibilities	5	83.3%
Job performance and professionalism	5	83.3%

\*Those who responded Very Satisfied or Satisfied.

Ophthalmic Medical Technology

In the past two years have you hired anyone who attended or graduated from Delgado?		
Yes	4	80.0%
No	1	20.0%
Total	5	100.0%

Based on your current experience, would you continue to employ applicants affiliated with Delgado Community College?	Number	%
Yes	4	80.0%
No	0	0.0%
No response	1	20.0%
Total	5	100.0%

\*Table contains only responses from those who have hired Delgado students in the past two years.

Do you require your employees to have:	Yes	%	No	%	No Response	%
One Year Certificate	3	60.0%	0	0.0%	2	40.0%
Associates Degree	0	0.0%	2	40.0%	3	60.0%
Specific Courses	1	20.0%	2	40.0%	2	40.0%
No Requirements	0	0.0%	4	80.0%	1	20.0%

Ophthalmic Medical Technology

How much of this population is employed in a job relevant to their academic major or primary training?	Number	%
None	0	0.0%
Some	0	0.0%
Most	1	20.0%
All	3	60.0%
No response	1	20.0%
Total	5	1000.0%

How much of this population is currently enrolled in continuing educational or training programs?	Number	%
None	2	40.0%
Some	1	20.0%
Most	0	0.0%
All	1	20.0%
No response	1	20.0%
Total	5	100.0%

Does your business offer funding or other incentives to employees to continue their formal education or training?	Number	%
Yes	1	20.0%
Yes, but only if it is specifically job related	3	60.0%
No	1	20.0%
No response	0	0.0%
Total	5	100.0%

What is your overall impression of Delgado Community College's ability to educate and/or train prospective workers?	Number	%
Impressed	4	80.0%
Neutral	1	20.0%
Not Impressed	0	0.0%
No response	0	0.0%
Total	5	100.0%

# Employer Survey 2008

## Ophthalmic Medical Technology

As an employer, to what extent are satisfied with all your employees?	*Positive Responder No.	%
Overall academic preparation and/or training as it relates to current job	4	80.0%
Academic preparation relative to general and personal relationship skills	2	40.0%
Academic preparation as it relates to specific technical job skills or tasks	4	80.0%
Specialized training as it relates to current job responsibilities	4	80.0%
Job performance and professionalism	4	80.0%

\*Those who responded Very Satisfied or Satisfied.

## Physical Therapy Assistant

In the past two years have you hired anyone who attended or graduated from Delgado?		
Yes	5	71.4%
No	2	28.6%
Total	7	100.0%

Based on your current experience, would you continue to employ applicants affiliated with Delgado Community College?	Number	%
Yes	5	71.4%
No	0	0.0%
No response	2	28.6%
Total	7	100.0%

\*Table contains only responses from those who have hired Delgado students in the past two years.

Do you require your employees to have:	Yes	%	No	%	No Response	%
One Year Certificate	0	0.0%	2	28.6%	5	71.4%
Associates Degree	5	71.4%	1	14.3%	1	14.3%
Specific Courses	1	14.3%	1	14.3%	5	71.4%
No Requirements	0	0.0%	2	28.6%	5	71.4%

Physical Therapy Assistant

In the past two years how many employees have you hired that attended or graduated from Delgado?	Number	%
1 - 5	3	42.9%
6 - 10	0	0.0%
11 - 15	2	28.6%
More than 15	0	0.0%
No response	2	28.6%
Total	7	100.0%

How much of this population is employed in a job relevant to their academic major or primary training?	Number	%
None	0	0.0%
Some	0	0.0%
Most	2	28.6%
All	4	57.1%
No response	1	14.3%
Total	7	100.0%

How much of this population is currently enrolled in continuing educational or training programs?	Number	%
None	0	0.0%
Some	0	0.0%
Most	2	28.6%
All	4	57.1%
No response	1	14.3%
Total	7	100.0%

Does your business offer funding or other incentives to employees to continue their formal education or training?	Number	%
Yes	4	57.1%
Yes, but only if it is specifically job related	2	28.6%
No	1	14.3%
No response	0	0.0%
Total	7	100.0%



