

EMPLOYER SURVEY - 2025

OFFICE OF INSTITUTIONAL RESEARCH

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Northern New Mexico College Employer Survey - 2025

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 June 25, 2025, to July 25, 2025, for a month. A total of 313 employees were invited, but only **241** received the survey, as 46 bounced and 26 opted out. Out of 241 who received the survey, **42** completed it, resulting in a response rate of **17%**.

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 employees who participated in the survey came from a diverse array of sectors, including Government Agencies, Public Schools, Private Agencies, and Non-profit Organizations. Among them were Los Alamos National Laboratory, City of Espanola, Northern New Mexico College, Chama Valley, Christus St. Vincent, Taos High School, United Way of North Central New Mexico, Las Clinicas del Norte, NSC-NMO, Roots Home Health Care, Espanola Humanae, Family Learning Center, Goodwill of NM, Presbyterian Medical Services, Los Alamos Public Schools, Santa Fe Opera, New Mexico Chamber of Commerce Foundation, UA Local 412, New Mexico Wildfire Center, N3B Los Alamos, among others.

STUDENT EMPLOYMENT

When employers were surveyed about their recruitment of NNMC graduates, the results indicated that **15%** of them hired graduates through several channels, such as receiving referrals from college staff and faculty, workforce pipeline programs, Internship and more. Additionally, **51%** of employers noted that graduates reached out directly. Meanwhile, **12%** of employers indicated that graduates were hired through the NNMC Expo/Job Fair, and **22%** of employers reported that graduates were placed through NNMC.

When employers were asked about the *number of NNMC graduates they had hired in the past three years*, the results revealed the following distribution: Out

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of total employers who responded to this question, **21%** of employers reported that they had not hired any NNMC graduates. In comparison, **29%** hired one graduate, **16%** hired two graduates, **5%** each hired three, five, six, or twenty and more graduates, while **3%** each hired four, seven or eight graduates. Lastly, **5%** 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, **37%** indicated they had retained one graduate, and **16%** had two graduates still employed. Additionally, **3% each** retained three graduates, four, five, six, or seven graduates, **3%** reported they had retained more than 30 graduates. Lastly, **5%** were unsure how many graduates remained at their organizations.

Employers were asked to *specify the job titles for the graduates they had hired*. The results showed that ten employees appointed graduates to teaching positions, while four hired Intern, two hired graduates for the position of Business Administration. Furthermore, thirty-three employers employed NNMC graduates in various roles, including Nuclear Operator Technician, After school Program Coordinator, Procurement professional, RN, Veterinary Technician Assistant, Office Manager, Director, Park Service Worker, Quality Engineer, Recruiter, Grant Coordinator, Accountant, Advisor, Editor, Customer Service Representative, among more.

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 **71%** of employers rated NNMC as “Excellent” or “Good” for *how responsive the academic programs were to their needs*. Additionally, **78%** 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*, **80%** of employers rated NNMC as “Excellent” or “Good.” Finally, for *staff understanding of their hiring needs*, **71%** 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 *Knowledge obtained through NNMC training/academic preparation*, which scored an average of **8.12**. In contrast, the lowest average rating was for *the ability to apply specific technology skills required for assignments*, which scored an average of **3.09**.

When asked about their willingness to hire or recommend NNMC graduates, **forty four percent (44%)** of employers indicated that they “Strongly Recommended” graduates. **Fifty-one (51%)** of employers indicated that they would “Recommend” the graduates. **Five percent (5%)** indicated that they would not recommend.

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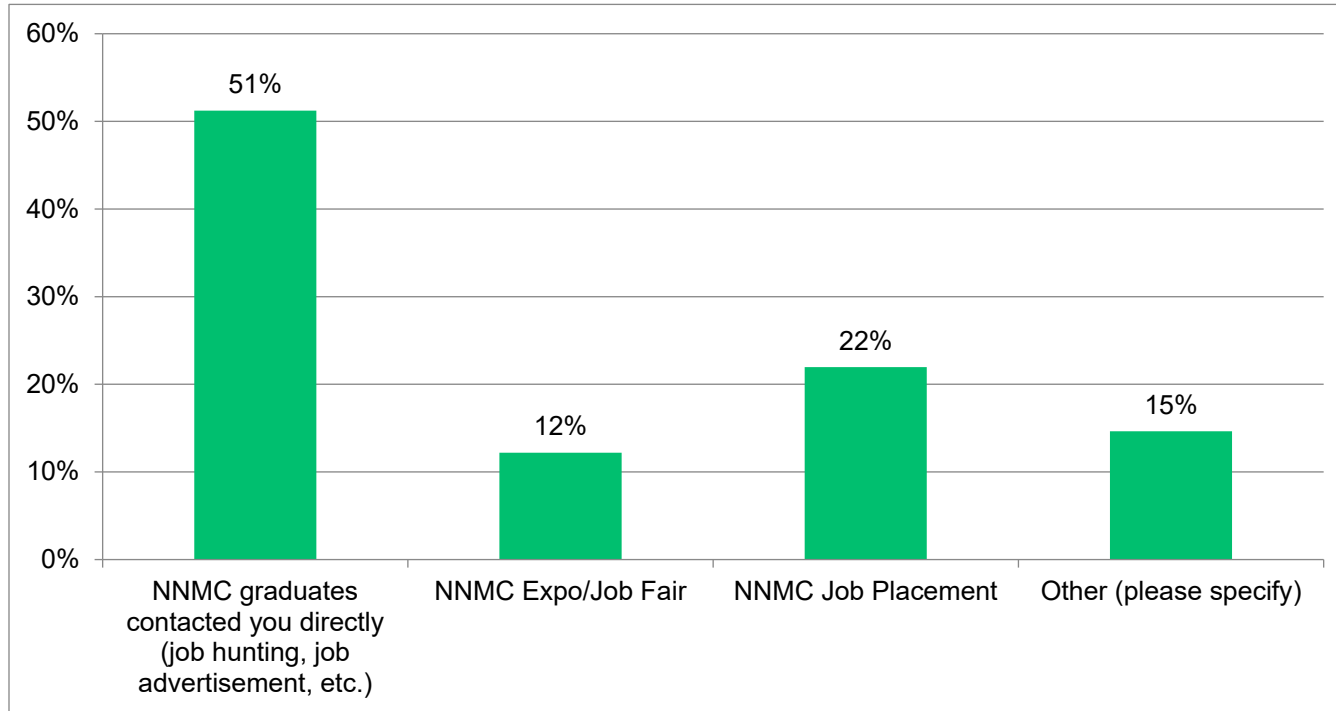
Q1 Name your organization:

