



EMPLOYER SURVEY – 2024

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 NNMCM 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 July 23, 2024, to August 22, 2024, for a month. A total of 295 employers were invited, but only 243 received the survey, as 35 bounced and 17 opted out. Out of 243 who received the survey, 38 completed it, resulting in a response rate of 16%.

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 NNMCM 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, City of Espanola, Northern New Mexico College, Associated General Contractors New Mexico, Children Youth and Family Department, Claw Consulting, Communities in Schools of New Mexico, Earth Care/Poder Familiar, East Rio Arriba SWCD, ERA 911 Center, ESCALA Educational Services, EPS, Goodwill of New Mexico, Hacienda Home Centers, HELP NM, Holy Cross Catholic School, KCNSC- New Mexico Operations KF4, Khapo Community School, McCurdy Charter School, Moving Arts Espanola, etc.

STUDENT EMPLOYMENT

When employers were surveyed about their recruitment of NNMCM graduates, the results indicated that 39.5% of them hired graduates through several channels, such as students who applied through the website, receiving referrals from college staff and faculty, relationship-based hiring, partnerships with NNMCM, Alternative Teaching Program Licensure Prep, and more. Additionally, 47% of employers noted that graduates reached out directly. Meanwhile, 10.5% of employers indicated that graduates were hired through the NNMCM Expo/Job Fair, and 3% of employers reported that graduates were placed through NNMCM.

When employers were asked about the *number of NNMCM graduates they had hired in the past three years*, the results revealed the following distribution: Out of total employers who responded to this question, 20% of

employers reported that they had not hired any NNMC graduates. In comparison, 31% hired one graduate, 11% hired two graduates, 17% hired three graduates, while 6% hired four, ten, and thirty plus graduates each. Lastly, 3% 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*, 26% of employers indicated that they retained zero graduates. Meanwhile, 38% indicated they had retained one graduate, and 12% had two graduates still employed. Additionally, 9% of employers reported retaining three graduates, 3% had six, and another 3% retained eight, and surprisingly, 3% reported they had retained fifty graduates. Lastly, 6% 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 eight employers appointed graduates to teaching positions, while two hired graduates for the position of office administration. Furthermore, twenty-six employers employed NNMC graduates in various roles, including Accountants, Accounts Payable, Admin Assistant, Case Management, Climate Justice Organizers, Community Engagement Specialist, Education Administrator, Education Outreach, Finance Manager, IT Director, Lab Technician, Office Assistant, Plumbers and Filters, Procurement Officer, Program Manager, Program Specialist, Radiation Control Technicians, Recreational Center Manger, Recruiter, Mechanical Quality Engineer, Student Success Facilitator, Team Member, Youth Division Coordinator, and Youth Mentor.

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 75% of employers rated NNMC as “Excellent” or “Good” for *how responsive the academic programs were to their needs*. Additionally, 65% 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*, 62% of employers rated NNMC as “Excellent” or “Good.” Finally, for *staff understanding of their hiring needs*, 57% of employers rated NNMC 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 9.103. In contrast, the lowest average rating was for *the ability to apply specific technology skills required for assignments*, which scored an average of 2.39.

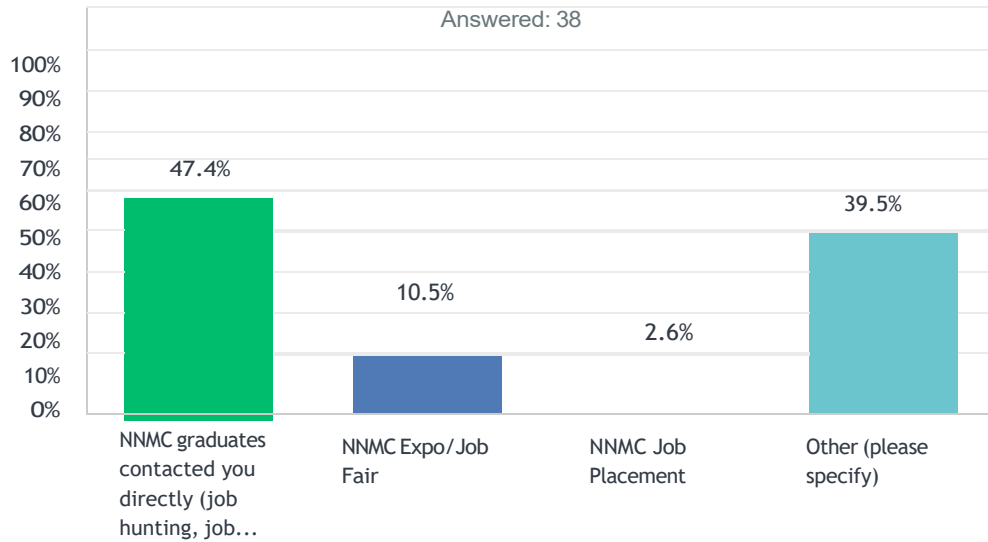
When asked about their willingness to hire or recommend NNMC graduates, thirty percent (30%) of employers indicated that they “Strongly Recommended” graduates. Fifty-seven (57%) of employers indicated that they would “Recommend” the graduates. Eleven percent (11%) indicated “Recommend with Reservations”. Only two percent (2%) indicated that they would not recommend graduates.

