




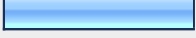
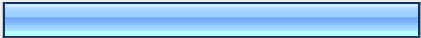
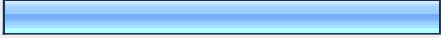






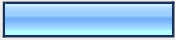

CSAAC Employment Survey 2008

1. Do you currently work in a seed testing laboratory?			
		Response Percent	Response Count
Yes		92.9%	52
No		7.1%	4
<i>answered question</i>			56
<i>skipped question</i>			0

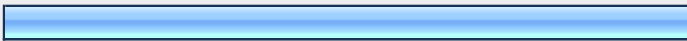

2. Region where lab is located:			
		Response Percent	Response Count
West: British Columbia, Alberta		22.9%	11
Central: Saskatchewan, Manitoba		29.2%	14
East: Ontario, Quebec, New Brunswick, Nova Scotia, PEI		27.1%	13
USA: All States		20.8%	10
<i>answered question</i>			48
<i>skipped question</i>			8

3. Type of laboratory:			
		Response Percent	Response Count
Commercial - affiliated with a seed company		45.8%	22
Commercial - independent		47.9%	23
Government		2.1%	1
Other (please specify)		4.2%	2
<i>answered question</i>			48
<i>skipped question</i>			8

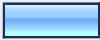

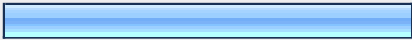
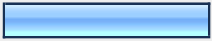

4. How many seed analysts work in your laboratory during the busy season?

		Response Percent	Response Count
1 or 2		38.8%	19
3 to 5		26.5%	13
6 to 10		18.4%	9
More than 10		16.3%	8
		answered question	49
		skipped question	7

5. Your gender




		Response Percent	Response Count
Female		75.5%	37
Male		24.5%	12
		answered question	49
		skipped question	7

6. Your age

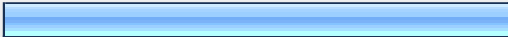
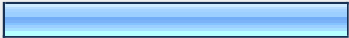



		Response Percent	Response Count
Under 20		0.0%	0
20 to 29		10.2%	5
30 to 39		14.3%	7
40 to 49		44.9%	22
50 to 59		22.4%	11
60 or over		8.2%	4
		answered question	49
		skipped question	7






7. Membership in CSAAC			Response Percent	Response Count
Senior			64.6%	31
Associate			8.3%	4
Germination			10.4%	5
Seed Health			0.0%	0
Affiliate			12.5%	6
Inactive			0.0%	0
Not a member			4.2%	2
			answered question	48
			skipped question	8

8. What is your highest level of formal education?			Response Percent	Response Count
High school			32.7%	16
College, vocational or technical school			36.7%	18
University			24.5%	12
Graduate school			6.1%	3
			answered question	49
			skipped question	7

9. How often do you take continuing education courses or workshops?				
			Response Percent	Response Count
Annually			56.3%	27
Every 2-5 years			39.6%	19
Less than every 5 years			4.2%	2
			answered question	48
			skipped question	8



10. Canadian Seed Analyst accreditation - Check the highest level attained for each of the following:						
	Full Accreditation	Partial Accreditation	In training	None	Response Count	
Purity	72.5% (29)	2.5% (1)	12.5% (5)	12.5% (5)	40	
Germination	73.8% (31)	11.9% (5)	2.4% (1)	11.9% (5)	42	
True loose smut	28.0% (7)	0.0% (0)	4.0% (1)	68.0% (17)	25	
Other seed health	18.2% (4)	4.5% (1)	9.1% (2)	68.2% (15)	22	
Other Canadian accreditation (please specify)					11	
					answered question	43
					skipped question	13


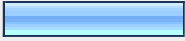


11. Other seed analyst certifications (check all that apply)			Response Percent	Response Count
None			55.6%	25
SCST: RST			37.8%	17
SCST: RGT			0.0%	0
SCST: CVT			0.0%	0
SCST: CPT			0.0%	0
SCST: CGT			0.0%	0
AOSA: Purity CSA			6.7%	3
AOSA: Germination CSA			6.7%	3
Other (please specify)			4.4%	2
			answered question	45
			skipped question	11




12. Total number of years of seed analysis job experience:			Response Percent	Response Count
None			2.1%	1
3 years or less			2.1%	1
4 to 9 years			23.4%	11
10 to 20 years			31.9%	15
More than 20 years			40.4%	19
			answered question	47
			skipped question	9



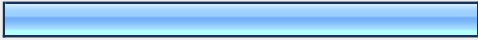
13. Total number of years at your present employment:			Response Percent	Response Count
Less than 1 year			2.1%	1
1 to 4 years			23.4%	11
5 to 10 years			31.9%	15
More than 10 years			42.6%	20
			answered question	47
			skipped question	9

14. During your career as a seed analyst, how many times have you changed employers?			Response Percent	Response Count
None (Always with the same employer as a seed analyst)			52.2%	24
Once			10.9%	5
Twice			15.2%	7
Three times			13.0%	6
More than three times			8.7%	4
			answered question	46
			skipped question	10