Responses	Count
Northern New Mexico College	5
Los Alamos National Laboratory	3
City of Espanola	2
Chama Valley ISD	1
CHRISTUS St. Vincent	1
Taos High School	1
United Way of North Central New Mexico	1
Las Clinicas del Norte	1
NSC-NMO (New Mexico operation)	1
Deadeye Creative, LLC	1
Roots Home Health Care	1
Espanola Humane	1
Te Tsu Geh Oweenge School	1
Family Learning center	1
YDI Head Start	1
Goodwill Of NM	1
Northern Rio Grande National Heritage Area	1
HELPM	1
Pojoaque High School	1
Presbyterian Medical Services	1
Raices del Saber Xinachtli Community School	1
Rio Arriba County STOP	1
Los Alamos Public Schools	1
Santa Fe Opera	1

Responses	Count
Mountain Elementary School	1
Taos Middle School	1
N3B Los Alamos	1
Tewa Women United	1
Native Professional Advancement Center	1
Vault Studios Abq	1
New Mexico Chamber of Commerce Foundation	1
UA Local 412	1
New Mexico Wildfire Center	1
Carlos Rey elementary	1
Arroyo Del Oso Elementary School	1
Grand Total	42

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Q2 How did you recruit NNMC graduates to join your organization?2025 (n=41)



Other (please specify):

The grad student was recommended by the previous provost, and one professor knew them well.
Workforce pipeline programs
Dual Credit
NNMC-SFO intern
Internship

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Q3 To your knowledge, how many NNMC graduates have you hired within the past 3 years? (n=38)

Number of graduates hired	Percentage
Zero graduate	21%
One graduate	29%
Two graduates	16%
Three graduates	5%
Four graduates	3%
Five graduates	5%
Six graduates	5%
Seven graduates	3%
Eight Graduates	3%
20 and over	5%
Unsure	5%
Grand Total	100%

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Q4 How many are still with your company/organization? (n=38)

Number of graduates still working	Percentage
Zero graduate	26%
One graduate	37%
Two graduates	16%
Three graduates	3%
Four graduates	3%
Five graduates	3%
Six graduates	3%
Seven graduates	3%
30+ graduates	3%
Unsure	5%
Grand Total	100%

