

# Employer Survey - 2022

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OFFICE OF INSTITUTIONAL RESEARCH

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## **INTRODUCTION:**

The Office of Institutional Research conducted a web-based survey through SurveyMonkey.com (an online survey hosting website) to gauge employer satisfaction regarding NNMC graduates. The survey was emailed to a list of 75 employers, provided by NNMC's Academic Chairs, and was open between May 27, 2022, and June 30, 2022, a span of just over a month. Out of the original 75 emails, 10 bounced back, and 3 employers opted out, leaving 62 recipients. Ultimately, 13 employers completed the survey, yielding a response rate of 21%.

## **EXPLANATION OF QUESTIONS AND HIGHLIGHTS**

The employers' responses to each question in the survey are detailed in the accompanying charts and tables at the end of this narrative. This survey comprised 18 questions, which included open-ended responses. The first two questions focused on the employers themselves, while questions three through five addressed NNMC graduates employed. Questions six to thirteen featured a mix of Likert-scale, ranking, and open-ended questions that evaluated performance overall. Lastly, questions from fourteen to eighteen allowed employers to provide open-ended feedback regarding their recommendations and the needs for future graduates.

The information gathered will be organized under the following headings for clarity: EMPLOYERS, STUDENT EMPLOYMENT, and STUDENT PERFORMANCE.

## **EMPLOYERS**

The employers who participated in the survey came from a diverse array of sectors, including Government Agencies, Public Schools, Private Agencies, and Non-profit Organizations. They were Los Alamos National Laboratory, Youth Development Inc. School, Plan B Networks, Taos Integrated School of the Arts, Taos Charter School, Tewa Women United, Kansas City National Security Campus – New Mexico Operations, Holy Cross Catholic School, Alcalde Elementary School, and Pinon Elementary School. This diverse mix of employers highlights a broad spectrum of perspectives regarding NNMC graduates' employment and performance.

## **STUDENT EMPLOYMENT**

When employers were surveyed about their recruitment of NNMC graduates, the results indicated that 54% of them engaged graduates through several channels, such as students responding to job advertisements, being already employed at their organizations, receiving referrals from college staff and faculty, or holding positions while attending NNMC. Additionally, 38% of employers noted that graduates reached out directly to their organizations, and 8% reported that students were placed through NNMC.

When employers were asked how many NNMC graduates have been hired within the past 3 years, the findings showed that 7% of employers did not hire any NNMC graduates. In contrast, 21% hired one graduate, 36% hired two graduates, 14% employed six graduates, 7% brought on ten graduates, and 14% hired fifteen graduates.

When asked *how many graduates are still with your company/organization*, 15% of employers were uncertain about the number of graduates still with them. In terms of specific figures, 23% reported retaining one NNMC graduate, 46% retained two, while 8% had three and another 8% had four NNMC graduates still employed.

Employers also provided details on job titles for the graduates they had hired. A notable 54% of employers hired NNMC graduates for teaching positions, while 46% filled roles such as Radiation Control Technician, Associate Director, Program Assistant, Early Childhood Education Coordinator, Senior Quality Engineer, IT Engineers, Cable Technicians, as well as positions related to Project Controls and Project Management.

## **STUDENT PERFORMANCE**

Employers provided feedback on the performance of graduates from NNMC using a rating scale of Excellent, Good, Fair, Poor, and NA. A significant 85% of employers rated NNMC as “Excellent” or “Good” for *how responsive the academic programs were to their needs*. Additionally, 92% of employers felt that the *quality/promptness of communication and follow-ups staff* were worthy of an “Excellent” or “Good” rating. For the graduates’ *understanding of real-world industry issues*, 77% of employers rated NNMC as “Excellent” or “Good.” Finally, 54% of employers felt that the *staff had a strong understanding of their hiring needs*, also rating it as “Excellent” or “Good.”

Employers provided their insights regarding the NNMC graduates they have hired, rating them across various areas. The area receiving the highest average rating was *teamwork skills*, which scored an average of 7.43. In contrast, the lowest average rating was for *the ability to apply specific technology skills required for assignments*, which scored an average of 2.73.

