



EMPLOYER SURVEY – 2023

OFFICE OF INSTITUTIONAL RESEARCH

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INTRODUCTION:

The Office of Institutional Research conducted a web-based survey through SurveyMonkey.com to gauge employer satisfaction regarding NNMC graduates. Lists of employers were collected from Academic Chairpersons, Educational Opportunity Fairs, and Job Fairs. 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 the 110 who received the survey, 22 completed it, resulting in a response rate of 20%.

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. Questions six to thirteen featured a mix of Likert-scale, ranking, and open-ended questions that evaluated performance overall. Lastly, questions fourteen to eighteen allowed employers to provide open-ended feedback regarding their recommendations and 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, Taos Municipal Charter School, NSC-New Mexico Operations (NMO), NMDWS-Espanola Workforce Connection, Family Learning Center, EPS, Goodwill New Mexico, City of Espanola New Mexico, J.G. Management System Inc., Northern New Mexico College, Khapo Community School, Pablo Roybal Elementary School, PMS, Rio Arriba County, Taos Integrated School of Arts, Los Alamos Public Schools, Tewa Women United, N3B Los Alamos, and New Mexico State University.

STUDENT EMPLOYMENT

When employers were surveyed about their recruitment of NNMC graduates, the results indicated that 32% of them hired graduates through several channels, such as collaborating with school for teachers, establishing a technician/engineering pipeline between NNMC and LANL (MST-16), a mixture of career services and job fairs, being employed at their organizations, receiving referrals from college staff and faculty. Additionally, 36% of employers noted that graduates were hired through NNMC Expo/Job Fair, and 32% of employers noted that graduates reached out directly to their organizations.

When employers were asked about the *number of NNMC graduates they had hired in the past three years*, the results revealed the following distribution: 18% of employers reported that they had not hired any NNMC graduates. In

comparison, 18% hired one graduate, 14% hired two graduates, while 9% hired three, four, or five graduates each. Additionally, 5% of employers hired six graduates, another 5% hired twenty graduates, and another 5% hired fifty graduates. Lastly, 9% of the employers indicated that they were unsure how many graduates they had hired.

When asked *how many graduates are still with your company/organization*, 23% of employers indicated that they retained zero graduates. Meanwhile, 14% indicated they had retained one graduate, and 18% had two graduates still employed. Additionally, 5% of employers reported retaining three graduates, 9% had four, and another 5% retained five. There were also 5% who indicated they had retained six graduates, and surprisingly, 5% reported they had retained twenty graduates. Lastly, 18% of employers were uncertain about the total number of graduates employed in their organizations.

Employers were asked to specify the job titles for the graduates they had hired. The results showed that seven employers appointed graduates to teaching positions, while three hired graduates for the role of Radiation Control Technician. Additionally, two employers brought in graduates as Quality Engineers, and three indicated they were unsure of the positions filled. Furthermore, twenty-one employers employed NNMC graduates in various roles, including Administrative Assistant, Associate Director, Administrator, Business Administration, Secretary, Clerks, Technician, Customer Service, Planner, Pre-Engineer, Program Assistant Coordinator, Receptionist, Educational Assistant, Retail Management, Engineer Technologist, Software/Cybersecurity Engineers, Human Resource, Accountant, and Maintenance Worker.

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 82% of employers rated NNMC as “Excellent” or “Good” for *how responsive the academic programs were to their needs*. Additionally, 77% 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*, 71% of employers rated NNMC as “Excellent” or “Good.” Finally, 70% 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 *Jobs skills*, which scored an average of 9.19. In contrast, the lowest average rating was for *the ability to apply specific technology skills required for assignments*, which scored an average of 1.9.

When asked about their willingness to hire or recommend NNMC graduates, forty-six (46%) of employers indicated that they “Strongly Recommended” graduates. Fifty percent (50%) of employers indicated that they would “Recommend” the graduates. Four percent (4%) indicated that they would not recommend the graduates.

