

Employer Healthcare Career Survey- March-Spring 2008

NOTES:

- -149 Employers Surveyed
 - -Received 13 responses for an 8.7% response rate
 - -Online survey utilized
 - -Emailed employers via eRecruiting and gave them a web-link for the survey
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Question 1- During what time of year do you typically recruit/hire the most health care students/professionals? (12 responses)

- A. Fall- 0 employers
- B. Winter- 1 employer/ 8.3%
- C. Spring- 6 employers/ 50%**
- D. Summer- 0 employers
- E. No particular time- 5 employers/ 41.6%

Question 2-When using Job Fairs to recruit health care students/professionals, when is the best time of year for the Fair? (10 responses)

- A. Fall- 0 employers
- B. Winter- 3 employer/ 30%
- C. Spring- 7 employers/ 70%**
- D. Summer- 0 employers

Comments:

- Actually late winter, Feb/March
- Aug/Sept for December grads, Jan/Feb for Spring grads
- early January through early March
- Early spring is the best for summer hires that we do.
- late April closer to May Graduation
- March
- Senior students should be thinking about applying for positions in the Spring, so a Winter job fair gives them an opportunity to meet prospective employers

Question 3- What time of day do you prefer Job Fairs? (10 responses)

- A. Morning- 5 employers/50%**
- B. Afternoon- 5 employers/ 50%**

Other:

- 11 am- 3 pm
- 12-4pm
- 12noon- 2 pm or 3pm is the best time for us.
- All day

Question 4- When attending a job fair, would you prefer to be located with other Health Care Recruiters or mixed in with the rest of the Recruiters at the fair? (12 responses)

- A. Located with other health care recruiters- 8 employers/66.7%**
- B. Located with recruiters from all industry groups-4/ 33.3%

Question 5- When reviewing student resumes, do you think it is important to see a listing of their clinical experience? (13 responses)

A. Important to see clinicals listed- 10 employers/ 76.9%

B. Unimportant to see clinicals listed- 3 employers/ 23%

Comments:

- It's also important for them to include any prior/current work experience example: waitressing, working at the college, etc. This shows us work ethic and ability to multitask while attending school full time.

Question 6- When describing experiences on a resume, do you prefer to see a bulleted list OR a wraparound textbox area that looks like a paragraph? (13 responses)

A. Bulleted List-13 employers/ 100%

B. Wraparound text-0 employers

Question 7- In your estimation, when should students start applying for job opportunities if their graduation date is May? (13 responses)

A. Fall- 0 employers

B. Winter- 7 employers/ 53.8%

C. Spring- 5 employers/38.4%

D. Summer before graduations- 1 employer 7.6%

Question 8- How should students dress for a job fair? (13 responses)

A. Business Professional- 4 employers/ 30.7%

B. Business Casual- 7 employers/ 53.8%

C. Business Semi Casual- 2 employers/ 15.4%

Comments:

- No flip-flops
- Some students will probably always dress semi-casual, but we are always impressed with students dressed business professional.
- We are a Girl Scout Camp, so we are much more casual!

Question 9- If a student has not heard from an employer concerning his/her application, when is it ok for them to follow up with an email or phone call? (13 responses)

A. 1 Week- 4 employers/ 30.7%

B. 10 Days- 1 employer/7.6%

C. 2 weeks- 8 employers/61.5%

D. 3 Weeks- 0 employers

E. Do not bother the employer- 0 employers

Comments:

- It is definitely a good idea to make sure the employer received the application. So often things get misplaced.
- Our facility receives over 20,000 applications annually so it is important for the students to be patient.

Question 10: How do you prefer to be contacted by a student concerning a job? (13 responses)

- A. Email- 8 employers/ 61.5%
- B. Phone- 5 employers/ 38.5%
- C. Snail mail- 0 employers

Question 11: In your estimation, how should a student behave/act while on their first year on the job? (give advice)

- They should be open to any and all learning opportunities.
- Get there before the boss and leave after the boss. Always listen because learning doesn't stop when school ends. Take opportunities to go above and beyond when they present themselves.
- Our positions are only seasonal, and are on a much more personal level at times than an office position.
- In our industry they need to be outgoing, eager to learn, yet confident of their abilities.
- High energy, willing to learn new things, very adaptable and flexible
- professional
- Show responsibility in being on time and dependable. Also a willingness to learn and to put the time and effort into their new career.
- Professional, listen & learn the culture & job expectations; learn to separate work from personal life as much as possible
- A student needs to be open to learning from their employer. They need to be responsible, ask questions when they don't know something and show initiative.
- Professionally, willing to learn
- As eager to learn the profession but not so much that they overstep the supervisor.
- Be open minded and flexible
- Watch and listen, take in as much as you can and always act professionally.

Question 12: Comments- Questions?

- I think students need to be carefully about relying totally on e-mail. E-mail addresses can change, servers can be down, and someone may not respond to them because of one of those reasons, not because they don't want to. So I think a combination of e-mail and phone contact strategies work best.