EMPLOYER SURVEY – 2023
OFFICE OF INSTITUTIONAL RESEARCH

Rishi Poudyal/Carmella Sanchez
Rishi.poudyal@nnmc.edu/carmella@nnmc.edu
405-780-5232/505-747-2118

Northern New Mexico College   10/03/2023

INTRODUCTION:

As part of the survey conducted by the Institutional Research Office, lists of employers were collected from Academic Chairpersons, Educational Opportunity Fairs, and Job Fair. The survey was sent via email and was open from August 7, 2023, to September 8, 2023, for a month. A total of 137 employers were invited, but only 110 received the survey, as 21 bounced and 6 opted out. Out of 110 who received the survey, only 22 completed it, resulting in a response rate of 20%.

In response, employers shared feedback on the quality preparation of NNMC graduates. The feedback was summarized into Strengths, which included the responses of Excellent and Good, and Opportunity for Improvement, which included responses of Fair and Poor.

Strengths:

Based on the feedback received from the employers who completed the survey, NNMC's academic programs were found to be highly responsive to the needs of the employers, with 81.81% of them rating it as excellent or good. Additionally, 77.27% of the employers rated the quality and promptness of communications and follow-up staff as excellent or good. The knowledge of "real world" industry issues was rated as excellent or good by 71.43% of the employers, while the Northern's understanding of hiring needs was rated as excellent or good by 70.00% of the employers. These four areas were identified as the strengths of NNMC's services.

Strengths (Excellent/Good)

Category	Percentage
Staff understanding of your hiring needs.	70.00%
Knowledge of "real world" industry issues.	71.43%
Quality/promptness of communications and follow-up staff.	77.27%
Responsiveness of academic programs to your needs.	81.81%

Opportunity for Improvement:

According to the survey results, some areas of NNMC's services require improvement. Specifically, the knowledge of "real world" industry issues was rated as the biggest opportunity for improvement.

Opportunity for Improvement (Fair/Poor)

Category	Percentage
Responsiveness of academic programs to your needs.	4.55%
Quality/promptness of communications and follow-up staff.	9.10%
Staff understanding of your hiring needs.	10.00%
Knowledge of "real world" industry issues.	19.05%

Q1 Name your organization:

Answered: 22

Name of Organization	Count
Los Alamos National Laboratory	4
Taos Municipal Charter School	1
NSC- New Mexico operations (NMO)	1
NMDWS-Espanola Workforce Connection	1
Family Learning Center	1
EPS	1
Goodwill New Mexico	1
City of Espanola New Mexico	1
J.G. Management Systems Inc. (JGMS)	1
Northern New Mexico College	1
Khapo Community School	1
Pablo Roybal Elementary School	1
PMS	1
Rio Arriba County	1
Taos Integrated School of the Arts	1
Los Alamos Public Schools	1
Tewa Women United	1
N3B Los Alamos	1
New Mexico State University	1
Grand Total	**22**

Q2 How did you recruit NNMC graduates to join your organization?

