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

Question 1- During what time of year do you typically recruit/hire the most healthcare 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 out going, 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.