# Employer Survey 2008

## Physical Therapy Assistant

What is your overall impression of Delgado Community College's ability to educate and/or train prospective workers?	Number	%
Impressed	4	57.1%
Neutral	2	28.6%
Not Impressed	0	0.0%
No response	1	14.3%
Total	7	100.0%

As an employer, to what extent are satisfied with all your employees?	*Positive Responder No.	%
Overall academic preparation and/or training as it relates to current job	7	100.0%
Academic preparation relative to general and personal relationship skills	6	85.7%
Academic preparation as it relates to specific technical job skills or tasks	5	71.4%
Specialized training as it relates to current job responsibilities	4	57.1%
Job performance and professionalism	6	85.7%

\*Those who responded Very Satisfied or Satisfied.

## Practical Nursing

In the past two years have you hired anyone who attended or graduated from Delgado?		
Yes	0	0.0%
No	1	100.0%
Total	1	100.0%

Based on your current experience, would you continue to employ applicants affiliated with Delgado Community College?	Number	%
Yes	0	0.0%
No	0	0.0%
No response	1	100.0%
Total	1	100.0%

\*Table contains only responses from those who have hired Delgado students in the past two years.

# Employer Survey 2008

## Practical Nursing

Do you require your employees to have:	Yes	%	No	%	No Response	%
One Year Certificate	0	0.0%	0	0.0%	1	100.0%
Associates Degree	0	0.0%	0	0.0%	1	100.0%
Specific Courses	1	100.0%	0	0.0%	0	0.0%
No Requirements	0	0.0%	0	0.0%	1	100.0%

In the past two years how many employees have you hired that attended or graduated from Delgado?	Number	%
1 - 5	0	0.0%
6 - 10	0	0.0%
11 - 15	0	0.0%
More than 15	0	0.0%
No response	1	100.0%
Total	1	100.0%

How much of this population is employed in a job relevant to their academic major or primary training?	Number	%
None	0	0.0%
Some	0	0.0%
Most	0	0.0%
All	0	0.0%
No response	1	100.0%
Total	1	100.0%

How much of this population is currently enrolled in continuing educational or training programs?	Number	%
None	0	0.0%
Some	0	0.0%
Most	1	100.0%
All	0	0.0%
No response	0	0.0%
Total	1	100.0%

Practical Nursing

Does your business offer funding or other incentives to employees to continue their formal education or training?	Number	%
Yes	1	100.0%
Yes, but only if it is specifically job related	0	0.0%
No	0	0.0%
No response	0	0.0%
Total	1	100.0%

What is your overall impression of Delgado Community College's ability to educate and/or train prospective workers?	Number	%
Impressed	1	100.0%
Neutral	0	0.0%
Not Impressed	0	0.0%
No response	0	0.0%
Total	1	100.0%

As an employer, to what extent are satisfied with all your employees?	*Positive Responder No.	%
Overall academic preparation and/or training as it relates to current job	0	0.0%
Academic preparation relative to general and personal relationship skills	0	0.0%
Academic preparation as it relates to specific technical job skills or tasks	0	0.0%
Specialized training as it relates to current job responsibilities	0	0.0%
Job performance and professionalism	0	0.0%

\*Those who responded Very Satisfied or Satisfied.

Nursing

In the past two years have you hired anyone who attended or graduated from Delgado?		
Yes	7	87.5%
No	1	12.5%
Total	8	100.0%

Based on your current experience, would you continue to employ applicants affiliated with Delgado Community College?	Number	%
Yes	7	87.5%
No	0	0.0%
No response	1	12.5%
Total	8	100.0%

\*Table contains only responses from those who have hired Delgado students in the past two years.