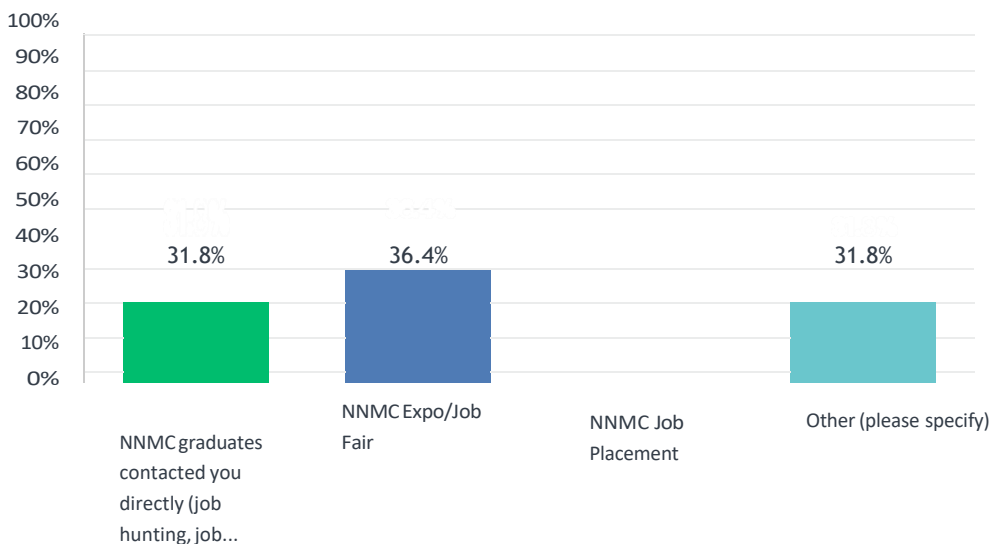
Q1 Name your organization:

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 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%

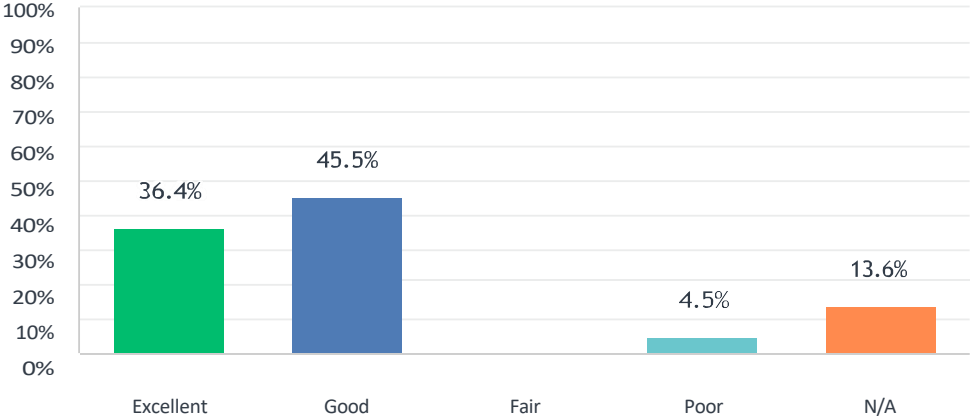
Q5 Please specify the job title of the graduate(s) you are responding about (name(s) not necessary):