15. What proportion of your time at work, on average, do you spend performing seed analysis tests?			Response Percent	Response Count
Less than 50%			15.2%	7
50% or more			84.8%	39
			answered question	46
			skipped question	10

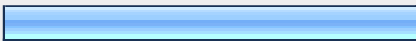





16. Which best describes your daily work during the busy season?			
		Response Percent	Response Count
Seed analysis most of the time		19.6%	9
Combination of seed analysis and other work (other than management or supervision)		19.6%	9
Combination of seed analysis and lab management or supervision		52.2%	24
Laboratory management or supervision most of the time		8.7%	4
		<i>answered question</i>	46
		<i>skipped question</i>	10

17. What is your employment status?			
		Response Percent	Response Count
Full time (35 hours per week or more and 12 months per year)		84.8%	39
Seasonal full time (35 hours per week or more but less than 12 months per year)		10.9%	5
Part time (Less than 35 hours per week)		4.3%	2
Student		0.0%	0
		<i>answered question</i>	46
		<i>skipped question</i>	10




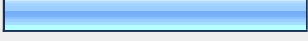
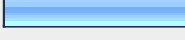


18. What is your best estimate of when you will retire from, or leave, seed testing?			Response Percent	Response Count
In the next 5 years.			15.2%	7
In 5 to 10 years.			32.6%	15
More than 10 years from now.			52.2%	24
			answered question	46
			skipped question	10

19. What is your annual income (before taxes) from seed laboratory employment:			Response Percent	Response Count
Less than \$20,000			0.0%	0
\$20,000 - \$29,999			18.2%	8
\$30,000 - \$39,999			25.0%	11
\$40,000 - \$49,999			22.7%	10
\$50,000 - \$59,999			4.5%	2
\$60,000 - \$69,999			9.1%	4
\$70,000 - \$79,999			9.1%	4
\$80,000 or more			11.4%	5
			answered question	44
			skipped question	12

20. How many weeks paid sick/personal leave do you receive annually:

		Response Percent	Response Count
None		45.5%	20
1 week		38.6%	17
2 weeks		6.8%	3
3 weeks		2.3%	1
4 weeks		2.3%	1
More than 4 weeks		4.5%	2
		answered question	44
		skipped question	12

21. How many weeks of paid vacation leave do you receive annually?

		Response Percent	Response Count
None		15.6%	7
1 week		4.4%	2
2 weeks		8.9%	4
3 weeks		33.3%	15
4 weeks		20.0%	9
5 weeks		15.6%	7
6 weeks		2.2%	1
More than 6 weeks		0.0%	0
		answered question	45
		skipped question	11

22. Does your employer offer the following benefits?			
	Yes	No	Response Count
Maternity or parental leave	65.9% (27)	34.1% (14)	41
Health insurance (supplemental to Provincial plan)	79.5% (35)	20.5% (9)	44
Dental insurance	77.3% (34)	22.7% (10)	44
Pension or retirement benefits	72.7% (32)	27.3% (12)	44
Paid job-related education or training	90.7% (39)	9.3% (4)	43
Other benefits not listed above (please specify)			4
answered question			44
skipped question			12

23. What is your level of satisfaction with each of the following as they relate to your current employment?						
	Highly satisfactory	Satisfactory	Inadequate	Highly inadequate	Rating Average	Response Count
Salary/Wages	29.5% (13)	45.5% (20)	20.5% (9)	4.5% (2)	3.00	44
Leave (sick, personal, vacation, parental)	28.6% (12)	57.1% (24)	9.5% (4)	4.8% (2)	3.10	42
Benefits (health, dental, pension)	36.6% (15)	43.9% (18)	12.2% (5)	7.3% (3)	3.10	41
Education/training opportunities	40.5% (17)	50.0% (21)	7.1% (3)	2.4% (1)	3.29	42
Advancement opportunities	26.2% (11)	52.4% (22)	14.3% (6)	7.1% (3)	2.98	42
Overall job satisfaction	28.6% (12)	64.3% (27)	7.1% (3)	0.0% (0)	3.21	42
Additional job satisfaction comments						4
answered question						44
skipped question						12

24. Are you responsible for hiring seed analysts in your laboratory?			
		Response Percent	Response Count
Yes		54.3%	25
No		45.7%	21
<i>answered question</i>			46
<i>skipped question</i>			10

25. If you answered 'yes' to the previous question, i.e. you make hiring decisions, what are your plans for seed analyst employment in the coming year?			
		Response Percent	Response Count
I plan to increase the number of seed analysts in the coming year.		15.0%	6
I plan no changes in the number of analysts for the coming year.		27.5%	11
I plan to reduce the number of seed analysts in the coming year		5.0%	2
Don't know.		12.5%	5
Not applicable.		40.0%	16
Comments:			5
<i>answered question</i>			40
<i>skipped question</i>			16

26. Final comments:		Response Count
		10
<i>answered question</i>		10
<i>skipped question</i>		46