

# **EMPLOYER FEEDBACK SURVEY**

**Employers of the Class of 2000 Graduates  
One and One Half Years After Receiving Their ERAU Degree**

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***EMBRY-RIDDLE***  
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## ***EXECUTIVE SUMMARY***

The Employer Feedback Survey was administered in the spring of 2002 to employers of the class of 2000 graduates from Daytona Beach, Prescott, and the Extended Campus. The class of 2000 graduates identified their employers for participation on the 2001 Alumni Survey. Information presented in the Executive Summary is for employers of all ERAU alumni working at a job related to their ERAU coursework. It is based upon the responses of 157 employers to the Employer Feedback Survey, approximately one and one half years after graduation of the recent alumni. Results from all campuses combined are provided here, with further breakouts presented in the body of the report. Selected highlights include:

### **Employer and Job Characteristics:**

Please note that the following job characteristics do not account for all ERAU graduates. They only define the ERAU graduate whose employer responded to the Employer Feedback Survey. For complete alumni statistics please refer to the most recent Alumni Survey report published May 2002.

- ◆ 24% of graduates were employed at their job for less than one year, 23% one to two years, 11% three to five years, and 42% more than five years. Almost all residential campus alumni were in new jobs (two years or less), while 54% of Extended Campus graduates have been at their position for more than five years.
- ◆ 60% of the graduates' jobs were "closely related" to their ERAU coursework.
- ◆ The largest fields of work were the "Military" (20%), "Airline" (20%), Government (16%), and "Aerospace Industry" (14%). Extended Campus graduates had a large impact on "Military" employment with 24% being employed by the military.
- ◆ 46% of employers knew between two and five ERAU graduates professionally, while 15% knew only their employee. 38% knew over five Embry-Riddle graduates, down slightly from 41% last year.
- ◆ The majority of employers, 50%, supervised only one ERAU graduate (the recent alumnus). 35% supervised between two and five graduates. 16% supervised more than five Embry-Riddle graduates, up six percentage points from last year.
- ◆ 15% of the employers who responded to the survey were ERAU graduates themselves, down from 17% last year.

### **The ERAU Graduate:**

- ◆ 43% of employers preferred to hire ERAU graduates (11% "strong preference", 31% "some preference"). The remaining employers did not have a preference (58%). No employers indicated a preference to hire other graduates.
- ◆ 94% of employers said that the education of the ERAU graduate met their company's needs.
- ◆ 97% of employers agreed that the graduate was a valuable employee in their company.
- ◆ 87% of employers said that the graduate was a good candidate for promotion.

- ◆ 60% of employers said that the ERAU graduate's skill level was higher than that of other graduates (13% "much higher", 47% "somewhat higher"). 38% said that it was equivalent, and only 2% said that it was lower (2% "somewhat lower", 0% "much lower").
- ◆ Rating the usefulness of a set of sixteen general education skills, employers thought that the most useful general skill was 'Critical Thinking' (84% responding "very useful"). The least useful general skill for the second year in a row was 'Political and Economic Awareness' (26% responding "very useful").
- ◆ Employers felt that ERAU graduates were the most competent at 'Independent Work' also for the second straight year (77% responding "excellent" or "very good"), while they were the least competent in 'Environmental Awareness' and 'Political and Economic Awareness' (51% responding "excellent" or "very good" for each). Note, however, that 'Political and Economic Awareness' was also rated as the least useful skill.
- ◆ When comparing the competence of the ERAU graduate to graduates from other institutions, employers rated ERAU graduates higher in every general skill. The largest difference was in 'Planning, Scheduling, and Carrying Out Projects' (72% responding "excellent" or "very good" for ERAU graduates compared to 37% for other graduates, a difference of thirty-five percentage points). The smallest difference was in 'Understanding Other People and Other Points of View' (54% responding "excellent" or "very good" for ERAU graduates compared to 38% for other graduates, a difference of sixteen percentage points).
- ◆ Employers also rated the usefulness and competence of the ERAU graduate and other graduates at several degree-specific skills provided by the degree program. The results from these questions are included in the major profiles in Appendix E.
- ◆ Employers were asked to provide comments about the ERAU graduate's strengths and weaknesses. The main strengths of ERAU graduates were: a positive attitude, aviation knowledge, and problem-solving skills. The main weaknesses of ERAU graduates were: decision-making and writing skills.

## ***INTRODUCTION***

The Employer Feedback Survey was created to evaluate how well Embry-Riddle's academic programs are meeting employers' needs and expectations. This information is best obtained from the supervisors of recent graduates. The survey instrument used included questions about the supervisor and his company, the ERAU graduate's overall performance, the usefulness of general and degree-specific skills, the graduate's level of competence at these skills, and the competence of graduates from other institutions at the same skills. Employer participation allows Embry-Riddle to tailor its programs in order to produce graduates who are better prepared to succeed in the workplace.

During the spring of 2002, the Employer Feedback Survey was administered to supervisors of the class of 2000 graduates. The target group was defined as employers of recent graduates whose jobs were "closely related" or "somewhat related" to their ERAU coursework, as indicated by the graduates on the 2001 Alumni Survey. 390 graduates from this target group provided the full name and address of their supervisor, who was then sent the survey. Of 349 deliverable surveys, 157 (45%) were completed and returned. To ensure the composition of the respondent group reflected that of the target group, data was weighted statistically to correct for disproportionate response rates.

This report provides figures and tables for the data, sorted by characteristics such as campus and major. In some instances there are too few respondents to give an accurate result based upon a certain characteristic. In such cases the results are not reported. Due to rounding, minor numeric inconsistencies exist and some totals may not equal exactly 100%. The following abbreviations are used throughout the report: DB (Daytona Beach Campus), PC (Prescott Campus), and EC (Extended Campus). When possible, comparisons are made to previous administrations of the survey.

Detailed tables are provided in the appendices, along with the methodology, response rates, samples of survey materials, IR Preview, and major profiles. A separate addendum of employer comments has been provided to the Chancellors of each campus for distribution to individual departments and degree programs.