When asked about their *willingness to hire or recommend NNMC graduates*, an overwhelming 85% of employers responded with a “Strongly Recommended” rating. Additionally, 15% of employers indicated that they would “Recommend” the graduates.

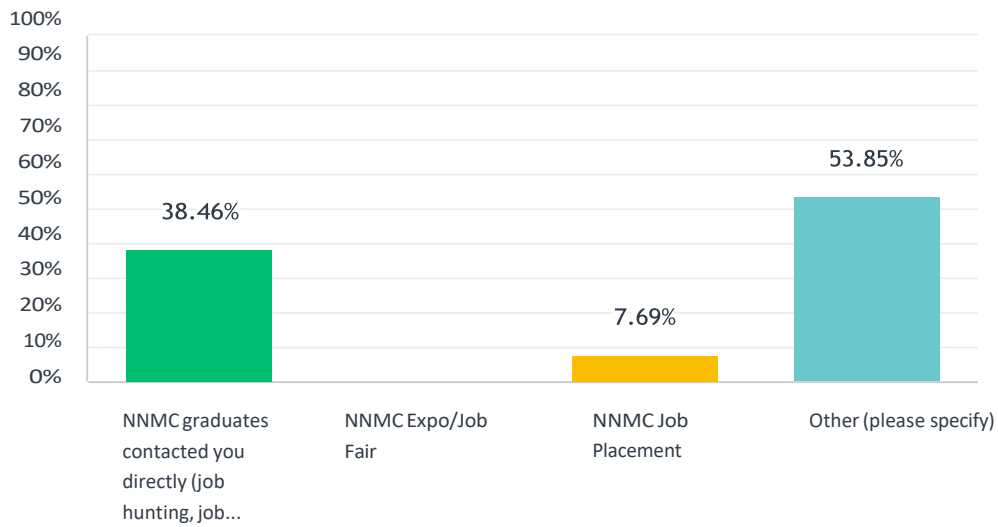
## Q1. Name your organization:

Answered: 13 Skipped: 0

<b>Name of Organization</b>	<b>Count</b>
Los Alamos National Lab.	3
Youth Development Inc. School	2
Plan B Networks	1
Taos Integrated School of the Arts	1
Taos Charter School	1
Tewa Women United	1
Kansas City National Security Campus- New Mexico operations	1
Holy Cross Catholic School	1
Alcalde Elementary School	1
Pinon Elementary School	1
<b>Grand Total</b>	<b>13</b>

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

Answered: 13 Skipped: 0



#	OTHER (PLEASE SPECIFY)
1	Student pipeline program.
2	They were already employed with us.
3	Multiple avenues including a partnership pipeline program.
4	Students work at our school while in college. They don't need a NMPED license to work/teach here.
5	Contacted prior professors.
6	Graduates were employed with our program.

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

Answered: 13 Skipped: 0

<b>Number of Graduates hired</b>	<b>Percentage</b>
Zero graduates	7%
One graduates	21%
Two graduates	36%
Six graduates	14%
Ten graduates	7%
Fifteen graduates	14%

## Q4. How many are still with your company/organization?

Answered: 13 Skipped: 0

Number of graduates still working	Percentage
One graduates	23%
Two graduates	46%
Three graduates	8%
Four graduates	8%
Unsure	15%

Q5. Please specify the job title of the graduate(s) you are responding about:

