Final fall 2020 QEP Employer report

**Please rate the importance of the following attributes and competencies in your organizations hiring process:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Question | Very important | Somewhat important | Not very important | Not important at all | Total |
| 1 | Awareness of global issues and events | 15.5% | 58.8% | 19.6% | 6.2% | 97 |
| 2 | Awareness of community issues and events | 23.7% | 54.6% | 19.6% | 2.1% | 97 |
| 3 | Ability to manage time and priorities | 100.0% | 0.0% | 0.0% | 0.0% | 96 |
| 4 | Ability to effectively communicate in writing, including email etiquette | 91.8% | 6.2% | 2.1% | 0.0% | 97 |
| 5 | Effective oral communication/presentation skills | 90.7% | 9.3% | 0.0% | 0.0% | 97 |
| 6 | Ability to demonstrate critical thinking skills | 93.8% | 6.2% | 0.0% | 0.0% | 97 |
| 7 | Ability to apply academic major specific knowledge skills | 53.1% | 36.5% | 9.4% | 1.0% | 96 |
| 8 | Ability to apply statistical reasoning skills | 34.0% | 48.5% | 15.5% | 2.1% | 97 |
| 9 | Ability to understand and respect professional and ethical standards | 93.8% | 6.2% | 0.0% | 0.0% | 97 |
| 10 | Ability to work effectively as part of a group or team | 94.8% | 5.2% | 0.0% | 0.0% | 97 |
| 11 | Ability to act in a professional manner (personal accountability, effective work habits, etc.) | 97.9% | 2.1% | 0.0% | 0.0% | 97 |
| 12 | Ability to influence and motivate others to achieve common goals | 57.3% | 39.6% | 3.1% | 0.0% | 96 |
| 13 | Ability to appreciate cultures and groups other than their own (intercultural competence) | 74.2% | 24.7% | 1.0% | 0.0% | 97 |
| 14 | Ability to communicate in more than one language (beyond English) | 11.3% | 20.6% | 52.6% | 15.5% | 97 |
| 15 | Skills that will contribute to innovation | 45.4% | 43.3% | 10.3% | 1.0% | 97 |
| 16 | Effective use of digital technology | 73.2% | 22.7% | 3.1% | 1.0% | 97 |
| 17 | Industry or company specific knowledge | 35.1% | 48.5% | 13.4% | 3.1% | 97 |

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| --- | --- | --- | --- | --- |
| # | Field | Mean | Std Deviation | Count |
| 3 | Ability to manage time and priorities | 1.00 | 0.00 | 96 |
| 11 | Ability to act in a professional manner (personal accountability, effective work habits, etc.) | 1.02 | 0.14 | 97 |
| 10 | Ability to work effectively as part of a group or team | 1.05 | 0.22 | 97 |
| 6 | Ability to demonstrate critical thinking skills | 1.06 | 0.24 | 97 |
| 9 | Ability to understand and respect professional and ethical standards | 1.06 | 0.24 | 97 |
| 5 | Effective oral communication/presentation skills | 1.09 | 0.29 | 97 |
| 4 | Ability to effectively communicate in writing, including email etiquette | 1.10 | 0.37 | 97 |
| 13 | Ability to appreciate cultures and groups other than their own (intercultural competence) | 1.27 | 0.47 | 97 |
| 16 | Effective use of digital technology | 1.32 | 0.58 | 97 |
| 12 | Ability to influence and motivate others to achieve common goals | 1.46 | 0.56 | 96 |
| 7 | Ability to apply academic major specific knowledge skills | 1.58 | 0.70 | 96 |
| 15 | Skills that will contribute to innovation | 1.67 | 0.70 | 97 |
| 17 | Industry or company specific knowledge | 1.85 | 0.76 | 97 |
| 8 | Ability to apply statistical reasoning skills | 1.86 | 0.75 | 97 |
| 2 | Awareness of community issues and events | 2.00 | 0.72 | 97 |
| 1 | Awareness of global issues and events | 2.16 | 0.76 | 97 |
| 14 | Ability to communicate in more than one language (beyond English) | 2.72 | 0.86 | 97 |