Answered: 22
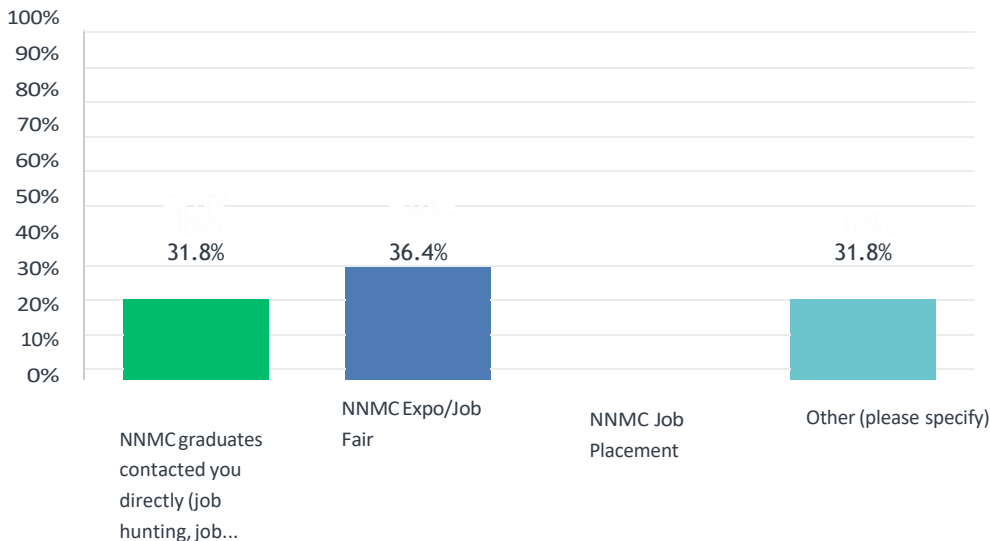
#	OTHER (PLEASE SPECIFY)
1	Supervise student teaching assignments
2	Would like to collaborate with the school for teachers
3	Established a Technician/Engineering Pipeline between NNMC and LANL (MST-16)
4	A mixture of working with career services and job fairs to place interns.
5	Already employed by TCS upon entering NNMC
6	All of the above
7	Contact professors, I am an alumnus

Q3 To your knowledge, how many NNMC graduates have you hired within the past 3 years?

Answered: 22

Number of graduates hired	Percentage
Zero graduate	18%
One graduate	18%
Two graduates	14%
Four graduates	9%
Three graduates	9%
Unsure	9%
Five graduates	9%
Twenty graduates	5%
Fifty graduates	5%
Six graduates	5%
Grand Total	**100%**

Q4 How many are still with your company/organization?

Answered: 22

Number of graduates still working	Percentage
Zero graduate	23%
Two graduates	18%
Unsure	18%
One graduate	14%
Four graduates	9%
Twenty graduates	5%
Five graduates	5%
Six graduates	5%
Three graduates	5%
Grand Total	**100%**

Q5 Please specify the job title of the graduate(s) you are responding about (name(s) not necessary):

Answered: 22

Responses	Count
Teacher	7
Not known	3
Radiation Control Technician	3
Quality Engineer	2
Administrative Assistant	1
Associate director	1
Administrator	1
Business Administration	1
Secretary	1
Clerks	1
Technician	1
Customer service	1
Planner	1
Pre-Engineer	1
Program Assistant	1
Assistant coordinator	1
Receptionist	1
Educational Assistance	1
Retail management	1
Engineer technologist	1
Software/Cybersecurity Engineer	1
Engineers	1
Human resource	1
Accountant	1
Maintenance worker	1
Grand Total	36