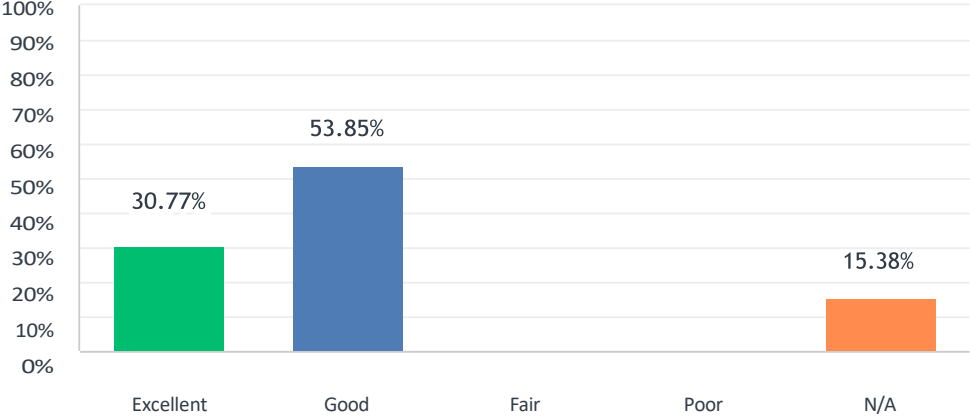
Answered: 13      Skipped: 0

<b>Responses</b>	<b>Count</b>
Teacher	7
Radiation Control Technician	1
Associate Director and Program Assistant	1
Early Childhood Education Coordinator	1
Senior Quality engineer	1
IT Engineers and Cable Technicians	1
Project controls, project management	1



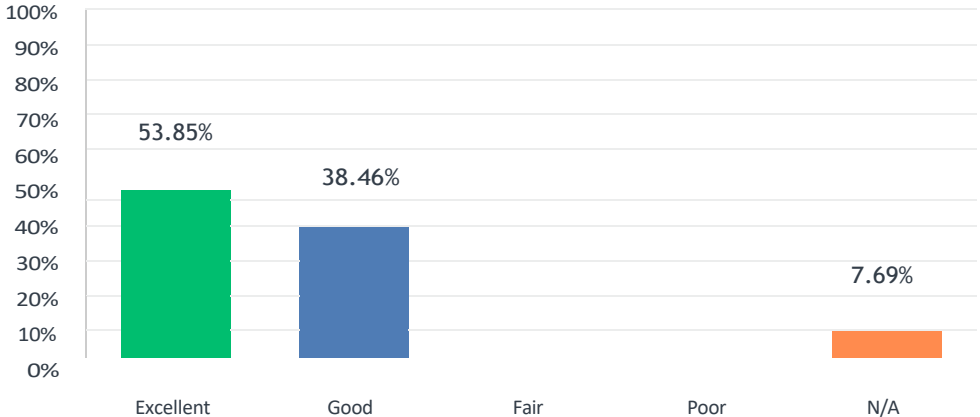
### Q6. How would you rate NNMC responsiveness of academic programs to your needs?

Answered: 13 Skipped: 0



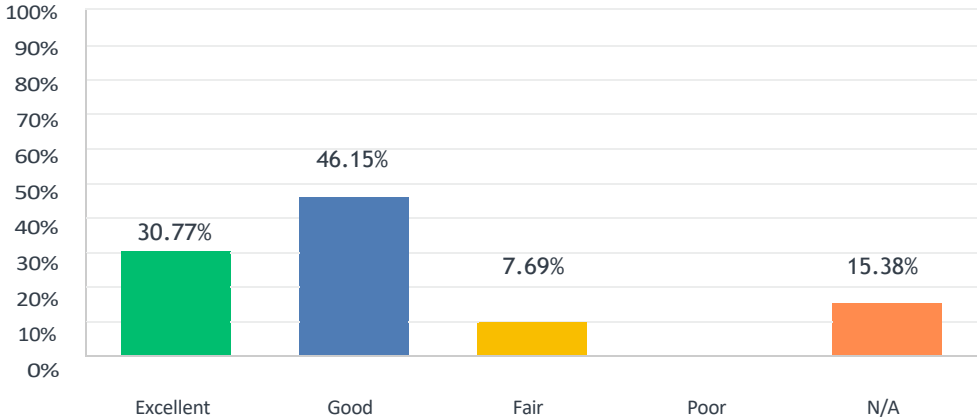
### Q7. How would you rate NNMC quality/promptness of communications and follow-ups staff?