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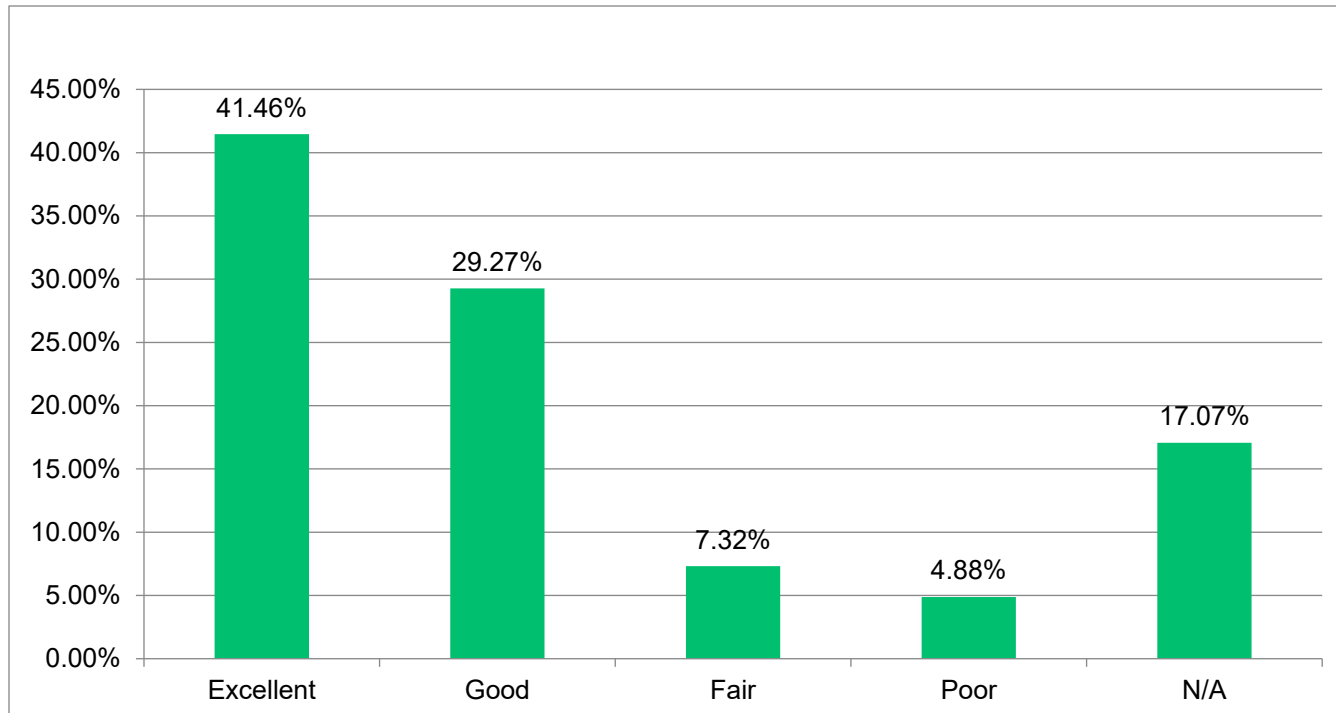
Q5 Please specify the job title of the graduate(s) you are responding about (name(s) not necessary):

Graduates' job Title	Count
Teacher	10
Intern	4
Business Administrator	2
Nuclear Operator Technician	1
After School Program Coordinator	1
Procurement professional	1
RN	1
Veterinary Technician Assistant	1
Management	1
Community Schools Coordinator	1
Office Manager	1
Computer	1
Radiation Control Technician	1
Computer Technician	1
Administrative professional	1
Customer Service Representative	1
Housekeeping staff	1
Design/Drafters	1
Medical Assistant	1
Director	1
Office Assistant	1
Editor	1
Park Service Worker	1
Education Assistant	1
Quality Engineer	1
Engineering Technologist	1
Recruiter	1

Graduates' Job Title	Count
Family Services Assistant	1
Staff	1
Field Office Manager	1
Teacher Assistant	1
Grant Coordinator	1
Water Maintenance Worker	1
Accountant	1
Advisor	1
Learning Management Systems Coordinator	1
Grand Total	49

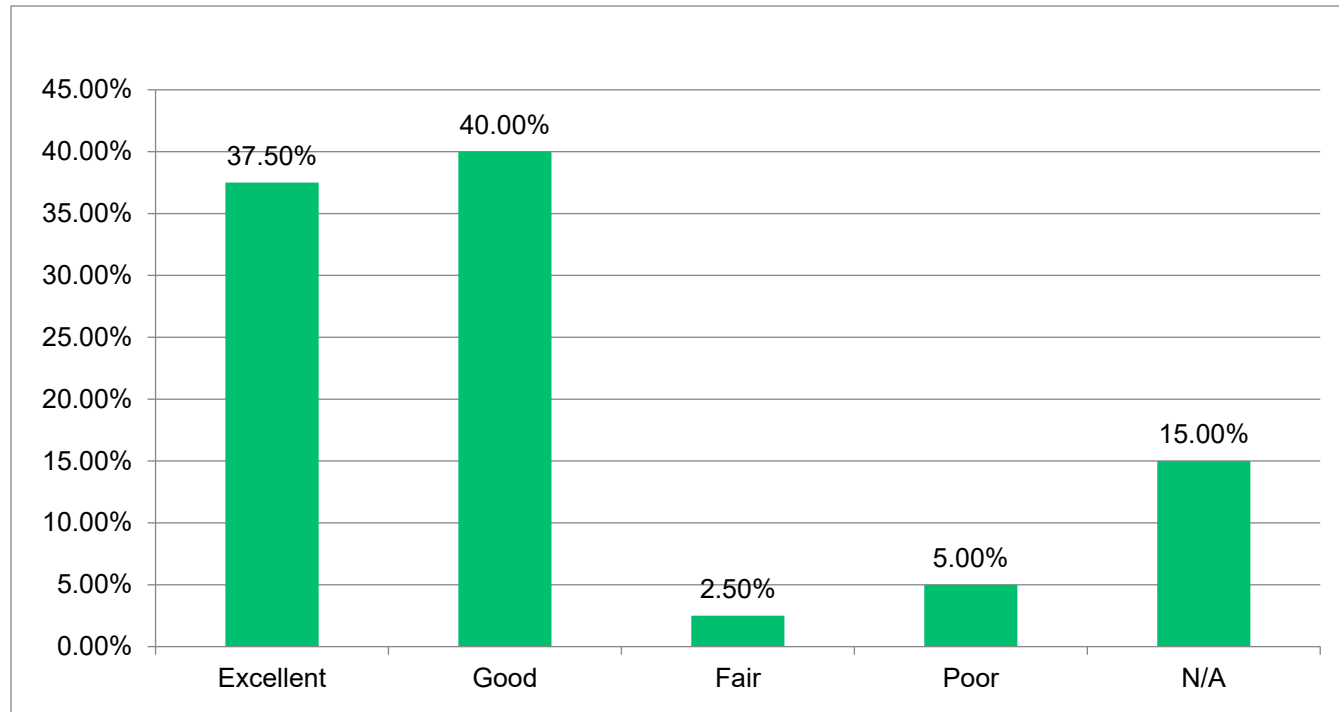
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Q6 How would you rate NNMC responsiveness of academic programs to your needs? (n=41)



