

College of Micronesia-FSM

Employer Survey 2009

Introduction

The COM-FSM employer survey was distributed throughout the workforce community during the month of January 2009. The scope of the survey targets graduates from the current college COM-FSM and former CCM graduates that were employed within FSM public and private sectors. The main purpose of the survey was to provide the college with feedback on its programs and services basically on how well the college prepares its graduates for the work force in the FSM or even outside the FSM. As a major part of the survey, employers are required to rate graduates base on their overall work performances, their educational preparation, and the importance of their work competencies. The outcomes of the survey will serve as an instrument to assess and improve the quality of the college's programs and services. In which students will graduates with a good education and the competency level to enter the workforce.

Scope

The contents of the survey consist of demographic questions, general questions, overall satisfactions of graduate's educational preparations, and a comment section. Employers were advised to provide as much comments to further articulate their satisfactions and expectations on both the college and the graduates. The overall response count was 243 consisting of both public and private sectors throughout FSM.

The following tables and graphs represent both demographic and general questions that were used in the survey. The general questions consisted of two categories.

Table1. Graduates of College of Micronesia or former Community College of Micronesia

Graduate of:

Answer Options	Response Percent	Response Count
College of Micronesia - FSM	68.5%	126
Community College of Micronesia	<u>31.5%</u>	<u>58</u>
Total	100%	184

Table 1, *Graduates of College of Micronesia or former College of Micronesia* depicted the breakdown of response counts and percentages who answered question 1 of the survey. The total number of responses to the first question was one hundred eighty four, College of Micronesia and Community College of Micronesia (CCM) graduates. One hundred twenty six College of Micronesia alumni responded to the survey which made up sixty eight and a half percent of the total participants. Fifty eight participants were graduates from the former Community College of Micronesia which amounted to 31.5% of responses.

Table.2 Graduates time with Company

Time with company

	Response Percent	Response Count
Less than 1 year	10.9%	24
1 - 2 years	10.5%	23
2 - 5 years	23.6%	52
Over 5 years	55.0%	121

Table 2. *Graduates time with the Company* shows the response counts and percentages which answered the length of time they spent working for their current employer during the time the survey took place. The largest figure showed fifty five percent of graduates have worked for their current employer for over 5 years. The two to five year bracket displayed a 23.6 percent of the total response count. The percentage of graduates who spent 1-2 years of employment with their current employer is 10.5 percent. Furthermore, 10.9 percent of graduates work for their employer for less than 1 year. The data set revealed that COM has produced a large number of graduates who capable of working in the FSM labor force and holding onto their job for a significant amount of time.

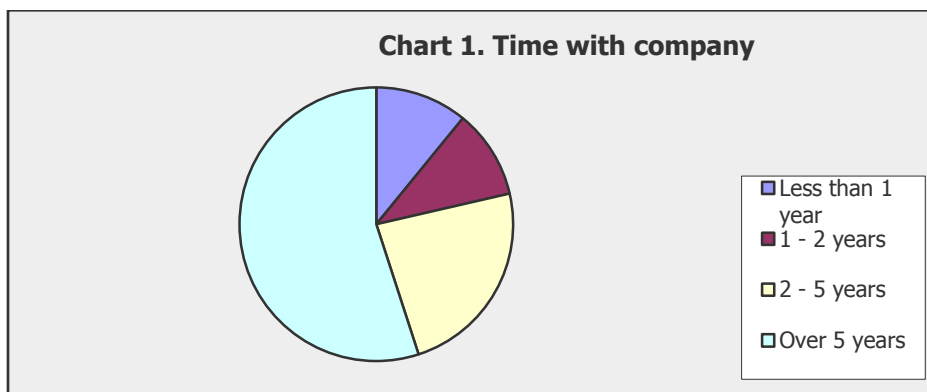


Chart 1. *Time with Company* significantly shows that a large portion of COM and CCM graduates have been employed for over five years.

	Excellent	Above average	Average	Below average	Poor	Not applicable	Response Count
Writing skills	44(19.7%)	78(35.0%)	91(40.8%)	7(3.1%)	0(0.0%)	3(1.3%)	223
Speaking skills	43(19.3%)	88(39.5%)	88(39.5%)	4(1.8%)	0(0.0%)	0(0.0%)	223
Interpersonal skills	48(21.5%)	91(40.8%)	80(35.9%)	4(1.8%)	0(0.0%)	0(0.0%)	223
Team work	60(26.7%)	106(47.1%)	54(24.0%)	5(2.2%)	0(0.0%)	0(0.0%)	225
Problem-solving skills	34(15.6%)	86(39.4%)	89(40.8%)	9(4.1%)	0(0.0%)	0(0.0%)	218
Mathematical skills	36(16.7%)	76(35.2%)	88(40.7%)	4(1.9%)	1(0.5%)	11(5.1%)	216
Computer skills	40(18.2%)	72(32.7%)	76(34.5%)	23(10.5%)	8(3.6%)	1(0.5%)	220
Technical skills needed for job	35(15.7%)	97(43.5%)	75(33.6%)	13(5.8%)	1(0.4%)	2(0.9%)	223
Productivity	42(18.7%)	86(38.2%)	88(39.1%)	7(3.1%)	1(0.4%)	1(0.4%)	225
Work quality	41(18.4%)	95(42.6%)	79(35.4%)	7(3.1%)	0(0.0%)	1(0.4%)	223
Time & attendance	44(19.6%)	73(32.6%)	89(39.7%)	17(7.6%)	1(0.4%)	0(0.0%)	224
General work ethics	50(22.2%)	97(43.1%)	73(32.4%)	5(2.2%)	0(0.0%)	0(0.0%)	225
Attitude	66(29.5%)	99(44.2%)	55(24.6%)	3(1.3%)	1(0.4%)	0(0.0%)	224
						<i>answered question</i>	226
						<i>skipped question</i>	17