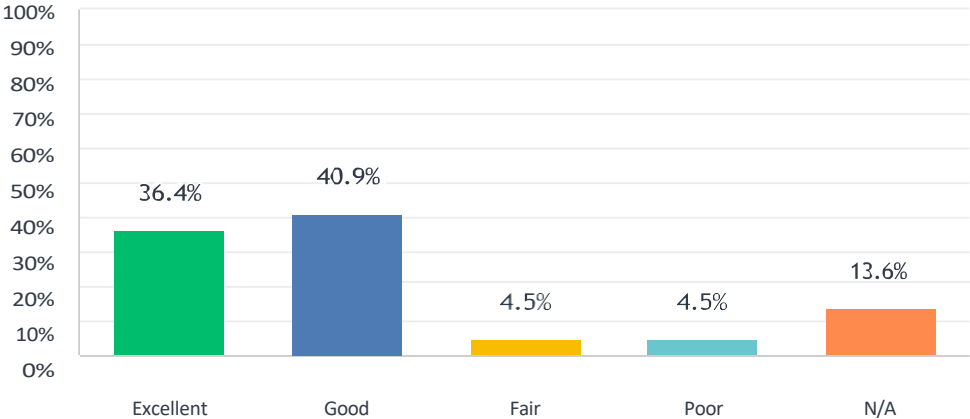## Q6 How would you rate NNMC responsiveness of academic programs to your needs?
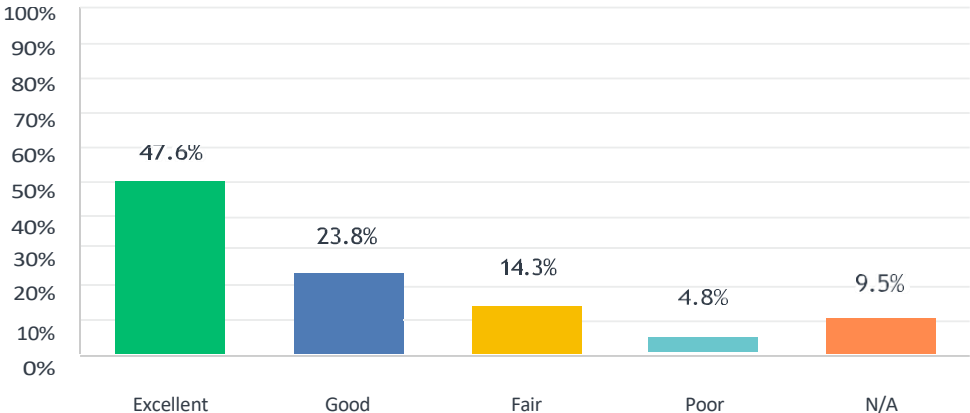
Answered: 22   Skipped: 0
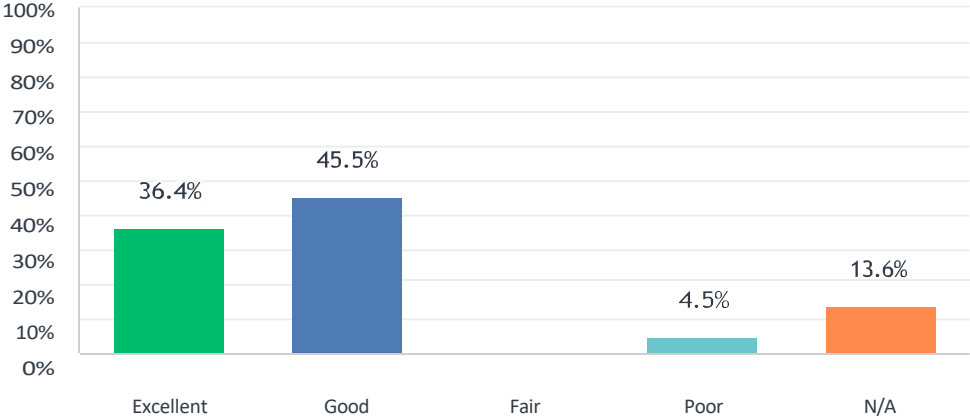
Q7 How would you rate NNMC quality/promptness of communications and follow-ups staff?
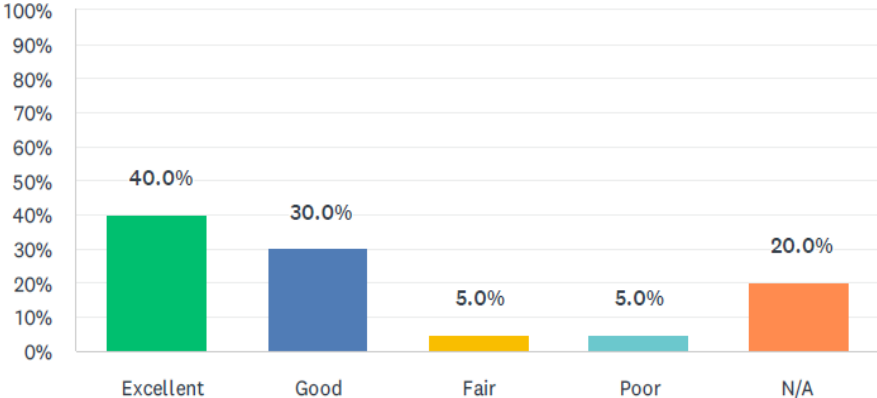
Answered: 22   Skipped: 0