Q1 Name your organization

Answered: 36

Name of Organization	Count
City of Espanola	3
Los Alamos National Laboratory	2
Northern New Mexico College	2
Associated General Contractors New Mexico	1
Branch Northern New Mexico College	1
Children, Youth and Families Department	1
Claw Consulting	1
Communities in Schools of New Mexico	1
Earth Care/Poder Familiar	1
East Rio Arriba SWCD	1
Educational Opportunity Center	1
ERA911 Center	1
ESCALA Educational Services	1
Espanola Public School (ESP)	1
Goodwill of New Mexico	1
Hacienda Home Centers	1
HELPM	1
Holy Cross Catholic School	1
KCNSC-New Mexico Operations KF4	1
Khapo Community School	1
Los Alamos Public School	1
McCurdy Charter School	1
Moving Arts Espanola	1
National Indian Youth Council	1
New Mexico Public Education Department (NMPED)	1
Pojoaque valley school district	1
Presbyterian Medical Services	1
Rio Arriba County Sheriffs Office	1
SWK	1
Taos Charter School	1
UA LOCAL 412 Plumbers and Pipefitter	1
United Way of North Central New Mexico	1
Grand Total	36

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



Other (please specify)

- Applicant found job via SPO
- I have not recruited anyone so far
- NNMC staff referred them
- Relationship based
- We were looking at hiring entry level positions
- We have not been contacted by anyone. We are an apprenticeship program
- MOU with NNMC
- None at this time
- Direct contact, job fairs, and more directly via a partnership with Northern NM College to provide Radiation Control Technicians
- I am the NNMC graduate
- Alternative Teaching Program Licensure Prep
- If the student request information about NNMC
- All of the above
- We have a history of training children and youth who eventually attend and graduate from Northern.

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

Answered: 37

Number of graduates hired	Percentage
One graduate	31%
Zero graduate	20%
Three graduates	17%
Two graduates	11%
Four graduates	6%
Ten graduates	6%
Thirty + graduates	6%
Unsure	3%
Grand Total	100%

Q4 How many are still with your company/organization?

Answered: 37

Number of graduates still working	Percentage
One graduate	38%
Zero graduate	26%
Two graduates	12%
Three graduates	9%
Unsure	6%
Fifty graduates	3%
Eight graduates	3%
Six graduates	3%
Grand Total	100%

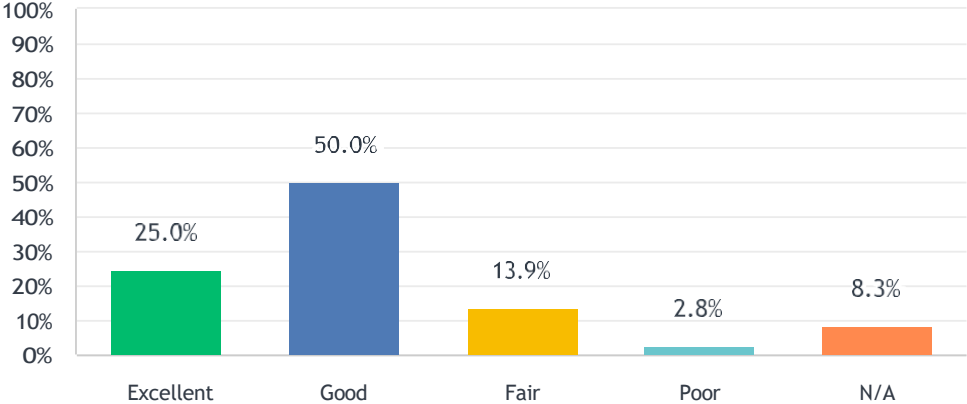
Q5 Please specify the job title of the graduate(s) you are responding about
(name(s) not necessary):