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

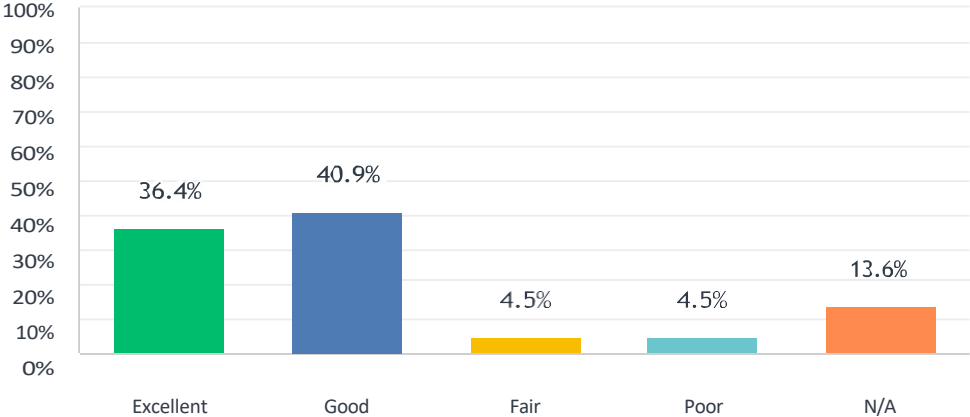
Q6 How would you rate NNMC responsiveness of academic programs to your needs?

Answered: 22 Skipped: 0



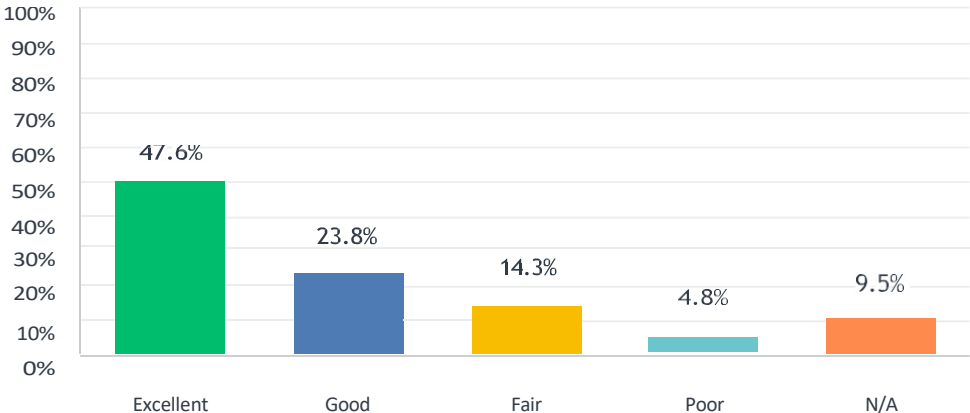
Q7 How would you rate NNMC quality/promptness of communications and follow-ups staff?

Answered: 22 Skipped: 0



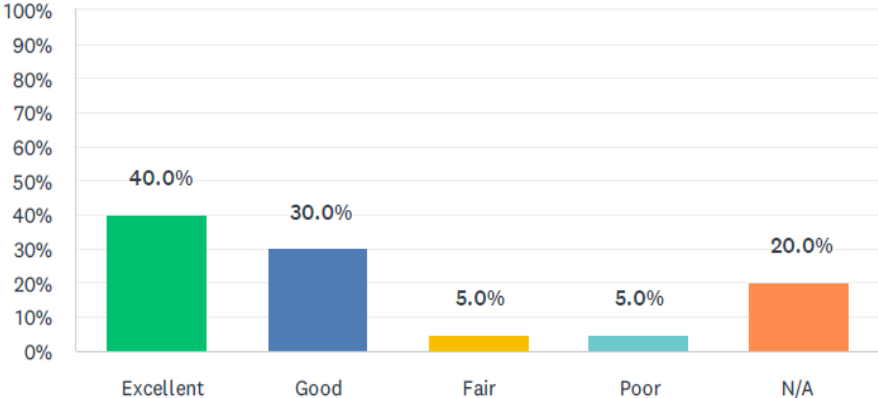
Q8 How would you rate NNMC knowledge of "real world" industry issues