Q8 How would you rate NNMC knowledge of "real world" industry issues
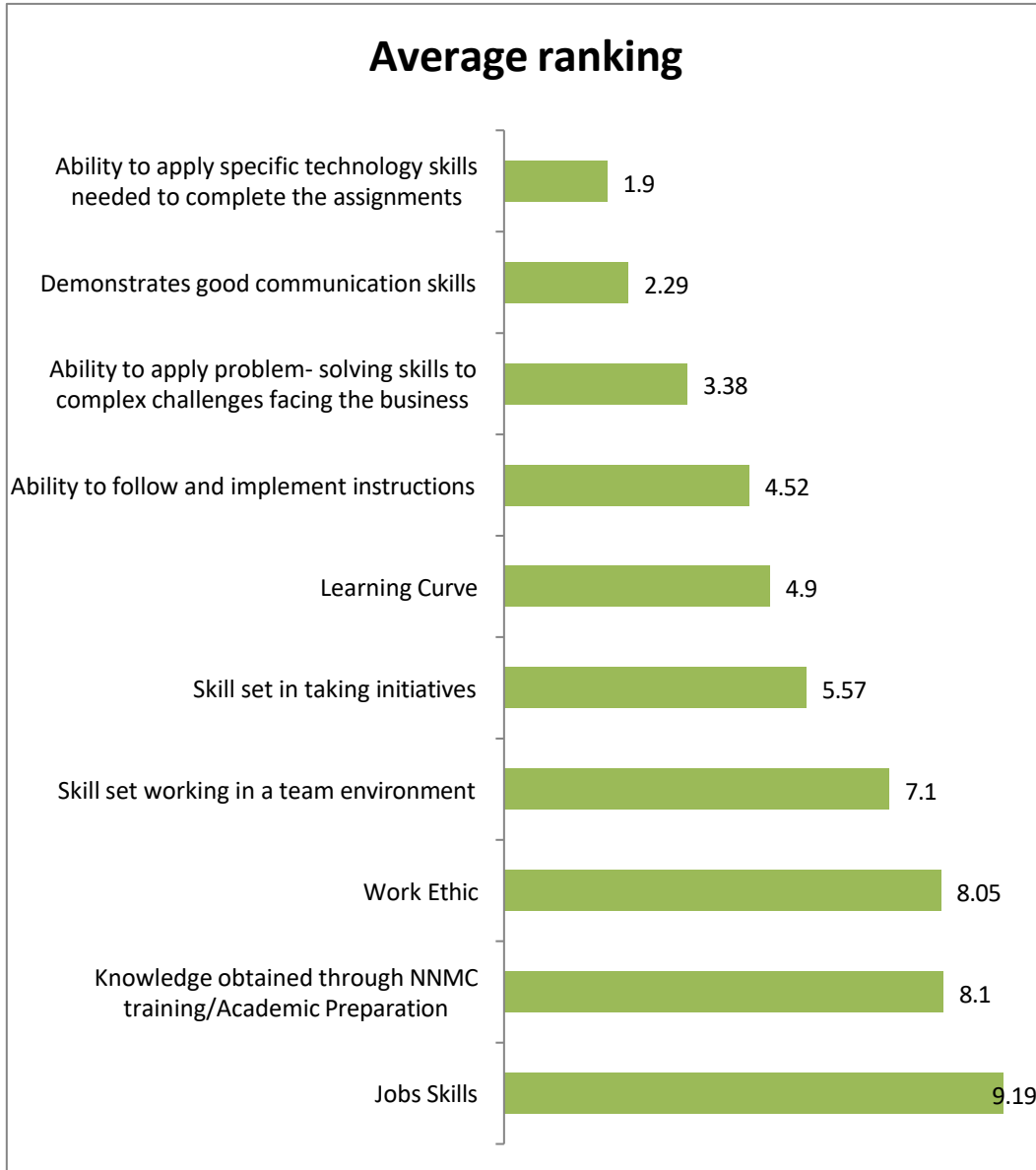
Answered: 21   Skipped: 1

Q9 How would you rate NNMC staff's understanding of your hiring needs?