Answered: 36

Graduates job Title	Count
Teacher	8
Office administration	2
Accountants	1
Accounts Payable	1
Admin Assistant	1
Case Management	1
Climate Justice Organizers	1
Community Engagement Specialist	1
Education Administrator	1
Education Outreach	1
Finance Manager	1
IT Director	1
Lab Technician	1
Multiple	1
Office Assistant	1
Plumbers and Fitters	1
Procurement Officer	1
Program Manager	1
Program Specialist	1
Radiation Control Technicians	1
Recreational Center Manager	1
Recruiter	1
Sheriff Deputy Recruit	1
Sr. mechanical Quality engineer	1
Student Success Facilitator	1
Team member	1
Youth Diversion Coordinator	1
Youth Mentor	1
Grand Total	36

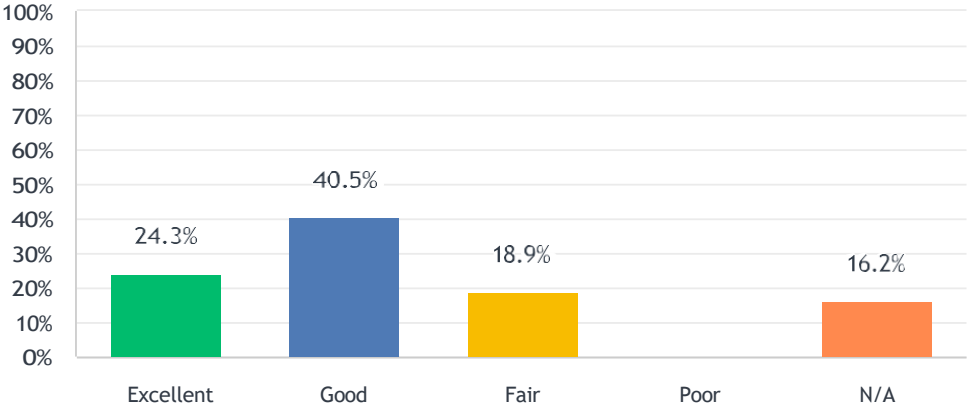
Q6 How would you rate NNMC responsiveness of academic programs to your needs?

Answered: 36



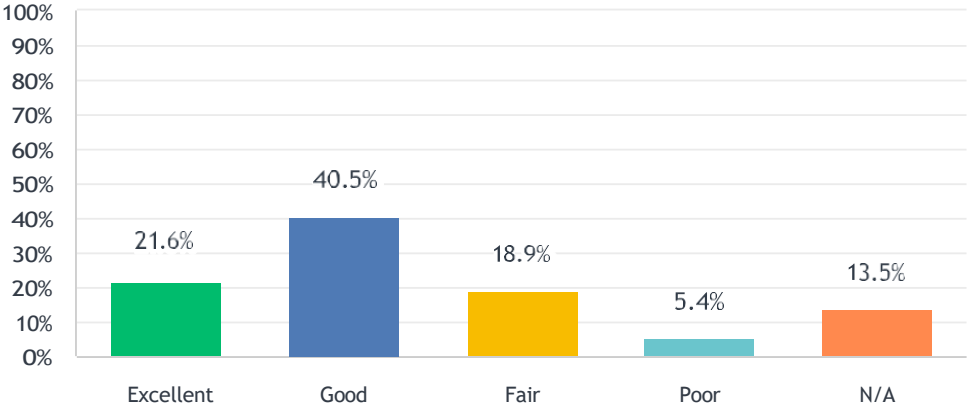
Q7 How would you rate NNMC quality/promptness of communications and follow-ups staff ?

Answered: 37



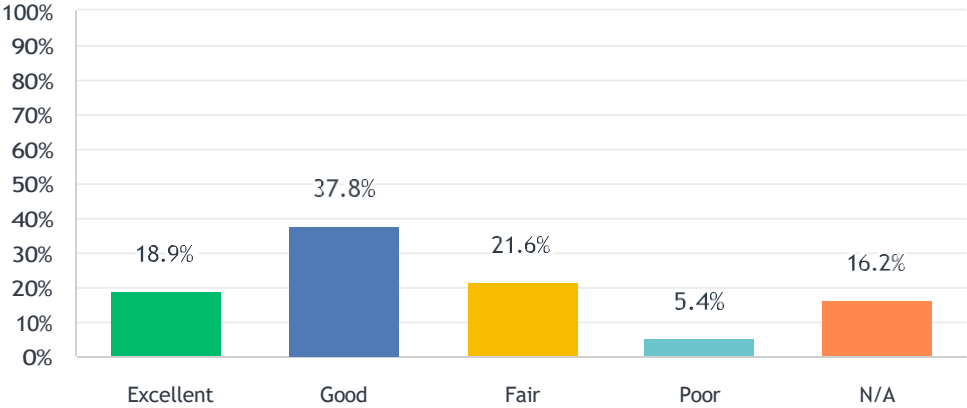
Q8 How would you rate NNMC knowledge of "real world" industry issues?

