DELAWARE TECHNICAL COMMUNITY COLLEGE
Prospective Employer Needs Survey

Human Services Associate Degree Program

The Delaware Tech Human Services program prepares the graduate for paraprofessional and supportive client work in a variety of community-based organizations and programs such as health and social service agencies, recreation programs, group homes and shelters, partial hospitalization, early intervention, liaison activity, community organization, etc.

Your candid and complete response to this survey will help our Human Services program prepare qualified graduates with specific field experience to meet the needs of your organization and our community.

23 responses

1. What services does your organization provide? see list
   a. Specialized area. Please specify.
   b. Multiple services. Please list.

Childcare, homework asst, tutoring, special programs
Childcare, rehab and family services
Foster care, adoption, strengthening families, parenting
Programs for at-risk youth
Counseling, case mgt, prevention
Over 55 services, adult day care services
Substance abuse, mental health services for adolescents
Multiple services for low income individuals and families
Elementary school education and counseling intervention and referrals
Supportive services for serious mental illness
Childcare, preschool
K-8 arts magnet school
Adult day program for disabled
Wide variety of senior services (3)
Before and after school children’s programs (2)
Social services and benefits
Grants and licensing requirements
Adolescent co-occurring treatments
Long term care and rehab services
Advisement and disability services

2. What is the size of your organization?
   _4%_ small (1-5 staff) _22%_ medium (6-15 staff) _74%_ large (16 or more)

3. What is the minimum education level for the entry-level social/human services staff in your organization?
31% High school with some training  35% Associate Degree  
30% Bachelor’s Degree  4% Master’s Degree

4. Have you employed or do you currently employ Delaware Tech Human Services graduates?
   a. Yes, how many? ____ In what capacity do they work?___________________________
   b. No, why not?___________________________________________________________

Responses: 18 responses
Yes, 5, school age site assistants and curriculum coordinator
Yes, 2, ft and pt
Yes, entry level
Yes, 2, admin assistants
No
Yes, assessments, prevention
Yes, 3, outpatient, day treatment coord, family therapist
Yes, 10, teachers, paraprofessionals and social workers
Yes, 2, case management
No
Yes, 2, activity assistants
Yes, 5+, activities director
Yes, 2, program director and outreach
Yes, 4, counselors
Yes, 2, therapists
Yes, 1, dementia unit manager
Yes, after school childcare
Yes, 2, entry level

5. In your opinion, do you believe that an associate degree graduate can perform entry-level tasks and/or other supporting services in your organization?
   57% Definately yes  30% Probably yes  4% Uncertain  0% Probably no  0% no
   Comment_____most fulltime require BA degree, mentor, funding__________________

6. Over the next 3-5 years, do you expect the need for (entry-level) social/human services staff in your organization to: 0% decrease  48% stay the same  43% increase  9% not sure
7. If you were to hire an associate degree graduate for the entry-level social/human services staff in your unit, which of the following functions would this staff be qualified to perform?

<table>
<thead>
<tr>
<th>Function</th>
<th>Never</th>
<th>Sometimes</th>
<th>Most of the time</th>
<th>N/A</th>
</tr>
</thead>
<tbody>
<tr>
<td>Counseling/interviewing</td>
<td>13%</td>
<td>74%</td>
<td>9%</td>
<td>4%</td>
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<tr>
<td>Daily life skills teacher</td>
<td>4%</td>
<td>43%</td>
<td>44%</td>
<td>9%</td>
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<tr>
<td>Advocate</td>
<td>4%</td>
<td>70%</td>
<td>22%</td>
<td>4%</td>
</tr>
<tr>
<td>Outreach worker</td>
<td>0</td>
<td>74%</td>
<td>26%</td>
<td>0</td>
</tr>
<tr>
<td>Home visits/Need assessments</td>
<td>9%</td>
<td>69%</td>
<td>9%</td>
<td>13%</td>
</tr>
<tr>
<td>Assistant to a specialist</td>
<td>4%</td>
<td>83%</td>
<td>9%</td>
<td>4%</td>
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<tr>
<td>Care giver (daycare, adult daycare)</td>
<td>17%</td>
<td>48%</td>
<td>9%</td>
<td>26%</td>
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<tr>
<td>Rehabilitation aid</td>
<td>22%</td>
<td>39%</td>
<td>9%</td>
<td>30%</td>
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<tr>
<td>Developmentally delayed</td>
<td>9%</td>
<td>52%</td>
<td>4%</td>
<td>35%</td>
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<tr>
<td>Other: co-facilitator for groups</td>
<td></td>
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8. What other qualifications/skills would you like your entry-level/human services staff to acquire?

- Program management and grant writing
- More focus on clinical writing
- First aid and CPR training
- Ethical principles, managing difficult behavior, documentation
- Human behavior in a social environment
- Patience
- Good communication skills, team player and independent work
- Communication with impaired clients
- Documentation
- Referral procedures
- Interview practice and computer systems
- Medicare and Medicaid issues
- Case management