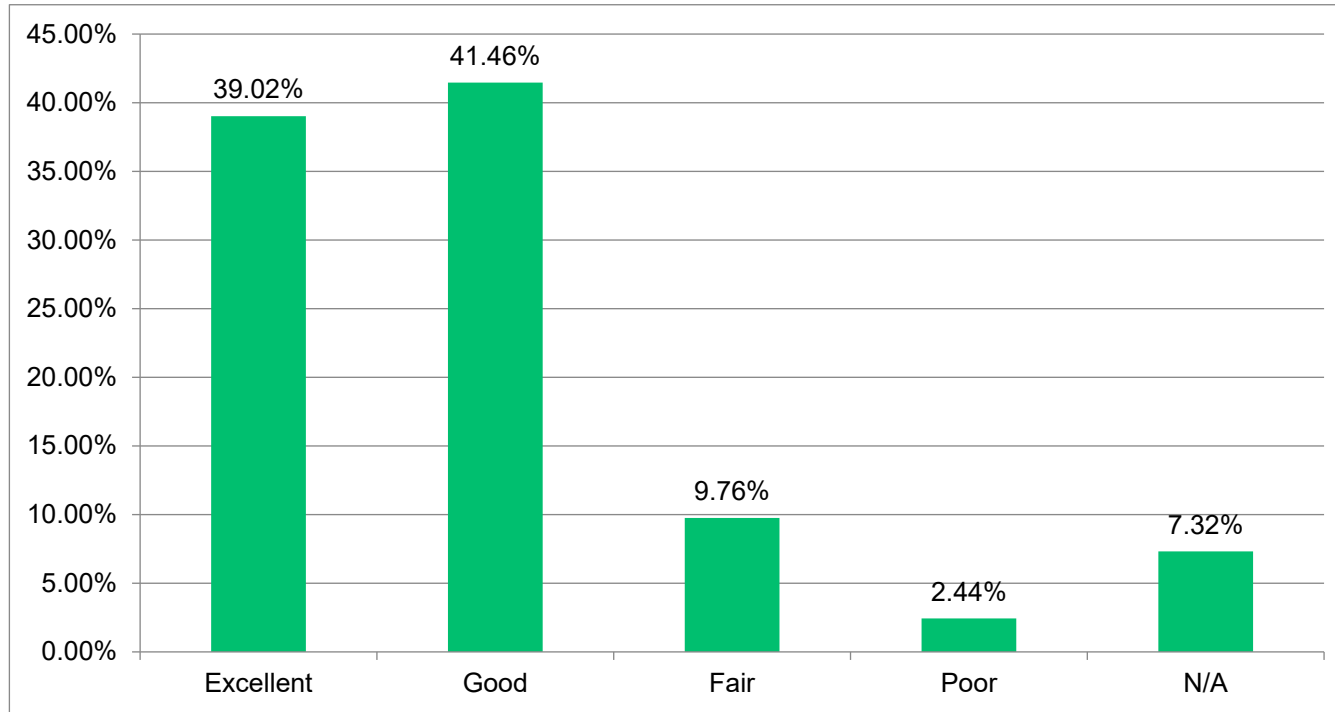
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Q7 How would you rate NNMC quality/promptness of communications and follow-ups staff? (n=40)