Answered: 13 Skipped: 0



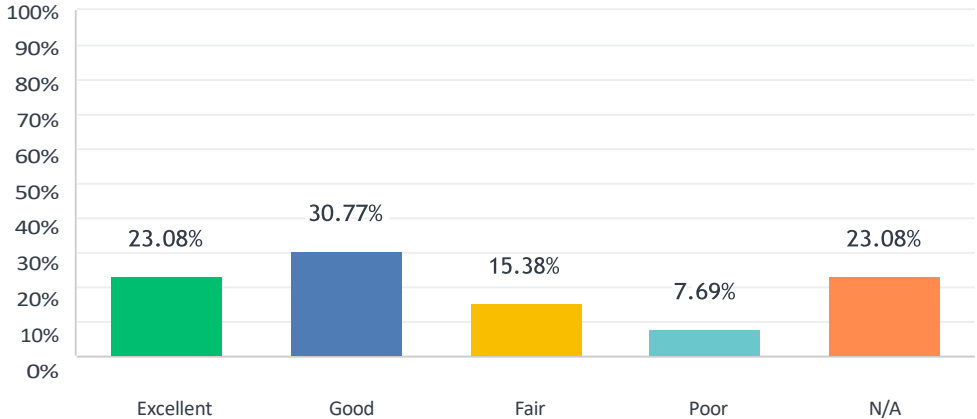
### Q8. How would you rate NNMC knowledge of "real world" industry issues?

Answered: 13 Skipped: 0



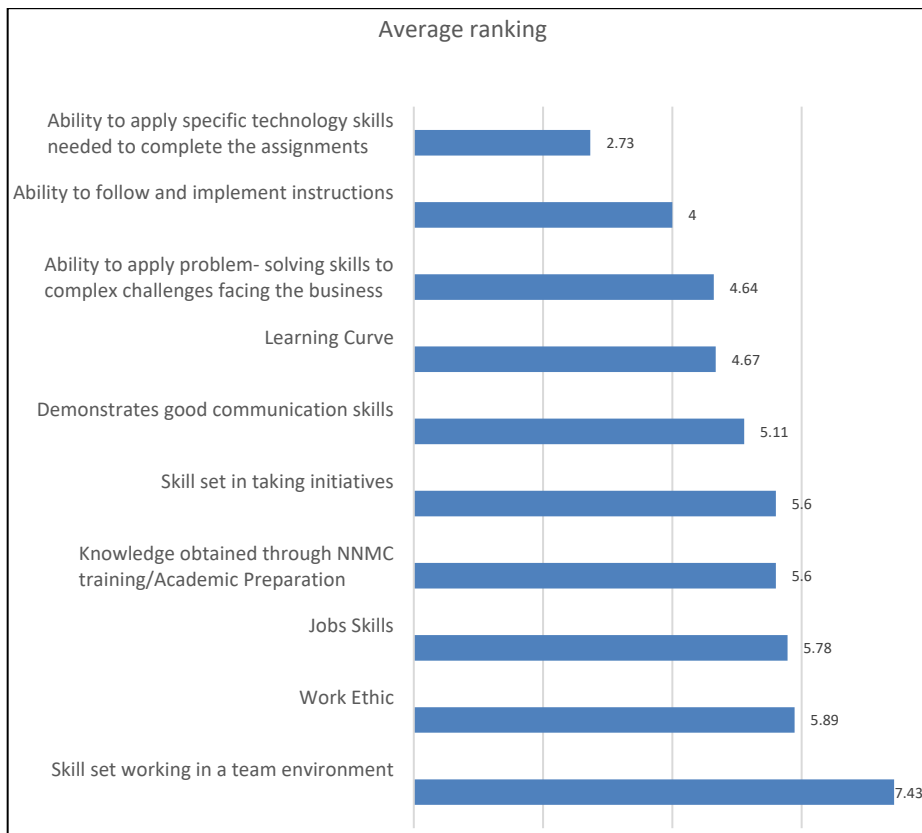
### Q9. How would you rate NNMC staff understanding of your hiring needs?

