7.15 Employer Satisfaction with Job Performance: Employer satisfaction with the job performance of graduates shall be tracked on a regular basis (two to five years) including employer attitudes related to the importance of the specific competencies identified for the program. Summary data shall be available showing employer satisfaction with the job performance of graduates.

1. Rate Basic Motor Skills
   - Above the average: 75%
   - Average: 16.67%
   - Below the average: 8.33%
   - Total: 100%

2. Rate Occupation Knowledge
   - Very Satisfied: 11.1%
   - Satisfied: 50%
   - No Opinion: 33.3%
   - Unsatisfied: 5.6%
   - Very Unsatisfied: 0%
   - NA: 0%

3. Theoretical Knowledge
   - Very Satisfied: 5.3%
   - Satisfied: 52.6%
   - No Opinion: 21%
   - Unsatisfied: 15.8%
   - Very Unsatisfied: 0%
   - NA: 5.3%

4. Supervisory Skills
   - Very Satisfied: 13.3%
   - Satisfied: 20%
   - No Opinion: 40%
   - Unsatisfied: 0%
   - Very Unsatisfied: 0%
   - NA: 26.7%
<table>
<thead>
<tr>
<th></th>
<th>Communication/Verbal</th>
<th></th>
<th>Communication Skills</th>
<th></th>
<th>Personal Relations Skills</th>
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<th>Mathematical Skills</th>
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<tr>
<td></td>
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<td>22.2%</td>
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11. Attitude Toward Job

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<td>Satisfied</td>
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12. Attitude Toward Personnel

<table>
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<tr>
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<tbody>
<tr>
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</tr>
<tr>
<td>Satisfied</td>
<td>50%</td>
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<tr>
<td>No Opinion</td>
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</tr>
<tr>
<td>Unsatisfied</td>
<td>0%</td>
</tr>
<tr>
<td>Very Unsatisfied</td>
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<tr>
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13. Overall Evaluation

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<tr>
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<tr>
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14. Strengths

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Very Satisfied</td>
<td>31.3%</td>
</tr>
<tr>
<td>Satisfied</td>
<td>18.7%</td>
</tr>
<tr>
<td>No Opinion</td>
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<td>Unsatisfied</td>
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</tr>
<tr>
<td>Very Unsatisfied</td>
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<tr>
<td>NA</td>
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15. Improvements

<table>
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</tr>
<tr>
<td>Satisfied</td>
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<tr>
<td>No Opinion</td>
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<tr>
<td>Unsatisfied</td>
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<tr>
<td>Very Unsatisfied</td>
<td>0%</td>
</tr>
<tr>
<td>NA</td>
<td>68.7%</td>
</tr>
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Comments:
1. Basic Motor Skills
   - xxxx knew how to use tools and equipment on job sites.
   - Since xxxx’s last services he learned to operate a fork life and front loader. This was beneficial due to time deliveries would arrive after normal working hours.
   - xxxx learned to use lab equipment properly.
   - xxxx is familiar and uses our shop tools well.
   - xxxx is very good at hands on work.
   - Very proficient in CAD.
• xxxxxx has consistently become the most knowledgeable person regarding use of equipment in the areas he is responsible.
• Done has good working knowledge of test equipment and procedures.
• xxxxxx showed good knowledge of the equipment in the studio. All tools were used properly.
• xxx has no problems.

2. Occupation Knowledge
• xxxxx is very familiar with the work processes used by Nova-Tech and our suppliers.
• xxxxx is familiar with the various techniques for manufacturing our products and can speak knowledgeably with others.
• xxxx had prior experience.
• xxxxxxx is a fast learner. Needs more time learning our system, and will exceed once has more time.
• xxxxxxx needs more field experience to understand different craft responsibilities.
• learned most aspects of civil and other crafts which made it easier for him to fill out accurate reports.
• xxxx learned everything necessary to complete job duties.
• As with any job you can never know enough. Aaron has done well learning and will continue to do so.
• xxxxx has a very high initial knowledge of window and door industry due to his previous Marvin experience.
• Picked up work place processers very quickly.
• As he extends his role, xxxxxxx continues to expand his knowledge base.
• With additional job experience and time in the industry, xxxxx would be able to improve his methods and skills.
• xxx has complete knowledge of the administrative side of her position and will most likely gain further expertise as she works on TA in the field.