Answered: 20   Skipped: 2

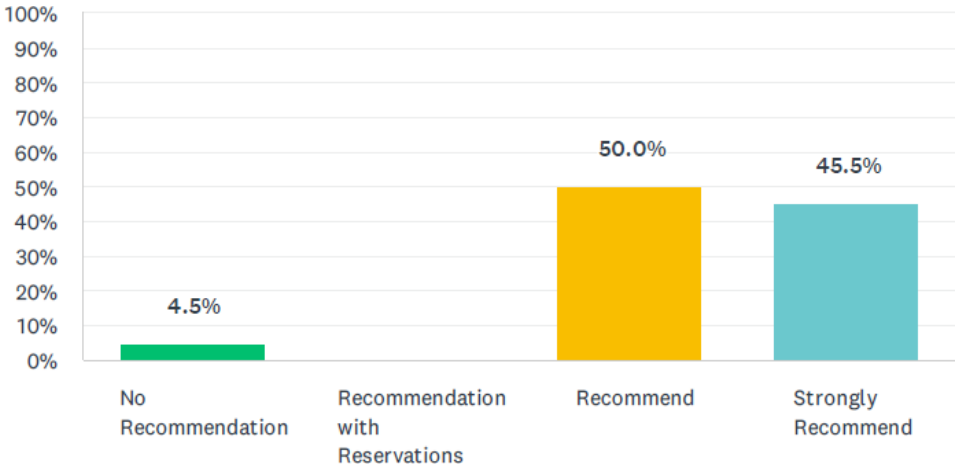# Q10 With regard to NNMC graduate(s) you have hired, please rank (1 to 10) the following: Average ranking

Answered: 21

Average ranking

Category	Value
Ability to apply specific technology skills needed to complete the assignments	1.9
Demonstrates good communication skills	2.29
Ability to apply problem- solving skills to complex challenges facing the business	3.38
Ability to follow and implement instructions	4.52
Learning Curve	4.9
Skill set in taking initiatives	5.57
Skill set working in a team environment	7.1
Work Ethic	8.05
Knowledge obtained through NNMC training/Academic Preparation	8.1
Jobs Skills	9.19

Q11 To what degree would you hire or recommend an NNMC graduate?

Answered: 22

Q12 Please provide any comments you have as an employer regarding your employees who are NNMC graduates.