Answered: 13 Skipped: 0



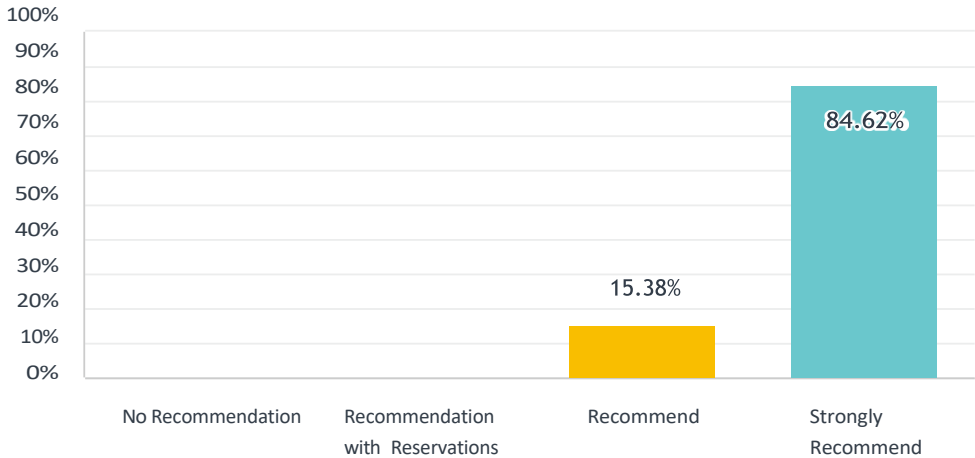
Q10. With regard to NNMC graduate(s) you have hired, please rank the following: **Average ranking**

Answered: 13 Skipped: 0



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

Answered: 13 Skipped: 0



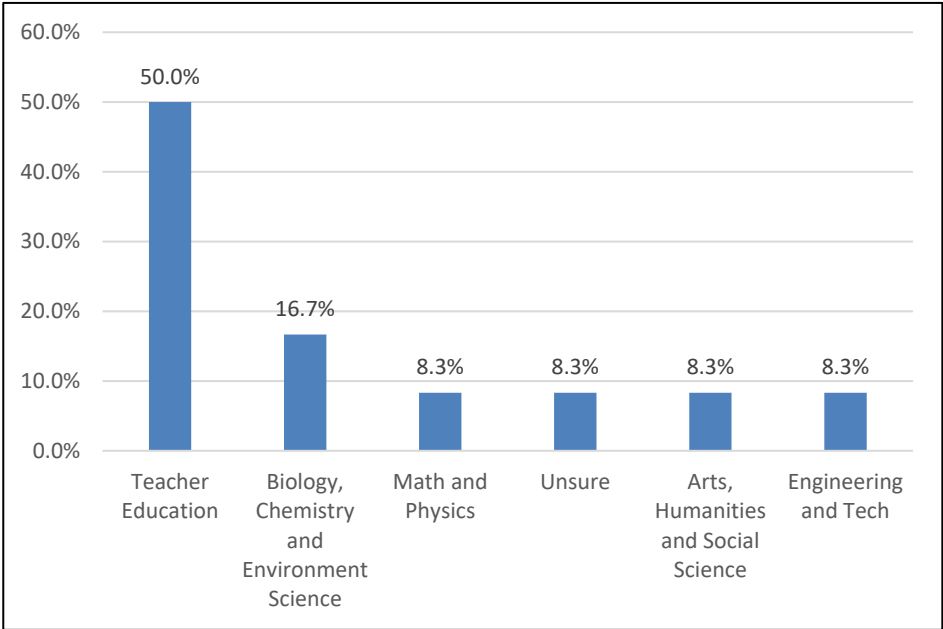
Q12. Please provide any comments you have as an employer regarding your employees who are NNMC graduates.

**Some examples of the comments made by employers:**

#	RESPONSES
1	We have one employee who is stellar in every way. Part of that is just who she is, but her education at Northern has served her very well.
2	They are bright, capable, and very valuable to our team
3	They don't have any consistent issues to feel that NNMC graduates are lacking in anything.
4	Teachers have good classroom management and teaching strategies.
5	Excellent commitment to community
6	Individuals are great in the classroom. They are young and bring a variety of learning information to engage the students

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

Answered: 12 Skipped: 1





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

**Some examples of comments made by employers:**

#	RESPONSES
1	Grad school training
2	Real-world experience
3	Bachelors' degree
4	Know more about social-emotional learning, positive classroom management, and de-escalation training.
5	Computer and Communication skills
6	TESOL, Bilingual