Do you require your employees to have:	Yes	%	No	%	No Response	%
One Year Certificate	0	0.0%	0	0.0%	8	100.0%
Associates Degree	6	75.0%	0	0.0%	2	25.0%
Specific Courses	0	0.0%	1	12.5%	7	87.5%
No Requirements	0	0.0%	0	0.0%	8	100.0%

In the past two years how many employees have you hired that attended or graduated from Delgado?	Number	%
1 - 5	4	50.0%
6 - 10	1	12.5%
11 - 15	3	37.5%
More than 15	0	0.0%
No response	0	0.0%
Total	8	100.0%

Nursing

How much of this population is employed in a job relevant to their academic major or primary training?	Number	%
None	0	0.0%
Some	0	0.0%
Most	0	0.0%
All	8	100.0%
No response	0	0.0%
Total	8	100.0%

How much of this population is currently enrolled in continuing educational or training programs?	Number	%
None	1	12.5%
Some	4	50.0%
Most	1	12.5%
All	2	25.0%
No response	0	0.0%
Total	8	100.0%

Does your business offer funding or other incentives to employees to continue their formal education or training?	Number	%
Yes	4	50.0%
Yes, but only if it is specifically job related	4	50.0%
No	0	0.0%
No response	0	0.0%
Total	8	100.0%

What is your overall impression of Delgado Community College's ability to educate and/or train prospective workers?	Number	%
Impressed	8	100.0%
Neutral	0	0.0%
Not Impressed	0	0.0%
No response	0	0.0%
Total	8	100.0%

# Employer Survey 2008

## Nursing

As an employer, to what extent are satisfied with all your employees?	*Positive Responder No.	%
Overall academic preparation and/or training as it relates to current job	7	87.5%
Academic preparation relative to general and personal relationship skills	7	87.5%
Academic preparation as it relates to specific technical job skills or tasks	6	75.0%
Specialized training as it relates to current job responsibilities	6	75.0%
Job performance and professionalism	6	75.0%

\*Those who responded Very Satisfied or Satisfied.

## Radiologic Technology

In the past two years have you hired anyone who attended or graduated from Delgado?		
Yes	12	92.3%
No	1	7.7%
Total	13	100.0%

Based on your current experience, would you continue to employ applicants affiliated with Delgado Community College?	Number	%
Yes	12	92.3%
No	0	0.0%
No response	1	7.7%
Total	13	100.0%

\*Table contains only responses from those who have hired Delgado students in the past two years.

Do you require your employees to have:	Yes	%	No	%	No Response	%
One Year Certificate	2	15.4%	0	0.0%	11	84.6%
Associates Degree	8	61.5%	0	0.0%	5	38.5%
Specific Courses	0	0.0%	0	0.0%	13	100.0%
No Requirements	2	15.4%	2	15.4%	9	69.2%

Radiologic Tehnology

In the past two years how many employees have you hired that attended or graduated from Delgado?	Number	%
1 - 5	7	53.8%
6 - 10	2	15.4%
11 - 15	1	7.7%
More than 15	1	7.7%
No response	2	15.4%
Total	13	100.0%

How much of this population is employed in a job relevant to their academic major or primary training?	Number	%
None	0	0.0%
Some	1	7.7%
Most	2	15.4%
All	10	76.9%
No response	0	0.0%
Total	13	100.0%

How much of this population is currently enrolled in continuing educational or training programs?	Number	%
None	1	7.7%
Some	8	61.5%
Most	2	15.4%
All	2	15.4%
No response	0	0.0%
Total	13	100.0%

Does your business offer funding or other incentives to employees to continue their formal education or training?	Number	%
Yes	5	38.5%
Yes, but only if it is specifically job related	6	46.2%
No	2	15.4%
No response	0	0.0%
Total	13	100.0%

**Radiologic Tehnology**

What is your overall impression of Delgado Community College's ability to educate and/or train prospective workers?	Number	%
Impressed	10	76.9%
Neutral	3	23.1%
Not Impressed	0	0.0%
No response	0	0.0%
Total	13	100.0%

As an employer, to what extent are satisfied with all your employees?	*Positive Responder No.	%
Overall academic preparation and/or training as it relates to current job	12	92.3%
Academic preparation relative to general and personal relationship skills	11	84.6%
Academic preparation as it relates to specific technical job skills or tasks	11	84.6%
Specialized training as it relates to current job responsibilities	10	76.9%
Job performance and professionalism	12	92.3%

\*Those who responded Very Satisfied or Satisfied.

**Visual Communications**

In the past two years have you hired anyone who attended or graduated from Delgado?		
Yes	0	0.0%
No	1	100.0%
Total	1	100.0%

Based on your current experience, would you continue to employ applicants affiliated with Delgado Community College?	Number	%
Yes	0	0.0%
No	0	0.0%
No response	1	100.0%
Total	1	100.0%

\*Table contains only responses from those who have hired Delgado students in the past two years.