3. Theoretical Knowledge
• xxxxx is learning about purchasing, procurement and quality as quickly as can be expected. There is considerable more material yet to absorb.
• A Procurement specialist requires firm foundation in Purchasing and Quality functions. xxxxx is actively pursuing additional training in each of these functions.
• xxxxxxx has a good understanding of his job functions.
• xxxxxxx has done well with drawings, setting up subcontracts, and craft phase additions.
• xxxxx became very capable of reading different craft drawings.
• xxxx learned proper way to perform procedures and performed them.
• xxxxx continues to learn.
• xxxxxxx is on par with where we expect interns to be at 3 months.
• xxx has a good understanding of different methods for construction.
• xxxxx understands the concepts of modeling.
• xxx has very quickly grasped the role of program assistant and knowledge of the various programs and what the provider does.
4. Supervisory Skills
- xxxxxx was not assigned any subcontractors. When told to pass down directions from PM, has done so very effectively.
- xxxxx needs more field experience, majority of supervisors substantially older said at first made it difficult on directing. His fellow workers came to respect his efforts.
- xxxxx gained confidence and assume the role as second in command. Headed up project in PM’s absence.
- xxxxx is in charge of various machines and does well organizing and allowing others and the machines.
- xxxxx organizes his work well.
- Very well organized and willing to give his point of view.
- Would like to see xxxxxx work on knowledge transfer to peers and product builders.

5. Communication/Verbal
- Clear, non-threatening, amiable.
- xxxxx is very easy to talk with and get’s his point across. He sometimes has a hard time saying “no” to others when necessary.
- xxxxxxx interacts with the field management staff and owner very effectively.
- xxxxxxx is well spoken and gained a tremendous amount of confidence.
- xxxxx was well spoken and very good at explaining problems by email.
- xxxx has good communication
- xxxxx is very personable. xxxxx does well with others in the work environment.
- xxxxxxx is very good at communicating project status and asks good questions.
- xxxxxxx is excellent at communicating details about activities that are audience specific.
- xxx is not afraid to comment when he sees that something is being done wrong. Asks good questions when he is not sure of the right answer.
- xxxxxx’s communication skills were clear and understandable. I would recommend he continue to ask questions about processes and methods used in the studio.
- xxx is an active member of the team. She provides great input in all areas.

6. Communication Skills
- xxxxxx’s position is evolving into one requiring more formal planning and other documentation. This will continue to be an opportunity for growth for some time.
- Thoughts are communicated clearly, more proactive communication of schedules, commit dates from suppliers would improve effectiveness.
- xxxxxxx writes good emails, submits questions in our database very effectively?
- xxxxxxx emails were professional, reports well organized.
- xxxx has good communication
- xxxx has grown to be one of our top drafting interns. His skills have grown since being here.
- xxxxx has good communication skills.
- xxxxx uses basic e-tools on a daily basis.
• xxxxxx’s portfolio would worked looked good, I did not get the chance to see his sketching abilities.
• xxx has displayed excellent skills in use of current apps and creation of new ones.

7. Personal Relations Skills
• xxxxxx get’s extremely high marks for his ability to deal with others in a positive manner. Everyone likes xxxxxx. He has difficulty saying “no” when necessary and this can limit his effectiveness.
• xxxxx gets along well with everyone. I have not observed how he interacts with suppliers in difficult situations such as missed deliveries. Improving ability to effectively say no to others will enhance effectiveness.
• xxxx got along with all coworkers.
• xxxx is very personable. Has the respect of coworkers, field employees and Owner.
• xxxx has the type of personality which places coworkers, client, etc. at ease, very likeable.
  This was an area xxxx exceeded at. The client, engineers, and county inspectors respected and liked xxxx.
• xxxx built good relationships with coworkers.
• xxxx is very easy to deal with. His attitude is always positive.
• xxxx works well with peers and project leads.
• Easy to get along with and a great team player.
• xxxx joked and interacted with everyone in the room as well as the other interns.
• Excellent! xxx has shown to be a great asset to us in dealing with community clients and field staff.

8. Mathematical Skills
• Have not observed a need for higher math during the evaluation period.
• xxxxxx’s position has only required basic math skills.
• xxxxxx’s position requires basic math.
• I’m sure xxxx would be capable, but his position did not require this.
• NEED to be good with math in this job and xxxx is.
• xxxx has good mathematical foundation and uses it well.
• xxxx has not been asked to do much math except tolerance analysis, but he has done fine.
• xxxx is continuing to develop statistical techniques common to med device validation.
• xxxx did use this in the development of his intern project on the Lambda vehicle seat.
• xxx has excellent math/analytical skills. She has shown this in Excel abilities.
• xxxx Limited need.

9. Adaptability
• xxxxx responds very well to unexpected changes. He is open to suggestions for improvement.
• xxxxx is eager to learn and willing to make mid-course adjustments.
• xxxx was able to adapt to changes.
• xxxx is willing to listen to advice and takes criticism well.
xxxxx is willing to listen without being defensive.
xxxx Have not seen or heard of any issues.
xxxx listened and learned.
xxxxx accepts criticism and works hard to improve his work.
xxxxx learns quickly, continually improving.
Listens very well and willing to make changes.
xxxxxxx did very well in working with and making changes… direction of the Industrial Designers.
Criticism has not been needed. xxx is flexible with any changes in procedural and other.