**Please rate the graduates of Florida Atlantic University employed by your organization on the following attributes and competencies**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| # | Question | Excellent | Good | Fair | Poor | Total |
| 1 | Awareness of global issues and events | 19.0% | 57.1% | 21.4% | 2.4% | 42 |
| 2 | Awareness of community issues and events | 25.0% | 40.9% | 31.8% | 2.3% | 44 |
| 3 | Ability to effectively manage time and priorities | 41.1% | 44.6% | 14.3% | 0.0% | 56 |
| 4 | Ability to effectively communicate in writing, including email etiquette | 43.9% | 47.4% | 5.3% | 3.5% | 57 |
| 5 | Effective oral communication/presentation skills | 40.4% | 50.9% | 8.8% | 0.0% | 57 |
| 6 | Effective critical thinking skills | 42.1% | 45.6% | 12.3% | 0.0% | 57 |
| 7 | Ability to apply academic major specific knowledge and skills | 42.9% | 49.0% | 8.2% | 0.0% | 49 |
| 8 | Ability to apply statistical reasoning skills | 30.6% | 51.0% | 18.4% | 0.0% | 49 |
| 9 | Demonstrating respect for professional and ethical standards | 60.3% | 31.0% | 8.6% | 0.0% | 58 |
| 10 | Working effectively as part of a group or team | 60.3% | 32.8% | 6.9% | 0.0% | 58 |
| 11 | Behaving in a professional manner (personal accountability, effective work habits, etc.) | 59.6% | 26.3% | 12.3% | 1.8% | 57 |
| 12 | Ability to influence and motivate others to achieve common goals | 32.1% | 45.3% | 20.8% | 1.9% | 53 |
| 13 | Ability to appreciate cultures and groups other than their own (intercultural competence) | 50.9% | 41.5% | 5.7% | 1.9% | 53 |
| 14 | Communicating in more than one language (beyond English) | 41.9% | 19.4% | 29.0% | 9.7% | 31 |
| 15 | Skills that contribute to innovation | 22.9% | 39.6% | 35.4% | 2.1% | 48 |
| 16 | Effective use of digital technology | 47.3% | 40.0% | 12.7% | 0.0% | 55 |
| 17 | Industry or company specific knowledge | 25.5% | 45.1% | 25.5% | 3.9% | 51 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| # | Field | Mean | Std Deviation | Count |
| 10 | Working effectively as part of a group or team | 1.47 | 0.62 | 58 |
| 9 | Demonstrating respect for professional and ethical standards | 1.48 | 0.65 | 58 |
| 11 | Behaving in a professional manner (personal accountability, effective work habits, etc.) | 1.56 | 0.77 | 57 |
| 13 | Ability to appreciate cultures and groups other than their own (intercultural competence) | 1.58 | 0.68 | 53 |
| 7 | Ability to apply academic major specific knowledge and skills | 1.65 | 0.62 | 49 |
| 16 | Effective use of digital technology | 1.65 | 0.69 | 55 |
| 4 | Ability to effectively communicate in writing, including email etiquette | 1.68 | 0.73 | 57 |
| 5 | Effective oral communication/presentation skills | 1.68 | 0.63 | 57 |
| 6 | Effective critical thinking skills | 1.70 | 0.67 | 57 |
| 3 | Ability to effectively manage time and priorities | 1.73 | 0.69 | 56 |
| 8 | Ability to apply statistical reasoning skills | 1.88 | 0.69 | 49 |
| 12 | Ability to influence and motivate others to achieve common goals | 1.92 | 0.77 | 53 |
| 14 | Communicating in more than one language (beyond English) | 2.06 | 1.05 | 31 |
| 1 | Awareness of global issues and events | 2.07 | 0.70 | 42 |
| 17 | Industry or company specific knowledge | 2.08 | 0.81 | 51 |
| 2 | Awareness of community issues and events | 2.11 | 0.80 | 44 |
| 15 | Skills that contribute to innovation | 2.17 | 0.80 | 48 |

**Please add any additional comments you would like to make regarding your experience with graduates of Florida Atlantic University.**

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|   |
| It's been great and wonderful group of students we have dealt with many of them and they all have had clean habits… And a bright outlook. On the future many of them are going to learn .....so that's a good thing. |
| We are very impressed with the quality of students that FAU puts out. I did not speak to specific attributes because we have a number of FAU students representing us, but overall FAU students are a leg up over other college students. |
| Hope has been a wonderful addition to our staff. |
| We have been generally very impressed with the FAU interns that we have employed. |
| Nothing because no-one has expressed interest. |
| We have been very pleased with the caliber of employees/interns that have come to us from FAU. |
| We would like to used FAU graduates but only have entry level environmental engineering field tech positions available at 12-14 per hour. We feel bad we can't offer a better pay rate. |
| We enjoy hiring graduates from FAU and we will continue to do so. |
| Applicants should do more research and have an understanding of the prospective employers business. |
| Very good graduates, but lacking in bilingual experiences. This is critical to the local economy |
| Was my first time participating with the Virtual Career Fair. I felt the students were very good listeners. I felt those who had questions asked some really great questions. |
| We look forward to building our relationship with FAU now and in the future! |
| We have two hired FAU grads. One Ocean Engineer has been here for 3.5years that is a ROCKSTAR both professionally, amazing work behavior and technical know-how. Second Ocean Engineer, started this past summer as an intern, hired him after 3months and is still too soon to say where he is in his service/technical abilities. Our training/OJT take nearly a year or more with the wide range of capabilities to really get comfortable in the type of work we test/analyze and repair. We are seeking new grads or alumni's looking for new exciting opportunities. |
|  |
| For the most part it has been a great joy working with FAU students. We love having them in our office as part of our internship program and as graduates. |
| I have not had much experience with them yet. |
| No additional comment, I appreciate the opportunity to provide a feedback. |
| N/a |
| When looking to hire interns in the past, I have been surprised at how few students are strong writers - correct grammar, sentence structure, etc. That is perhaps the most important skill I am looking for in a communications assistant or intern. I reviewed many resumes, and not one was free of typos. |
| I've had great success finding quality staff from FAU! |