Answered: 21 Skipped: 1



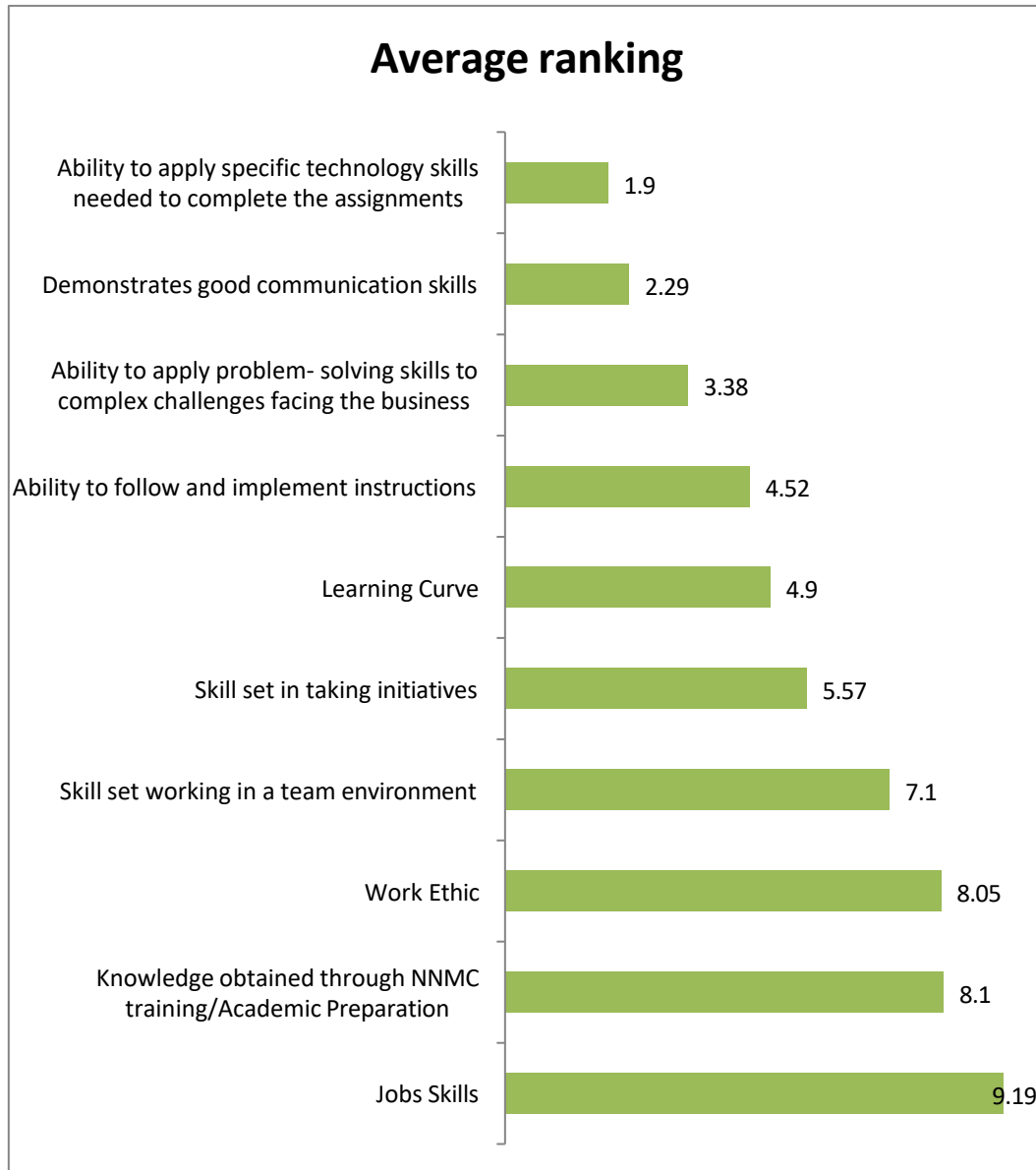
Q9 How would you rate NNMC staff's understanding of your hiring needs?