10. Responsibility
xxxxx is very much so responsible, presents himself very well and best foot forward for company.
xxxxconsistently strives to represent himself favorably and do his best.
xxxxx never complained and when schedules changed, adapted well.
xxxx completed everything assigned properly.
xxxxx has taken on more responsibilities and does well with schedules and notifying me of any changes.
xxxxx is professional at work.
xxxxxxx is always willing to “own” work.
xxx shows enthusiasm towards different challenges.
(xxxxx) Great, except the one time on the plane with shorts – But everyone appreciated his spirit in getting involved with the volleyball team.
xxx is very responsible. We feel she has shown a maturity usually not equivalent at her age.

11. Attitude Toward Job
xxxxx is developing the procurement function at NTE and is eager to try out new techniques/skills.
xxxxx’s commitment to the job is evident in his initiative in finding additional training, his willingness to take on more tasks and his dealings with coworkers and suppliers.
xxxxxxx is very eager to learn and inquire on anything to better himself.
xxxxxxx is always upbeat, do not bring negativity to a task.
xxxxx was very upbeat even though constantly his work extended hours.
xxxx showed up every day with a positive attitude.
xxxxx is always positive and lifts the mood of everyone he deals with.
xxxxx shows a passion and pride in his work.
xxxx likes his job! Great attitude even when things don’t go his way.
Super. xxxxx fit into the team well.
xxx has shown enthusiasm and willingness to undertake any tasks given to her. Excellent positive attitude at all times!

12. Attitude Toward Personnel
xxxxx treats others with respect.
xxxxx got along with all coworkers.
- xxxxxxx is very enthusiastic.
- xxxxxxx interacts well with coworkers, clients, and his supervisors.
- xxxxx’s coworkers at site respected him because of his attitude and hard work.
- John had a great attitude.
- xxxxx doesn’t complain and listens well. He respects his coworkers and supervisors.
- xxxxx is friendly and respectful.
- xxxxxxx got along well with everyone.
- All staff find working with xxx an enjoyable experience. She is respected by coworkers and management.

13. Overall Evaluation
- xxxx was a hard worker and enjoyed working with him.
- xxxx was a great employee and will be a good asset.
- We are happy to have xxxxxq2 a part of our team. He has been a good fit.
- xxxxx has done exceptionally well.
- Great intern!! Would hire him in a minute. Would be lucky to have him.
- Keep up the good work xxx!
- SUPER! Overall, xxxxx did an excellent job for his first time here. Additional focus should be on the quality and craftsmanship of all his properties.
- xxx is a model staff member! Excellent skills beyond her years. Very accomplished and professional in skills and behavior.

14. Strengths
- (xxxxx) Willingness to learn, eagerness to take on new responsibilities, interactions with others, ability to adapt to changes.
- (xxxx) Attitude, initiative, willingness to learn and to take on tasks, communication, interactions with others.
- (xxxxx) Willingness to learn, listen and take guidance.
- (xxxx) Enthusiasm, personality, dedication, volunteers for difficult assignments (night shift).
- (xxxxx) Verbal and writing skills, interacting with clients, subcontractors and engineers.
- (xxxx) Enthusiastic, hard-working, responsible, positivity.
- Aaron is a people person. He communicates well and enjoys his coworkers. Aaron is positive and always works hard to complete tasks.
- (xxxxx) Good communicator, takes initiative in projects, stays organized.
- Communications, work ethics, team player.
- (xxxxx) Very strong overall.
- (xxx) Strong math and communication skills.
- xxxx exceeds at trying to find new and faster ways of executing models.
- (xxx) Strongly skilled in computer apps. Takes initiative independently to problem solve and areas of research.
- (xxxxxx) Very dependable.

15. Improvements
- (xxxxx) Continue learning about Purchasing, Procurement, and Quality, document plans, decisions, etc. for communication and historical records,
recognize when it is not appropriate to commit to more activity and develop ability to say “no.”

- (xxxxx) Knowledge of Purchasing and Quality functions. More experience dealing with others in adverse situations – tight timelines, missed commitments poor quality, etc.
- (xxxxx) More on the job experience.
- (xxxxx) Knowledge of craft duties, materials, interaction with material suppliers and sub contractors.
- (xxxxx) More knowledge of pipe and pleat plugs?... our company programs ex. Procore, cost coding PO’s, timesheets.
- (xxxx) More technical knowledge of position to move up.
- xxxxxx can always gain more confidence in his work and obtain a better understanding of our products and processes.
- (xxxxx) Keep improving in design and knowledge base. Keep improving on knowledge of drafting practices.
- Computer skills in varied software programs.
- (xxxxx) Just needs to be provided opportunity, he has tackled all challenges presented to date.
- (xxx) Would like to see xxx try some design work. I think this would help with plan reading. Sometimes the plan is not always right!
- (xxxxxx) Work on quality, craftsmanship and executions of all models. Experience with time will help.
- (xxx) The main area of improvement would be attaining skills needed to provide in the field.
- (xxxxx) Improve on Asserting his points of view – speak up.
- To date xxxx is exceeding the expectations in his design role and has taken on more responsibility than originally planned.