**In what capacity do you typically interact with the graduates of Florida Atlantic University employed by your organization?**

|  |  |
| --- | --- |
| In what capacity do you typically interact with the graduates of Florida AtlanticUniversity employed by your organization? - Selected Choice | Percentage |
| Direct supervisor | 21.3% |
| Employees are subordinate to me but do not report directly to me | 9.6% |
| Human Resources Administrator | 37.2% |
| I do not regularly interact with graduates of Florida Atlantic University | 20.2% |
| Other, please specify | 11.7% |
| Total | 94 |

|  |
| --- |
| **Other, please specify - Text** |
| Recruitment |
| We are just starting to drive college recruiter at Focus. They would interact with me through the recruitment process, onboarding, and continuing with training/hr. |
| We work on different teams but interact regularly |
| We currently do not have graduates of FAU employed |
| We are just starting our relationship with FAU, and have not yet had the opportunity to work with graduates |
| Recruitment and Hiring |
| N/A |
| Graduate school |
| We work on different teams but interact regularly |

**Q7 - Do you have a diversity recruiting strategy/program?**

|  |  |
| --- | --- |
|  | Percentage |
| Yes | 47.9% |
| No | 52.1% |
| Total | 96 |

**Which of the following groups are currently a priority in your diversity recruiting strategy/effort? (select all that apply)**

|  |  |
| --- | --- |
|  | Percentage |
| Women | 15.9% |
| African-Americans | 16.4% |
| Hispanic-Americans | 14.0% |
| Asian-Americans | 11.7% |
| Native Americans | 10.3% |
| Persons with Disabilities | 9.8% |
| Military Veterans | 11.2% |
| LGBTQIA | 10.7% |
| Total | 214 |

**How many total employees are in your organization?**

|  |  |
| --- | --- |
|  | Percentage |
| 100 or fewer | 46.9% |
| 100-500 | 25.0% |
| 501-1,000 | 9.4% |
| 1,001-2,500 | 3.1% |
| 2,501-5,000 | 4.2% |
| 5,001-10,000 | 1.0% |
| More than 10,000 | 10.4% |
| Total | 96 |

**Please select your organizations primary industry sector from the list below:**

|  |  |
| --- | --- |
|  | Percentage |
| Aerospace | 1.1% |
| Advertising, PR, & Marketing Services | 3.2% |
| Agriculture, Forestry, Fishing & Hunting | 0.0% |
| Arts, Entertainment, Recreation | 0.0% |
| Biotech & Life Sciences | 2.1% |
| Business Services (Accounting, Consulting, Banking, etc.) | 11.6% |
| Construction | 1.1% |
| Consumer Products & Services | 1.1% |
| Educational Services: K-12; Vo-Tech; Higher ed | 20.0% |
| Electronic Technology & Computer Hardware | 0.0% |
| Environmental Services | 2.1% |
| Financial Planning & Insurance | 4.2% |
| Government - Local, State & Federal (including Military) | 2.1% |
| Healthcare / Health Services | 5.3% |
| Hospitality & Tourism | 3.2% |
| Information Services | 0.0% |
| Internet & Software Development | 2.1% |
| Investment / Portfolio Management | 1.1% |
| Journalism, Media, Publishing | 0.0% |
| Legal & Law Enforcement | 0.0% |
| Management of Companies & Enterprises | 0.0% |
| Manufacturing | 7.4% |
| Non-Profit Organizations | 9.5% |
| Professional, Scientific, & Technical Services | 3.2% |
| Real Estate | 1.1% |
| Retail Trade | 1.1% |
| Social Services & Assistance (Social Work, etc.) | 1.1% |
| Sports & Leisure | 3.2% |
| Telecommunications | 1.1% |
| Transportation, Logistics, Warehousing | 1.1% |
| Utilities & Renewable Energy | 0.0% |
| Wholesale Trade | 1.1% |
| Other, please specify | 10.5% |
| Total | 95 |

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| --- |
| **Other, please specify - Text** |
| Healthcare/Technology |
| Broadcasting |
| Healthcare Staffing |
| Financial Services & Software |
| Research & Development/Manufacturing |
| Maritime & Industrial Engineering |
| MEP Engineer |
| Speech therapy and occupational therapy |
| Consulting |
| Psychology |