Answered: 37



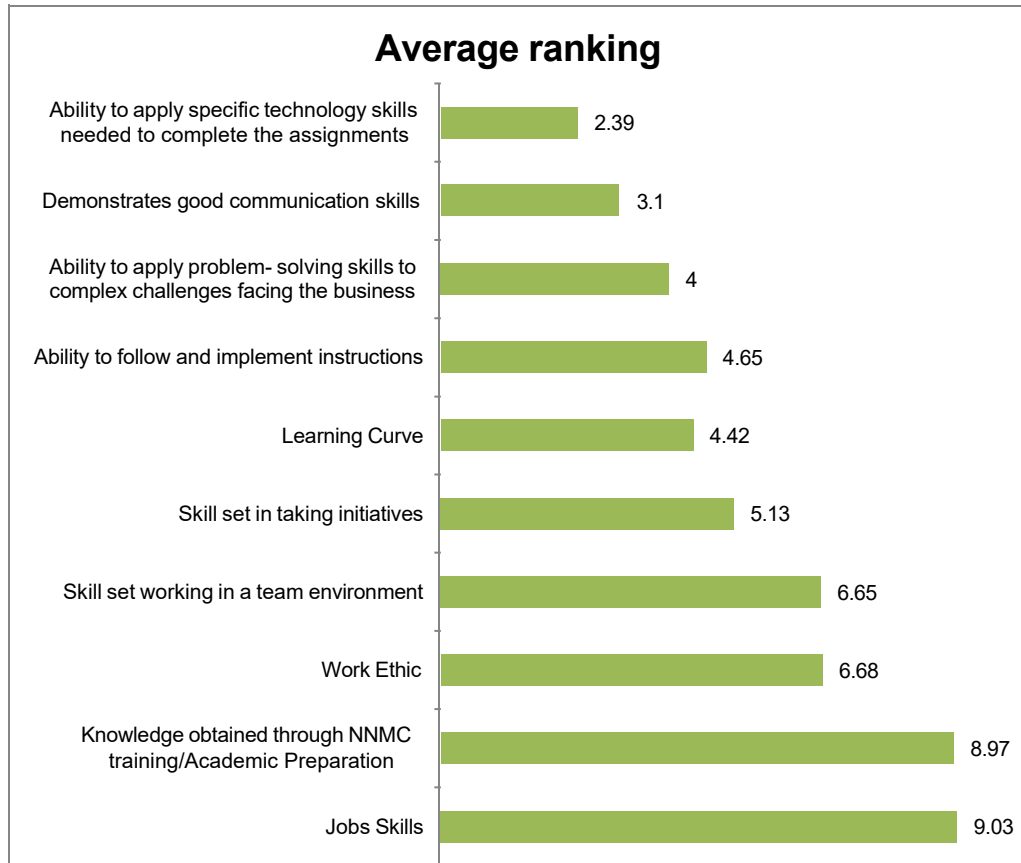
Q9 How would you rate NNMC staff understanding of your hiring needs?

Answered: 37 Skipped: 1



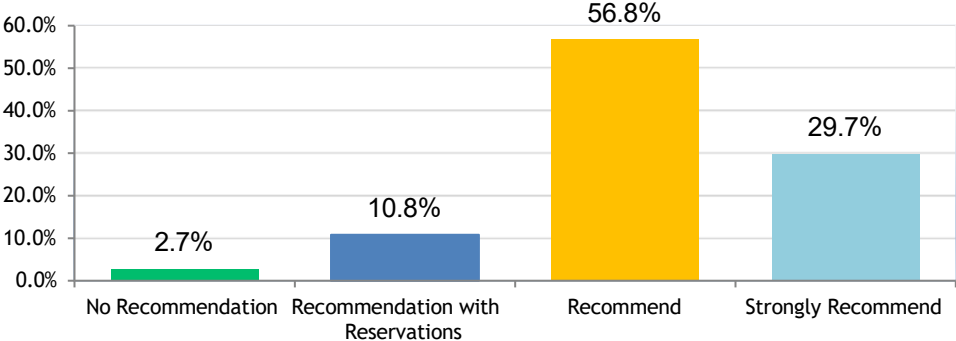
Q10 With regard to NNMC graduate(s) you have hired, please rank (1 to 10) the following: **Average ranking**