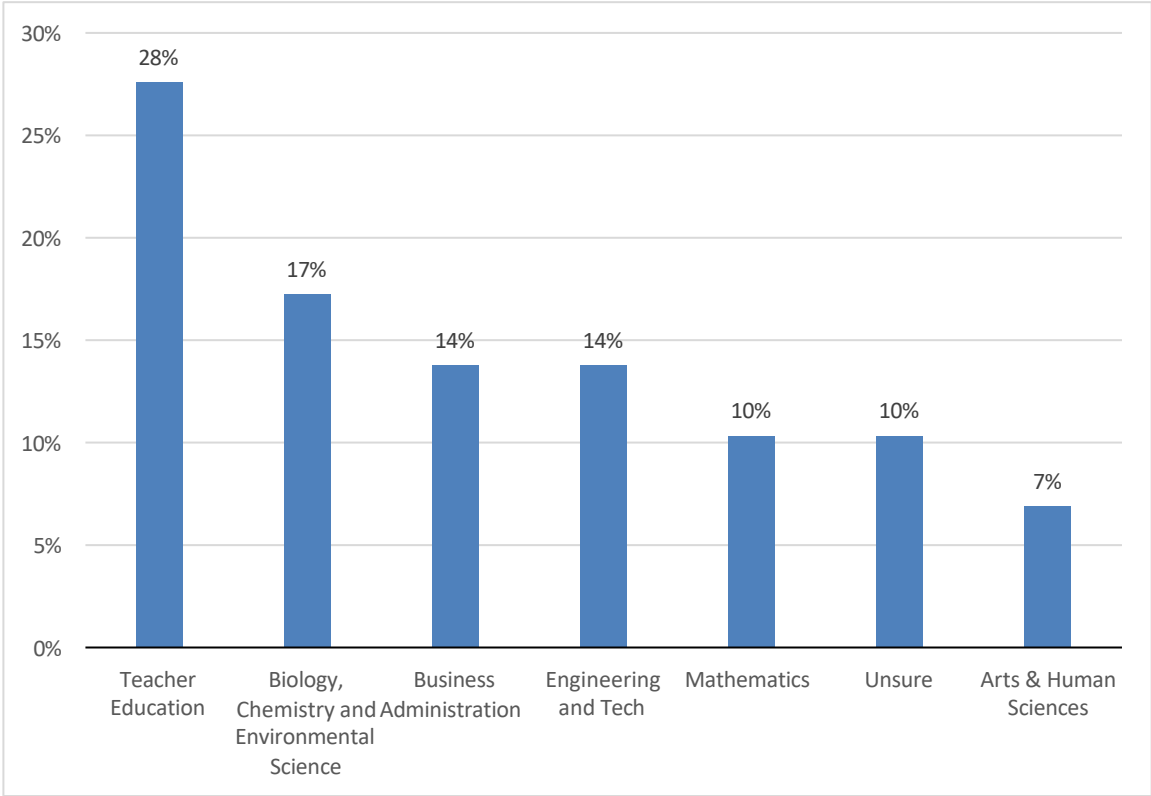Answered: 19

Some examples of comments made by employers:

Our graduate was also one of our scholars. She was in school at Northern while working for us and applied for and was accepted into medical schools. She was truly exceptional.
Our school runs on NNMC graduates.
We look for those who come from this community and will stay in this community. Some have been excellent and some have been a challenge.
Driven and ambitious
NNMC Teacher Education Program is a great pipeline to the profession. We hire these students, they become teachers and then they branch out to other schools, but they bring and take with them valuable skills.
Our NNMC employees were eager to work, followed instructions, and engaged with everyone in the office. They completed their assignments, asked questions, and showed good office etiquette. They were patient and worked well in their teams.
I would recommend based on their performance. Each candidate is different and some do better than others.
We need more students/graduates.
Generally, glad we have them, and are successful in our organization.

Q13 From which NNMC degree program(s) did your employee(s) graduate?

Answered: 21

Q14 What educational preparation would you recommend for someone to be hired, to succeed, and to advance in your organization?

Answered: 18

Some examples of comments made by employers:

Organizational skills, willingness to learn, people skills, technology skills, critical thinking.
Student teaching – hands-on practice.
Business and environmental studies.
Skill with computer and software programs, communication, work ethic, project management, and budgeting.
The basic child development and child guidance courses are offered through Northern.
Firm understanding of the concepts associated with their field of study and the ability to apply and problem-solve within their field.
Business and computer skills.
Work on soft skills, and organizational skills, and be open to learning new things.
Classroom management, organization of tasks, legal and professional responsibilities.
Social Emotional Learning and Culturally Responsive Practices.
Curriculum and Instruction, Administration.
Better Math skills.
Machinists, Welders, Technicians, Engineering techs, Industrial engineers.

Q15 What experience would you recommend for someone to be hired, to succeed, and to advance in your organization?