## Visual Communications

Do you require your employees to have:	Yes	%	No	%	No Response	%
One Year Certificate	0	0.0%	0	0.0%	1	100.0%
Associates Degree	0	0.0%	0	0.0%	1	100.0%
Specific Courses	0	0.0%	0	0.0%	1	100.0%
No Requirements	1	100.0%	0	0.0%	0	0.0%

In the past two years how many employees have you hired that attended or graduated from Delgado?	Number	%
1 - 5	0	0.0%
6 - 10	0	0.0%
11 - 15	0	0.0%
More than 15	0	0.0%
No response	1	100.0%
Total	1	100.0%

How much of this population is employed in a job relevant to their academic major or primary training?	Number	%
None	0	0.0%
Some	0	0.0%
Most	1	100.0%
All	0	0.0%
No response	0	0.0%
Total	1	100.0%

How much of this population is currently enrolled in continuing educational or training programs?	Number	%
None	0	0.0%
Some	1	100.0%
Most	0	0.0%
All	0	0.0%
No response	0	0.0%
Total	1	100.0%

## Visual Communications

Does your business offer funding or other incentives to employees to continue their formal education or training?	Number	%
Yes	0	0.0%
Yes, but only if it is specifically job related	0	0.0%
No	1	100.0%
No response	0	0.0%
Total	1	100.0%

What is your overall impression of Delgado Community College's ability to educate and/or train prospective workers?	Number	%
Impressed	0	0.0%
Neutral	1	100.0%
Not Impressed	0	0.0%
No response	0	0.0%
Total	1	100.0%

As an employer, to what extent are satisfied with all your employees?	*Positive Responder No.	%
Overall academic preparation and/or training as it relates to current job	0	0.0%
Academic preparation relative to general and personal relationship skills	0	0.0%
Academic preparation as it relates to specific technical job skills or tasks	0	0.0%
Specialized training as it relates to current job responsibilities	0	0.0%
Job performance and professionalism	0	0.0%

\*Those who responded Very Satisfied or Satisfied.

# Employer Survey 2008

## Employees affiliated with Delgado Community College

Position:	Beginning Salary:	Potential Salary:	Benefits Provided:
<b>Funeral Services</b>			
Funeral Director/Embalmer	\$32,000	75,000+	Yes
Assistant Manager	\$32,000	75000	Yes
Embalmer	\$30,000	75,000	Yes
Funeral Director/Embalmer	\$30,000		Yes
Funeral Director/Embalmer	\$30,000		Yes
Funeral Director/Embalmer	\$25,000	40,000	No
Intern	\$8.50 per hour	10.00 per hr	Yes
Intern	\$10.00 per hour	12.00 per hr	Yes
Intern	\$10.00 per hour	12.00 per hr	Yes
Funeral Director/Embalmer	\$10.00 per hour		Yes
Intern	\$13.50 per hour	17.00 + per hr	Yes
<b>Ophthalmic Technology</b>			
Ophthalmic Technology	\$12.00 per hour	18.00 per hr	Yes
Ophthalmic Technology	\$12.00 per hour	18.00 per hr	Yes
Ophthalmic Assistant	\$23,000		Yes
Ophthalmic Assistant	\$23,000		Yes
Ophthalmic Assistant	\$12.50 per hour		Yes
Ophthalmic Assistant	\$12.50 per hour		Yes
<b>Physical Therapy Assisting</b>			
Physical Therapy Assistant	\$25,000		Yes
Physical Therapy Assistant	\$16.44 hr	\$27.67 hr	Yes
Physical Therapy Assistant	\$41,600	\$58,000	Yes
Physical Therapy Assistant	\$42,000	\$45,700	No
Physical Therapy Assistant	\$38,000	\$42,000.00	Yes
Physical Therapy Assistant			No
Physical Therapy Assistant	\$15.00 hr	\$23.00 hr	No
<b>Registered Nursing</b>			
RN	\$22.50 hr	\$36.00 hr	Yes
RN			Yes
Unit Manager	\$74,000		Yes
ICU Nurse	\$65,000		Yes
RN Staff	\$56,000		Yes
RN	\$19.66 hr	\$34.32 hr	Yes
Medical Laboratory Tech	\$15.27 hr	\$22.42 hr	Yes
LPN	\$14.75 hr		Yes
Phlebotomist	\$9.54 hr	\$16.24 hr	Yes
RN	\$22.74 hr		Yes
RN Tech			Yes