Answered: 31



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

Answered: 37



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

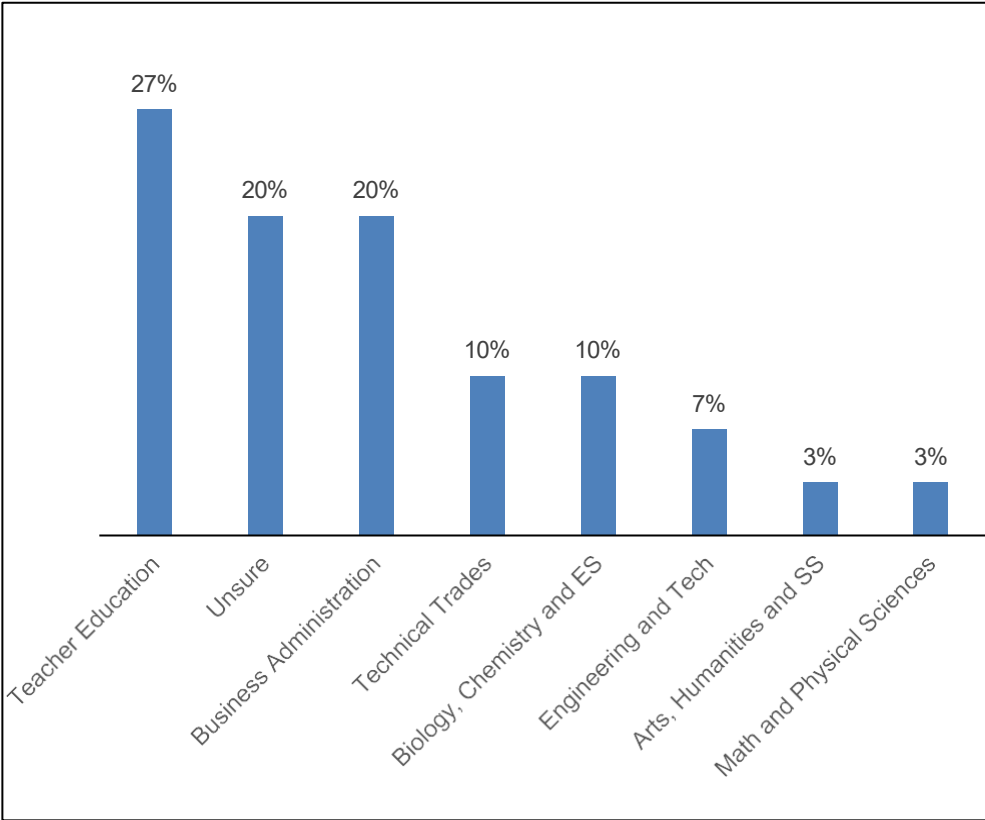
Answered: 27

Some examples of comments made by Employers

- The individual is great
- They were great for our team, and we were sorry to see them move on
- Well-rounded individuals with good work experience.
- Students have good work ethics, have direct experience and expertise in working in the area they were hired in.
- They are well prepared
- They come in with foundational skills, continue to learn and train, and are retained as part of the workforce.
- Great Employees
- More work-based learning internships could help prepare students for real world application

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

Answered: 30



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

Answered: 32

Some examples of comments made by Employers

- Turning in work vs completing quality deliverables
- Have proficiency in Microsoft suite and speaking skills, ability to communicate well
- History of Northern NM, native and Chicano studies, project management, Spanish and native languages
- Gain knowledge in teamwork
- How to use and apply technology to benefit work
- Career Readiness Skills
- Ability to stay flexible in thinking and adapt and stay up to date with emerging research in the field of education
- Certification, AA, BA, master's and/or PHD
- Skilled trades, problem solving, internships
- Handling and managing conflict with students, parents, and staff
- Trauma Informed training and sensitivity, professional attire is lacking