Answered: 20 Skipped: 2



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

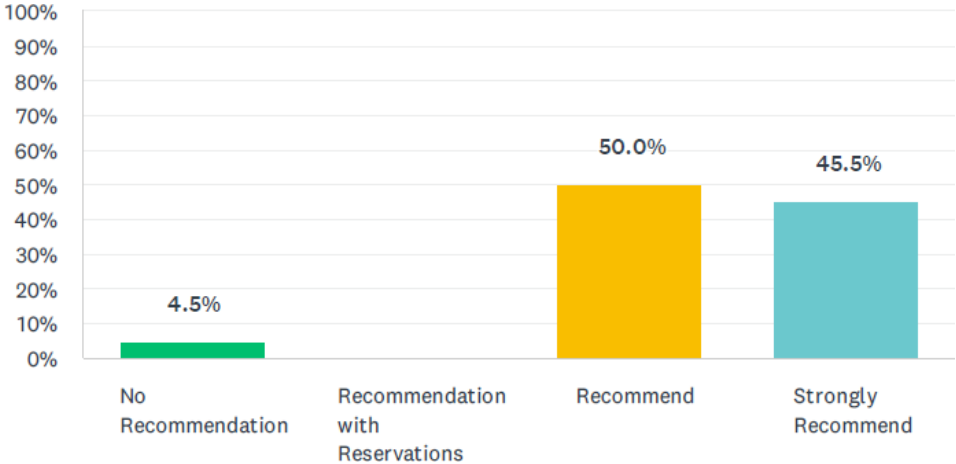
Answered: 21



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

Answered: 22

Bar Chart



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

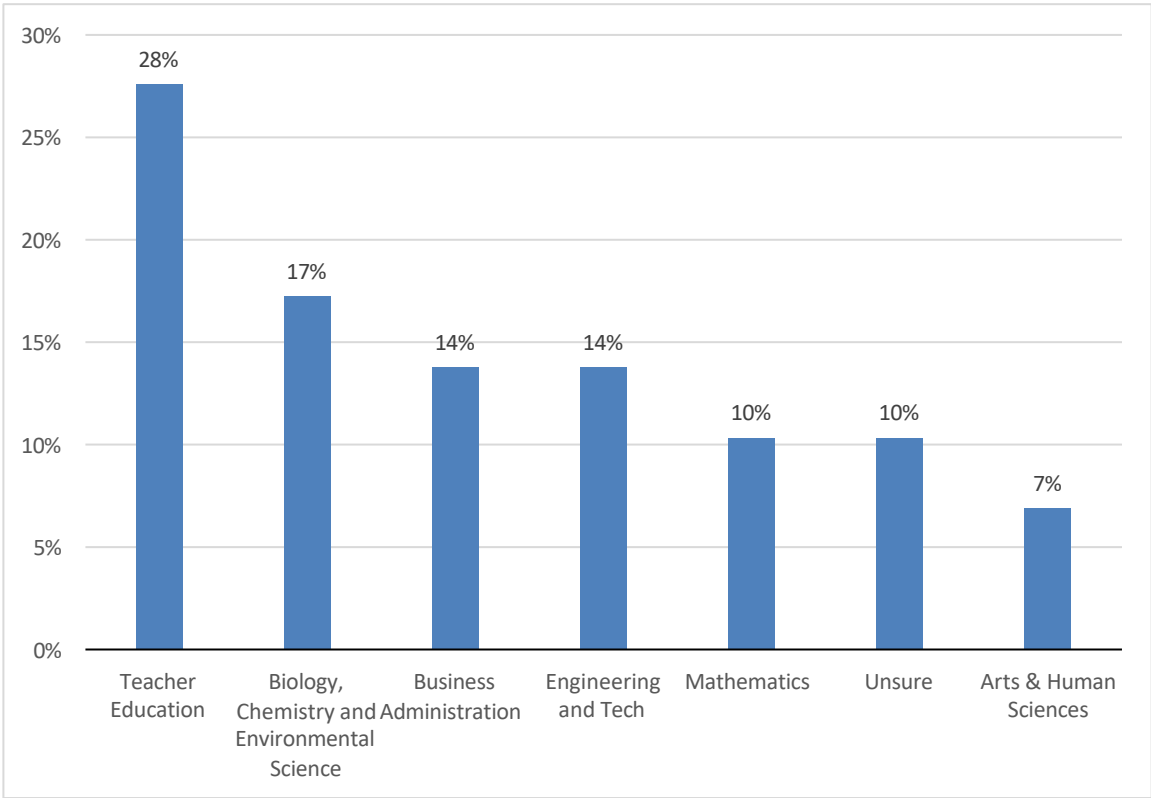
Answered: 19

Some examples of comments made by employers:

<p>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.</p>
<p>Our school runs on NNMC graduates.</p>
<p>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.</p>
<p>Driven and ambitious</p>
<p>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.</p>
<p>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.</p>