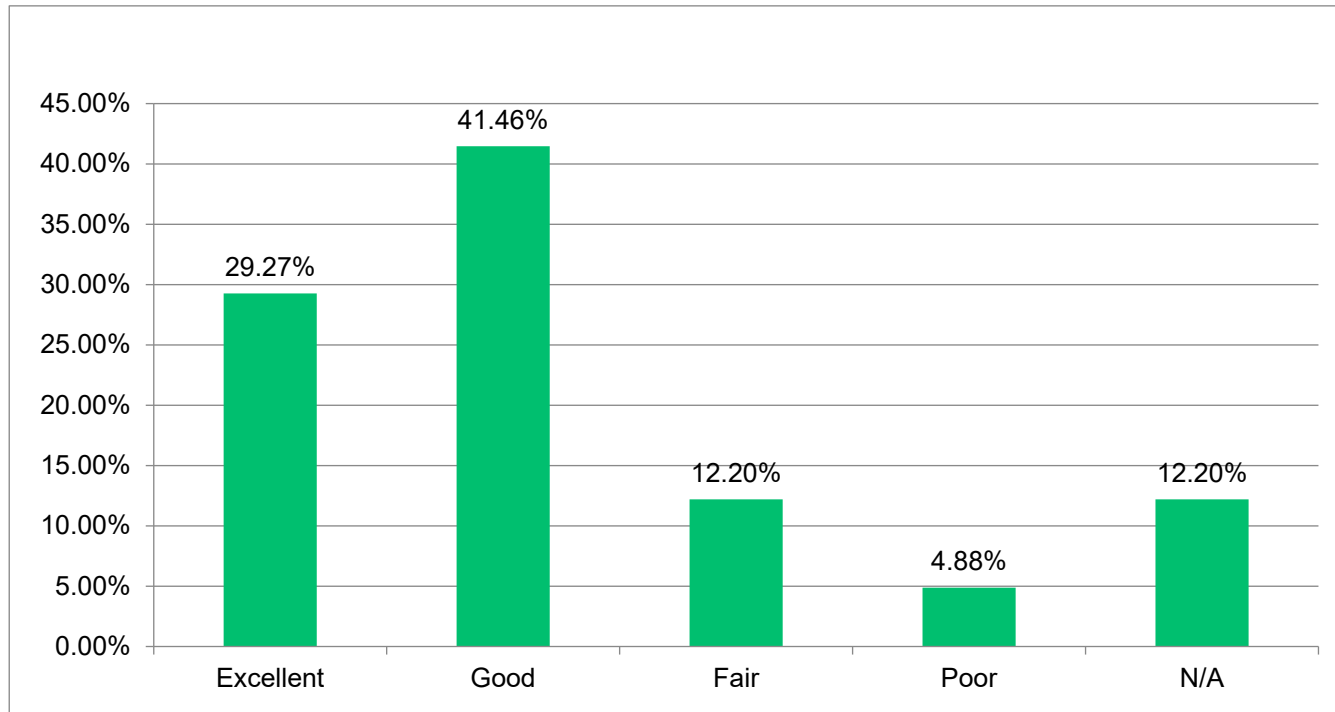
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Q8 How would you rate NNMC knowledge of "real world" industry issues? (n=41)



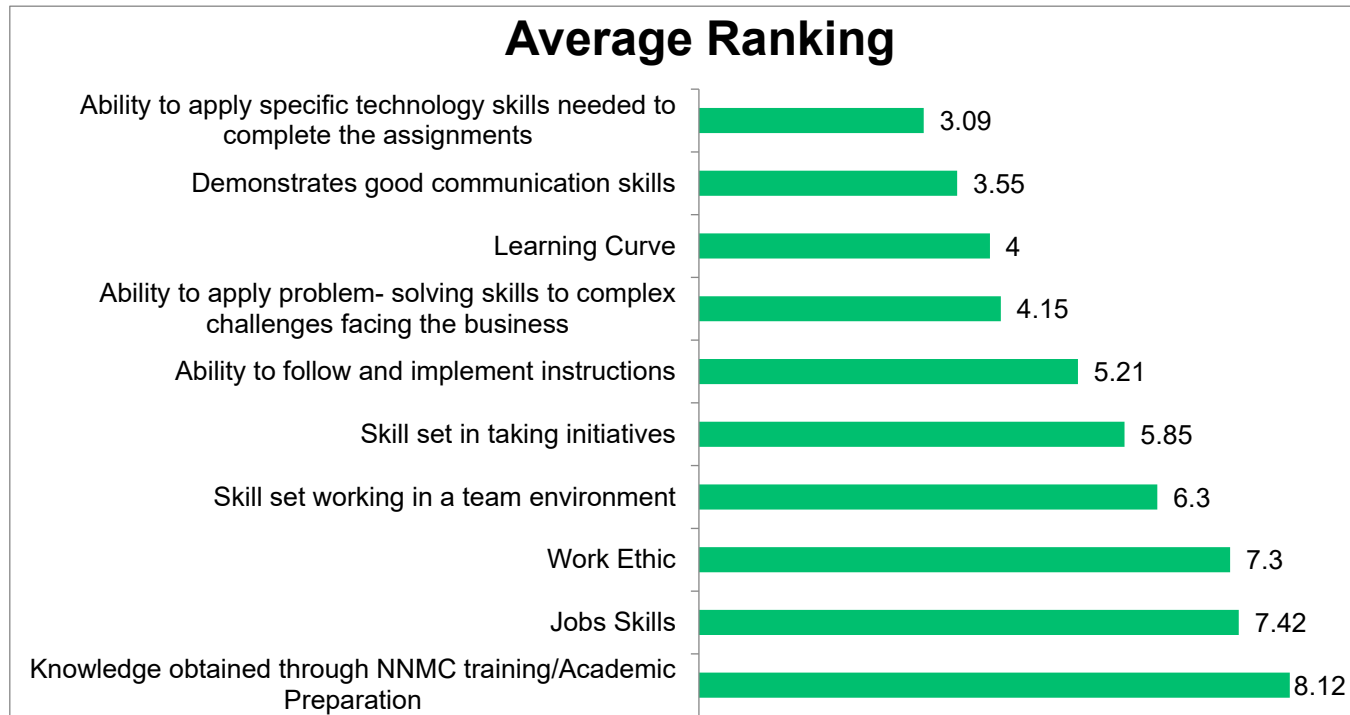
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Q9 How would you rate NNMC staff understanding of your hiring needs? (n=41)