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

**Some examples of comments made by employers:**

#	RESPONSES
1	More Hands-on Training
2	Self-starters... Professionalism
3	Classroom management
4	Student teaching, visitations days, join the district in our in-services and workshops.
5	Student teaching
6	Teachers having clinical experience

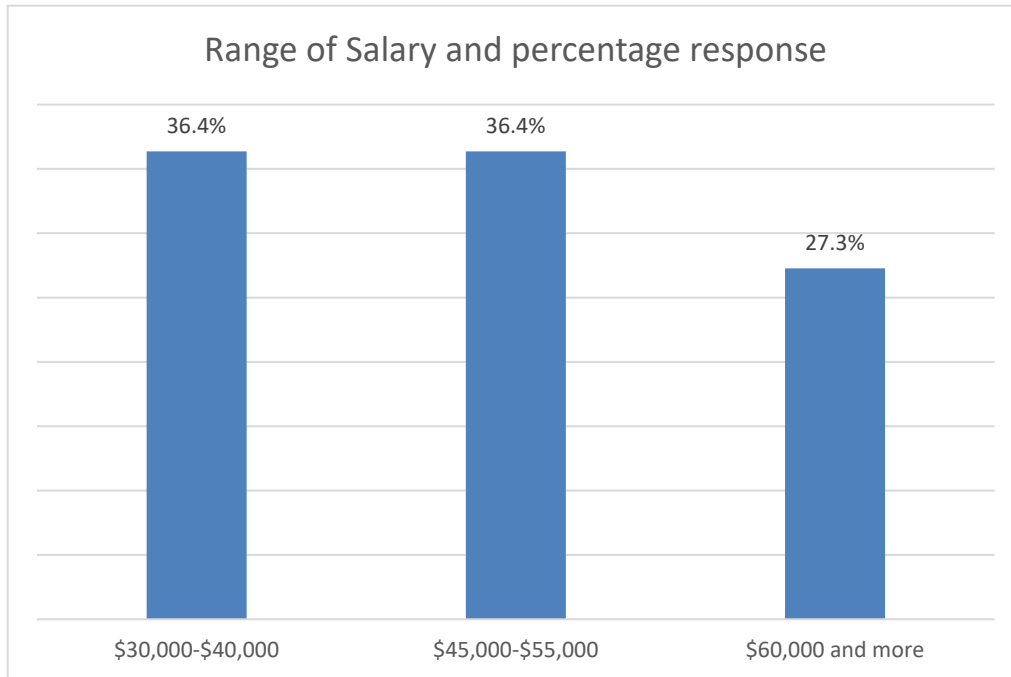
Q16. Can you recommend any courses NNMC should be offering that would assist someone to be hired, to succeed, and to advance in your organization?

**Some examples of comments made by employers:**

#	RESPONSES
1	Organizational Behavior.
2	Classroom management.
3	Building Class Culture, De-escalation Skills, Working with ASD students, Threat Assessment (recognizing potential emotional issues of students)
4	Non-profit management and accounting.
5	Everyone needs good computer skills.

### Q17. What would be a reasonable salary range for graduates of our program to expect in entering this field?

Answered: 12 Skipped: 1



### Are there too many open positions or few applicants?

#	RESPONSES
1	Many open positions and a focus on early career
2	In education we need teachers, but we also need paraprofessionals (Instructional Assistants)
3	KCNCS-NMO is a great place to begin a career- for entry level and early mid-career people we have very competitive salaries. Our benefits are comparable to local non-government businesses (not as robust as LANL or SNL). We are competing with SNL and LANL, so we don't get enough visibility as part of the weapons complex. Part of that issue is because we are currently managed by Honeywell FM&T, so many think our postings are for Honeywell aerospace (which was a large Abs employer)

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

#	RESPONSES
1	Supply Chain
2	Teacher Shortage
3	Slowdown in LANL mission work
4	Lack of applicants is causing us to hire less than qualified candidates who have no work ethic
5	Hybrid working
6	NSC- NMO is set to expand its work force due to new scopes of work to nearly triple its size in the next 2 years. We currently have around 200 employees and plan to grow to well over 600. NMO is also a good steppingstone to get into the Kansas City site.