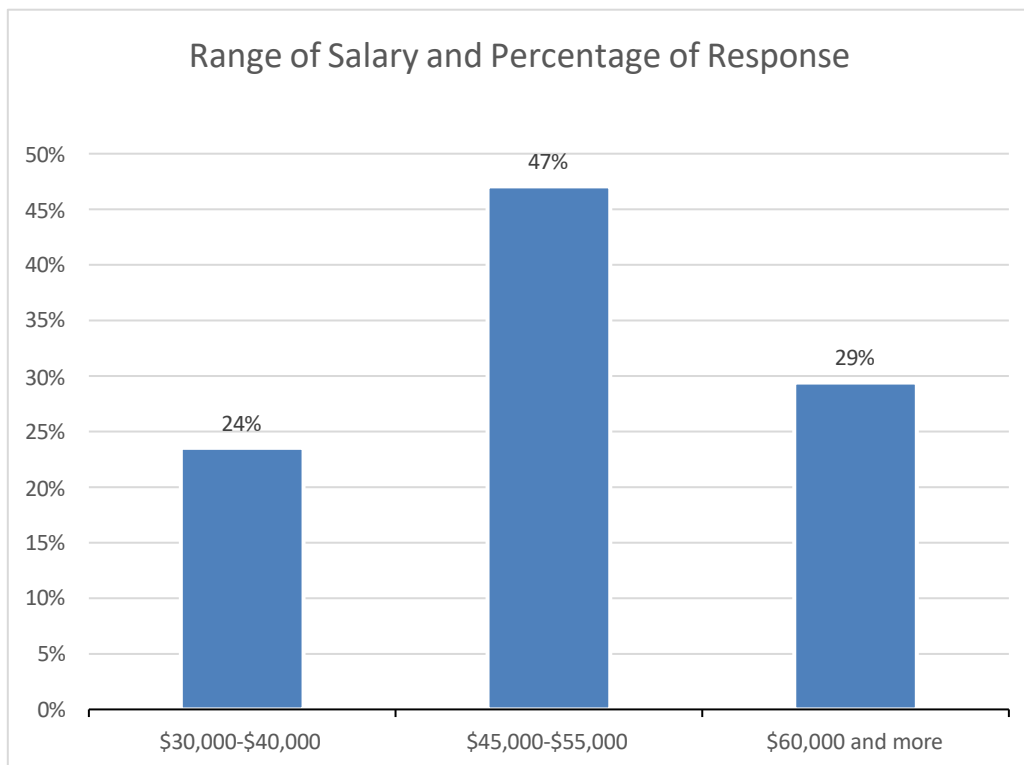Answered: 17

Some examples of comments made by employers.

Working in a professional setting, expertise in some of our program areas in EC, education, scholarship, college and career, and grants.
Creativity, flexibility, and honest love of children.
Soft Skills.
Working with children in any capacity.
Work experience, generally, shows the ability to work with others in professional environments. Additionally, any experience applying principles in the desired degree path in an on-the-job setting.
Organizational skills.
Work an internship within the NNSA complex (LANL, NSC, SNL)

Q16 Can you recommend any courses NNMC should be offering that would assist someone to be hired, to succeed, and to advance in your organization?

Special education intensives for all teachers.
Technical writing
Non-profit management, business management, and accounting.
Public speaking/Toastmasters
Professionalism on the job.
IT infrastructure, cybersecurity assessments/audits, coding and modeling, database construction, and analytics.
HR / Admin / Planning / Plotting land / Emergency Services / Labor / Drivers / CDL
Classroom management
Any STEM classes

Q17 What would be a reasonable salary range for graduates of our program to expect in entering this field? Are there too many open positions or few applicants?

Answered: 17

Range of Salary and Percentage of Response

Salary Range	Percentage
$30,000-$40,000	24%
$45,000-$55,000	47%
$60,000 and more	29%

Q18 What developments on the horizon could change your agency's hiring policies in the future?

We are growing so we should be hiring going forward.
More fully licensed teachers available - right now your graduates are guaranteed a job because they have zero competition.
The economy tanks and banks fold.
We would love to hire students as they enter the program and keep them through their college careers.
Future contract awards, and Government budgets.
Funding levels and state licensure requirements
Partnerships.
We have a large emerging scope of work that will double our site employees from just under 200 to over 400.