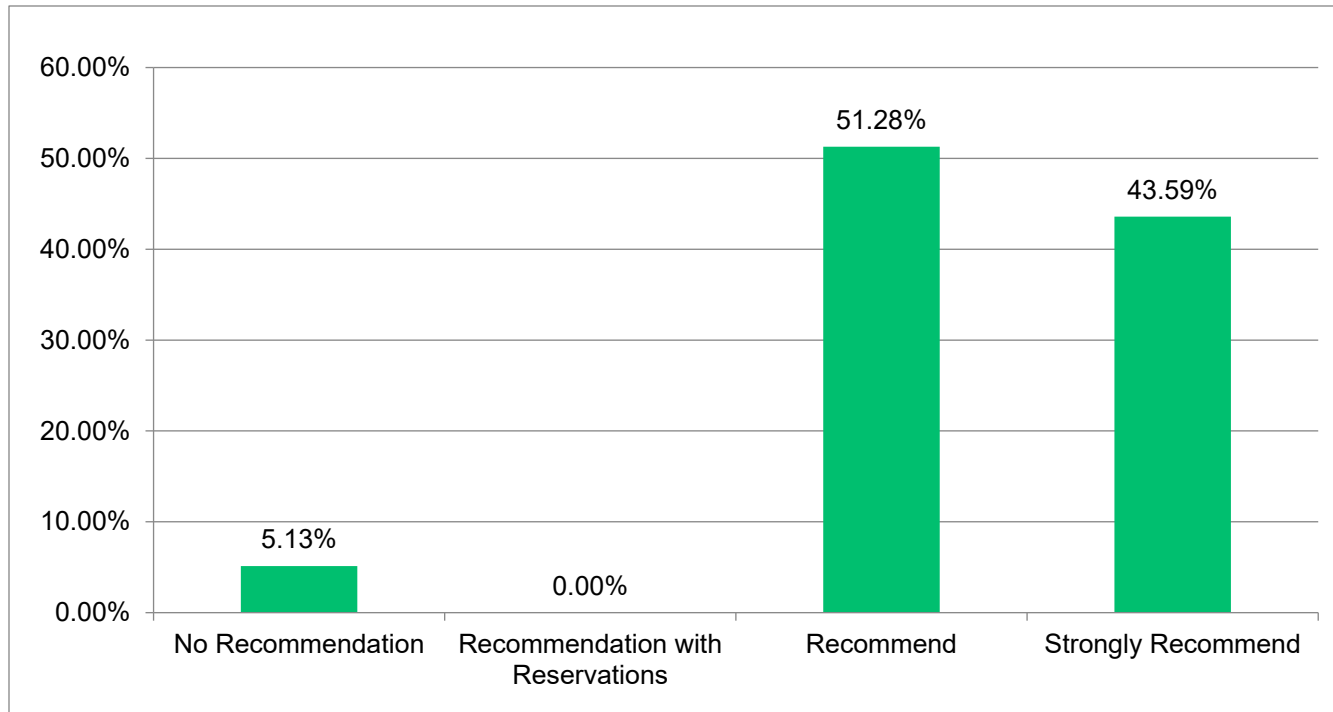
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Q10 With regard to NNMC graduate(s) you have hired, please rank the following (from 1(highest) to 10(lowest)): **Average Ranking**



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Q11 To what degree would you hire or recommend an NNMC graduate? (n=39)