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

Answered: 32

Some examples of comments made by Employers

- Speaking skills-Ability to present information at a high level, have DEI training-ability to work with a diverse population
- organizing and community engagement
- Internship and quality core education
- Learn about the organization and develop their own goals for working in the organization.
- Training and good customer service
- Flexibility, and willingness to take on new scopes of work
- Technical Service- GIS knowledge, Elevation Survey, Design
- Lots of hands-on experiences

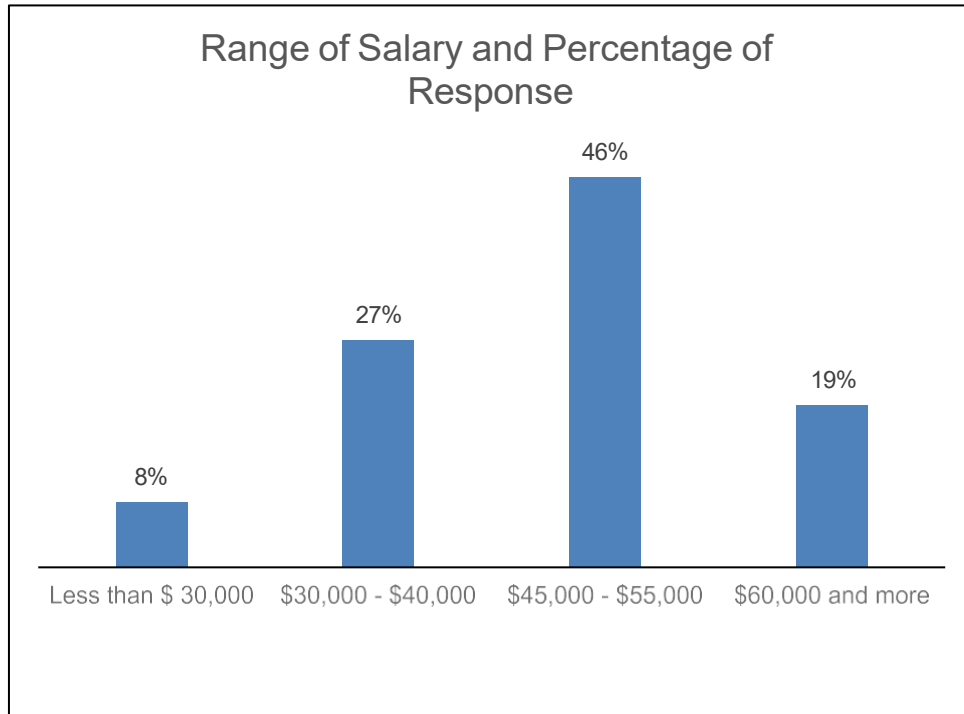
Q16 Can you recommend any courses NNMC should be offering that would assist someone to be hired, to succeed, and to advance in your organization?

Answered: 28

- DEI, speaking and presenting
- Small business accounting, accounts payable, receivable and vendor agreements, etc.
- Candidates for teaching need to have plenty of field experience
- Provide preservice teachers with opportunities to learn about STEM and how to incorporate it into their training to support K-12 students in STEM learning.
- Work Ethic and Professionalism
- AGC offers Core Certified Program, a basic construction knowledge class.
- MC3 and plumbing and pipefitting and welding
- ECE courses
- We need welders, machinists, Mech techs, electrical techs, cable manufacturers.
- NACE - Career Readiness
- Basic courses related to law enforcement courses/ critical thinking, NM Statues, ability to communicate clearly both orally and in writing. Report Writing
- Structured Literacy in Practice (example: LETRS) When I went to NNMC I learned little about teaching reading using structured literacy.
- First Time/Year Student Experience
- Professional writing.
- GIS Mapping, Engineering Principles, Project Management
- Teacher Training in Soc emit learning, trauma informed arts and cultural learning community schools' methodology.
- Social Emotional Learning

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: 31



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

Answered: 27

- A curriculum overhaul.
- Hiring is based on need and funding opportunities.
- Students HS juniors can apply to intern the summer of their senior year. They will have 2 opportunities to apply for internships, fall, winter, and spring.
- More pay for Early childhood Educators
- Changing budgets
- We have a new huge scope of work starting in the next couple of years and will need lots of new people. in the last 5 years our site went from 160 to over 400 and we expect to almost double that in the next 3 years
- Increasing capacity
- We will be changing the hiring policy from 21 yrs of age to 19 yrs of age.
- K-5 teachers need training in structured literacy to be competitive.
- Location
- Increase in skilled trades training.
- Currently seeking additional funding form state for more positions
- Creative industries and social work / behavioral health.
- I & G funding for Branch Community College