<p>I would recommend based on their performance. Each candidate is different and some do better than others.</p>
<p>We need more students/graduates.</p>
<p>Generally, glad we have them, and are successful in our organization.</p>

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.

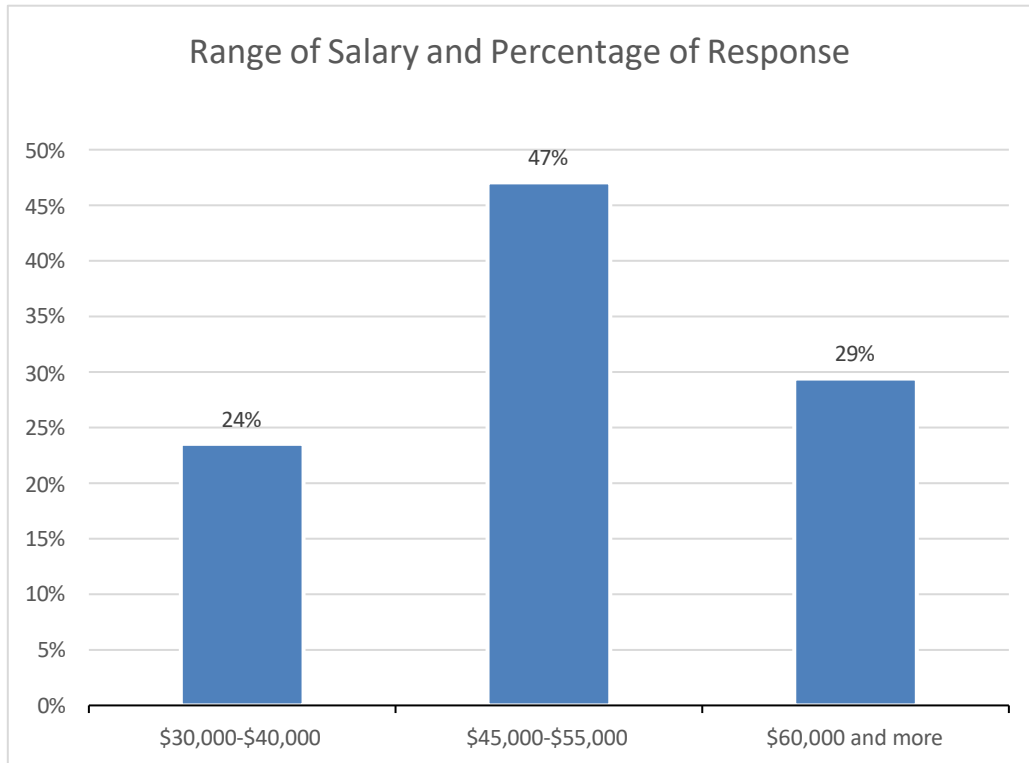
Working in a professional setting, expertise in some of our program areas in EC, education, scholarship, college and career, and grants.
Creativity, flexibility, and honest love of children.
Soft Skills.
Working with children in any capacity.
Work experience, generally, shows the ability to work with 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



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.