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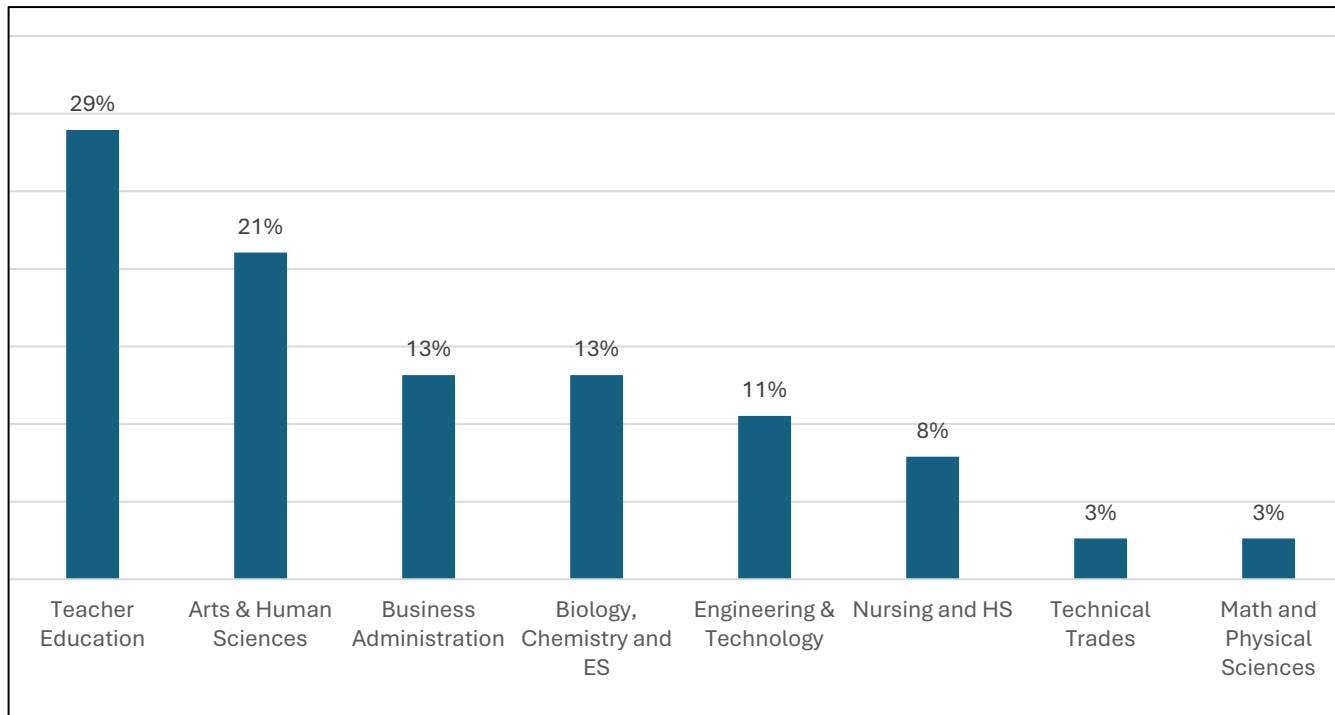
Q12 Please provide any comments you have as an employer regarding your employees who are NNMC graduates.

Some examples of comments made by Employers:

- Pairing our apprentices with NNMC for academic work has worked great.
- NNMC graduates have praiseworthy work ethics
- Well-rounded learners
- Very dependable and seem to be well prepared
- The Interns are very motivated
- We love that the NNMC graduates are local. For the D/D's it's hard to hire out of state when cost of housing is so high in NNM. We love your CAD certificate and EMT programs!
- Employees are knowledgeable and committed to being an excellent educator.
- NNMC School of Education helps our business keep up with education requirements from NMECECD. We love our NNMC prepared teachers and work to retain their employment.
- The intern placed with our organization was excellent and we invited the individual back for a second internship experience.
- Good employees but usually leave for higher paying jobs elsewhere
- Just more communication
- Graduates were self-motivated to seek student teaching placements and in turn found employment opportunities within our school.
- Dedicated Employees and Self Initiative, always willing to help

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Q13 From which NNMC degree program(s) did your employee(s) graduate from? (n= 38)



Note: Some employers indicated more than one-degree majors. Not applied (N/A) responses were excluded

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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:

- A program that teaches teaching strategies, standards specific to the grade level or area that they teach
- Communicate, be outgoing, quick to learn.
- A basic training in professional work environment expectations and basic skills
- Commitment to use with motivation to learn
- Critical thinking skills
- Design Drafting or Electromechanical Technology Degrees
- Classroom Management, Time Management
- Classes on emotional intelligence, how to communicate within a team and learning other soft skills
- Wildlife Rehabilitation, Vet Tech/Vet Asst., Natural Resources or Wildlife Management, Environmental Education
- Strategic thinking and problem solving
- Knowledge of constructivist instructional practices
- Hands on lesson planning with an emphasis on raising rigor and differentiating instruction more.
- Professionalism, solid education/professional experience.
- Work ethics, internship within the college, time management
- Nursing and case management

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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:

- Learning about the ins and out of logistics of IEPS etc. and hands on is very beneficial for student teachers.
- AI literacy
- Good communication, dependable, hardworking, dedicated.
- Full day's work
- Internships and finance
- Mechanical/Design experience, and additive manufacturing for the group I am in.
- Ethical, Willingness to work, focus on educating children, bilingual and TESOL endorsed.
- Get a degree and love children
- Special Education background
- Internship in a Pre-k setting
- Having soft skills and hard skills plus a willingness to learn and be an active member of a team
- Animal husbandry, animal rehabilitation, public speaking, experiential education
- Experience working with children and their families
- I think the students need a longer solo student teaching experience, so they build their confidence for the long term
- Teaching or willingness to take classes/alternative license
- Life skills, Work ethics, Personal Relations