# Employer Survey 2008

## Employees affiliated with Delgado Community College

Radiologic Technology			
X-Ray	\$23.00 hr		No
Rad. Tech	\$18.13 hr	\$27.16 hr	Yes
Ultrasound Tech.	\$19.90 hr	\$29.90 hr	Yes
CT Tech	\$19.90 hr	\$29.90 hr	Yes
X-Ray Tech	\$18.62 hr	\$27.93 hr	Yes
PRN X-Ray Tech	\$27.00 hr	\$27.00 hr	No
Rad. Tech	\$18.50 hr	\$27.54 hr	Yes
Rad. Tech	\$18.00 hr	\$26.80 hr	Yes
MRI Tech	\$18.00 hr	\$28.00 hr	Yes
CT Tech	\$18.00 hr	\$24.00 hr	Yes
CT Tech	\$14.08 hr	\$25.98	Yes
X-Ray Tech	\$19.97 hr	\$30.68 hr	Yes
Radiological Technologist	\$18.62 hr	\$23.27 hr	Yes
CT Tech	\$18.60 hr	\$27.50 hr	Yes
Rad. Tech	\$18.00 hr	\$26.80 hr	Yes
PRN X-Ray Tech	\$19.50 hr	\$26.80 hr	No
Rad. Tech	\$18.25 hr		Yes
Rad. Tech	\$24.00 hr		Yes

# Employer Survey 2008

**What recommendations would you make relative to the education and training by Delgado Community College for your work force?**

## **Funeral Service Education**

Get better instructors. Get better instructors that challenge the students. Set higher standards. Your graduates do not look and act like funeral directors and lack commitment. Your students can learn more at our funeral home in 3 weeks than you teach them in a 2-year program. You are the only game in town!

Make sure they know their personal appearance and dress code is professional. Funerals are not casual affairs and many times people are judged on their first appearance.

Delgado, highly recommended

More computer skills. Spanish as a second language. Global business studies.

I would recommend some type of introduction to owning your own business - seminars in start-up, financing, pooling of their knowledge and resources to open their own funeral home. The business cycles (dying, retiring, changing careers) is occurring. Students must have the incentive to pursue the future in the death industry. Teach them to work for themselves.

## **Ophthalmic Medical Assistant**

Besides technical skills effort should be made on training of social skills in dealing with patients. Bedside manner needs to be emphasized.

## **Physical Therapy Assisting**

For In-patient rehab affiliation, PTA students should familiarize themselves with FIM training in preparation for working on a Rehab Unit.

Good

Keep standards high and screen applicants to maintain a high standard.

The PTA program should be longer to prepare for professional development.

Well satisfied with employees

## **Registered Nursing**

Students seem to become enculturated easily. Having students in our facility for clinical not only helps tremendously with time management reality check etc.

Communication skills: giving report, information reading at hand; anticipating needs. Team work outside of department: how departments class lines & depend on one another.

# Employer Survey 2008

## What recommendations would you make relative to the education and training by Delgado Community College for your work force?

Utilize critical thinking skills, care planning, priority care HUGE!

### **Registered Nursing**

Training regarding regulatory requirements like JCNO or CMS.

More emphasis on professionalism and JAHO/OHH rules and regulations.

### **Radiologic Technology**

Decrease class size, job market is saturated.

More instructor time at the hospitals. Business classes regarding the imaging profession. Customer service instruction class.

The students seem to have a general understanding of what is expected as a student. The difference noted between current students and students from approximately 8 years and prior students seem to have had more responsibilities that prepared them for the work force; such as, working evenings and weekends. I believe the decision to discontinue these types of educational experiences hinders the students over all confidence level. Despite this opinion, our hospital assures that students have general knowledge of various abilities, as well as, the experience necessary to excel in the work force.

Students need better relationship skills as well as a better picture of the business aspect of their chosen profession.