Table 3. Graduates Educational Preparation Ratings question shows the skill set that COM and CCM graduates brings with them during their time of hire. Being rated by their employer, COM and CCM graduates have very strong interpersonal, writing and speaking skills, great team players, good general work ethics and attitude.

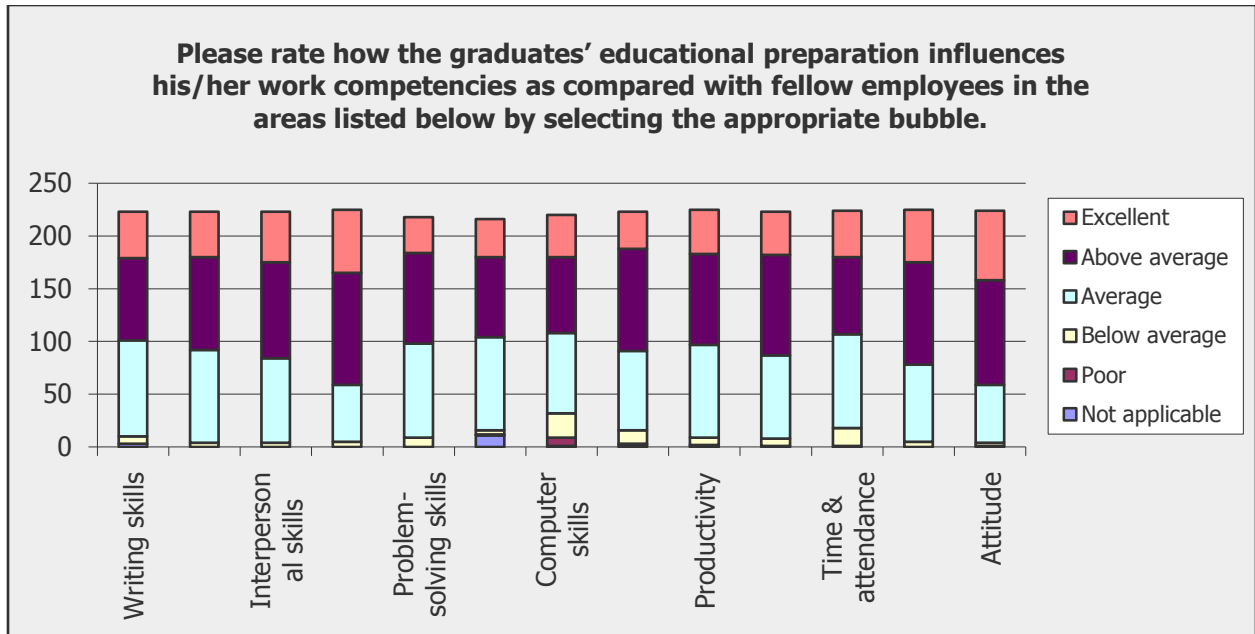


Table4. Overall Educational Preparation

	Response Percent	Response Count
Excellent	9.4%	18
Above average	46.6%	89
Average	37.7%	72
Below average	4.7%	9
Poor	0.0%	0
No opinion	1.6%	3
	<i>answered question</i>	191
	<i>skipped question</i>	52