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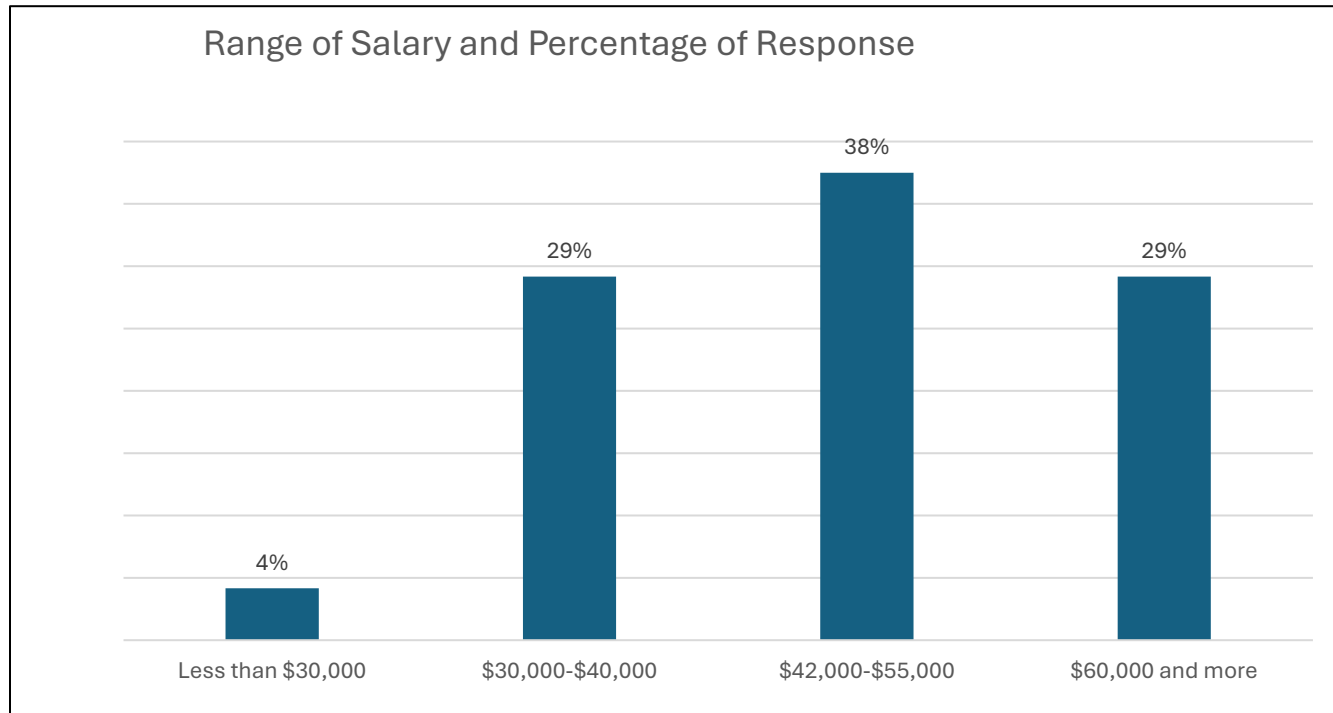
Q16 Can you recommend any courses NNMC should be offering that would assist someone to be hired, to succeed, and to advance in your organization?

Some examples of comments made by Employers:

- A course on how to differentiate, intervene, how to unpack standards and build units of study
- AI literacy
- Language program classes such as Editing
- Perhaps an assessment to test students on basic skills needed in a professional environment and a remedial course for those who need more skills
- More tech classes
- Computer software such as Monday, Microsoft, etc.
- Child development
- At least a few days on Geometric Dimensioning and Tolerancing for the CAD certificate
- Bilingual education course work.
- Classroom management
- Science of Reading, LETRS
- Training opportunities for ongoing training requirements
- A focus on soft skills and emotional intelligence to be able to accept feedback and use it to your advantage
- Welding, Machining, Automotive trades, Electrical trades, Security, Project Management, and Engineering
- Vet tech/Vet Asst., Natural Resource/Wildlife Management, Environmental/Outdoor Education
- Students need courses to assist them with classroom management, establishing specific routines and how to provide positive interventions (behavioral).
- Special Education/School Law
- Basic Education (Math and English) Business Classes, Psychology, First Year Experience for New College Students, Health & Sciences,
- Phlebotomy, Emergency Medical Technician (EMT)

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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? (n=24)



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

Some examples of comments made by Employers:

- Well prepared candidates
- Increase salary range, speedy HR work and communication
- EOC grant is for post-secondary students.
- Federal funding guidelines and opportunities.
- Artificial Intelligence
- Holding an M.A. in Education
- Students need to be willing to work continually toward the betterment of the institute.
- There will be a need for degreed personnel into the foreseeable future
- We have plans for expansion and new projects, so NSC-NMO will be looking for all kinds of different job scopes
- Increased internship capacity; organizational expansion creating new full-time employment opportunities
- Budget
- Pay assistance
- Enrollment dictates the number of teachers hired. Ideally smaller class sizes would be preferred so more teachers could be hired. That isn't likely to occur unless it occurs through legislation.
- A solid connection with our HR department and streamlining process for our students from high school to college and college to career.
- Experience being a CAMP Student fits best for some positions.