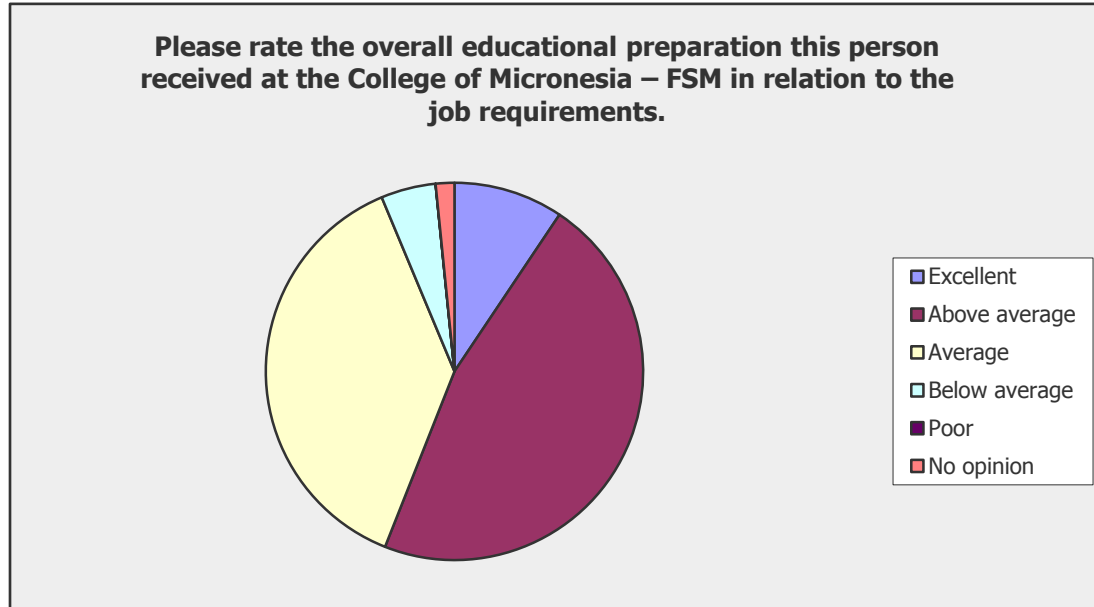


Table 4 and Graph 4 identify the overall rating of employers on educational preparation that employees receive. The result shows that employers are well satisfied with their employees' educational preparations, rating above average at 46.6% and average at 37.7%.

Table 5. Importance of work competency

	Very important	Important	Somewhat important	Limited importance	Not important	Not applicable	Response Count
Writing skills	151	40	12	6	1	0	210
Speaking skills	153	46	5	6	0	0	210
Interpersonal skills	132	62	9	6	0	0	209
Teamwork	152	45	7	6	0	0	210
Problem-solving skills	143	53	8	6	0	0	210
Mathematical skills	108	61	29	8	0	4	210
Computer skills	132	62	10	6	0	0	210
Technical skills needed for job	132	51	18	7	0	2	210
Productivity	143	51	9	5	1	1	210
Work quality	166	27	9	7	1	0	210
Time & attendance	147	46	8	7	1	0	209
General work ethics	134	61	6	9	0	0	210
Attitude	142	52	7	9	0	0	210
						<i>answered question</i>	210
						<i>skipped question</i>	33

Graph 5: Importance of work Competency

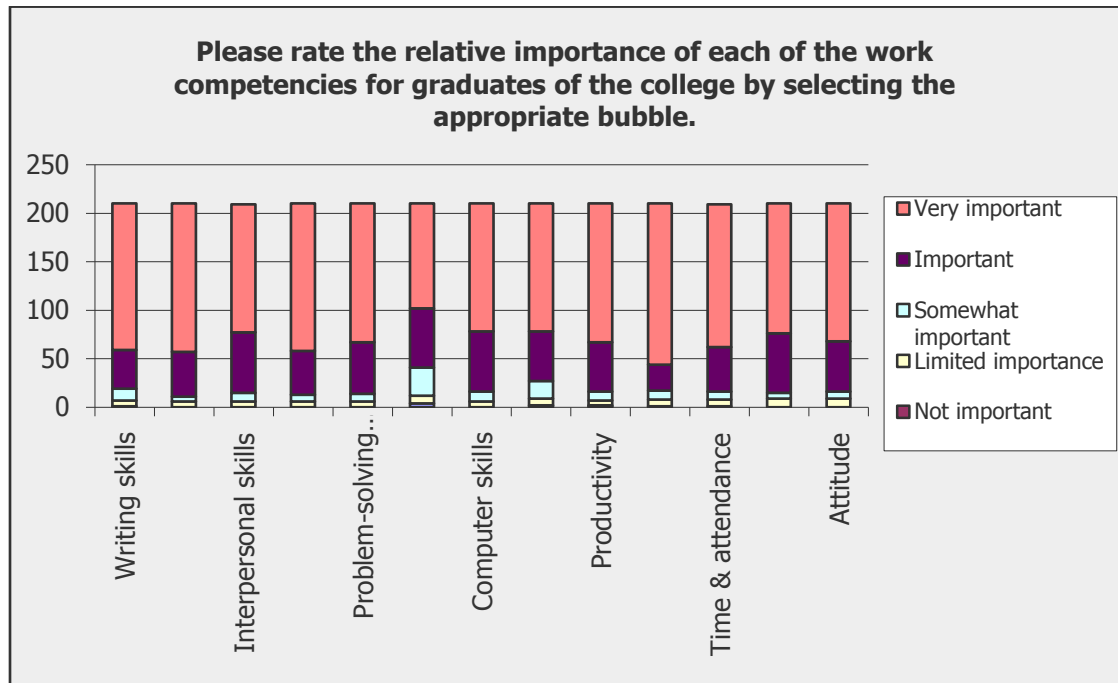


Table 5 and Graph 5 shows what work competencies that are highly important for employers. The result shows that employers have rated (Work quality; speaking skills; Teamwork; Writing skills) very high, which we can conclude that employers are much interested to see that the employers have excellent work quality, communication and writing skills and be able to work and interact with others. Other highly rated work competencies are time & attendance attitude, problem solving skills, computer skills, etc.