



## Northern New Mexico College (NNMC) Employer Survey Summary 2018

### INTRODUCTION

The Office of Institutional Research conducted a web-based survey of current employers to collect information regarding employer satisfaction of employees who are graduates of NNMC. In May of 2018, the Institutional Research Office emailed a survey via surveymonkey.com (an on-line survey hosting Web site) to a listserv of 55 employers. The employer list was provided by NNMC Academic Chairs, and Deans. Ultimately, (24%) of the employers (13) who received the email responded to the general questions within the survey. One employer answered the College of Engineering questions. Two (2) employers answered the College of Business questions. One (1) employer answered the Humanities Department questions specific to Psychology.

### EXPLANATION OF QUESTIONS AND HIGHLIGHTS

The tables and charts included at the end of this narrative provide employer responses to each question in the survey. The survey consisted of 27 questions that included open ended responses. Questions 1 - 2 were about the employers; 3-5 were about student employment; 6-9 included likert-scale and open-ended questions regarding student/employee performance in general; 10-16 included multiple choice and likert scale questions for student/employees in the Engineering Field; 17-21 included multiple choice and likert scale questions for student/employees in the Business Field; and 22-27 included open ended questions for student/employees in the Psychology Field. Results for questions regarding Engineering, Business, and Psychology are not provided in this summary due to small n. The responses were provided to the respective Academic NNMC Chairs and Deans in these fields for their review.

Information regarding general questions 1-9 will be provided below under the following headings: EMPLOYERS, STUDENT EMPLOYMENT, and STUDENT PERFORMANCE.

### EMPLOYERS

The employers who participated in the survey represent Government Agencies, K-12 Public Schools, Private Agencies, and Non-profit Organizations. Employers include: CASA, First Judicial District, Los Alamos National Laboratory, Las Cumbres Community Services, Los Alamos Medical Center, Los Alamos National Laboratory Foundation, Los Alamos Public Schools, Northern New Mexico Regional Art Center, Ohkay Owingeh, Pablo Roybal Elementary School, Plan B Networks Inc., Small Business Development Center, and Tewa Women United.

### STUDENT EMPLOYMENT

When asked how did students primarily join your organization, sixty nine percent (69%) of the employers who responded that students participated in internships, were referred by college staff and faculty, followed up on job advertisements, and heard an employer present at NNMC. Twenty-three percent (23%) of the employers indicated that student employees joined their organization by contacting them directly. Fifteen percent (15%) of the employers indicated that students were placed by NNMC. None of the employers indicated that students joined because of the NNMC Expo/Job Fair.

Employers were asked, how many graduates have you hired within the past 3 years. Seventy-six percent (76%) of the employers answered this question and a total of 38 graduates were hired within the past 3 years. When asked, how many graduates are still with your company/organization, these employers indicated a total of 19 graduates i.e. (50%).

Employers were asked to specify the job titles of the graduates hired. Seventy percent (70%) provided the following job titles: Administrative Staff, Elementary School Teacher, FIT Early Childhood Program Staff, Home Visitors, Intern, IT Technician, Program Associate, Program Manager, Assistant Program Manager, Registered Nurse, Small Business Development Advisor, Third Grade Teacher, Kindergarten Teacher, Volunteer Coordinator, and Volunteer Intern.

### **STUDENT PERFORMANCE**

Employers were asked to provide NNMC a rating (Excellent, Good, Fair, Poor, and NA) for various statements. Forty-two percent (42%) of employers gave NNMC a “Good” rating regarding *responsiveness of academic programs to your needs*. Fifty percent (50%) of employers gave NNMC a “Good” rating regarding *Quality/promptness of communications and follow-ups*. Thirty-three percent (33%) gave NNMC a “Good” rating regarding *staff knowledge of "real world" industry issues and Staff understanding of your hiring needs*.

Employers were asked, if you hired an NNMC graduate, please provide them a rating of (Excellent, Good, Fair, Poor, and NA) regarding the following areas. Forty-six percent (46%) of employers gave graduates an “Excellent” rating regarding *job skills*. Forty-two percent (42%) of employers gave graduates an “Excellent” rating regarding *Knowledge obtained through NNMC training/Academic Preparation and Skill set in taking initiatives*. Fifty percent (50%) of employers gave graduates an “Excellent” rating regarding *Work Ethic*. Fifty percent (50%) of employers gave graduates an “Excellent” rating regarding *Learning Curve*. Forty-five percent (45%) of employers gave graduates a “Good” rating regarding *Ability to follow and implement instructions*.

Employers were asked, to what degree would you hire or recommend an NNMC graduate, 54% of employers indicated that they “Strongly Recommended” graduates. Forty-six (46%) of employers indicated that they “Recommend” graduates.

Employers were asked to provide any comments regarding employees who are NNMC graduates.

Below is a list of their responses:

- Northern needs to survey all major employers in the area and LANL to find out specific job descriptions/requirements and the number of employees in each category.
- Northern then needs to make sure their curriculum can prepare their graduates for these occupations.
- Some of my staff have had a hard time with Northern and obtaining their degrees.
- I feel like it’s starting to improve and I hope it only continues to for the sake of all of the NNMC students.
- Strong instructions and prefer hiring from the community so NNMC graduates are highly desired for jobs and internships.
- The employee has been a great employee, she is committed, dedicated, learns fast, takes initiative, has passion for NNMC and our community.
- The employee was fantastic. We wish she was still with us.
- These individuals excel in a number of critical skills.
- They know the community and are committed to making change and contributing to this community!
- We would like to continue this relationship with NNMC.

Northern New Mexico College (NNMC)  
Employer Survey Spring 2018

<b>Answered</b>	<b>13</b>
<b>Skipped</b>	<b>4</b>

Employers-Respondents

CASA First Judicial District

LANL

Las Cumbres Community Servcies

Los Alamos High School

Los Alamos Medical Center

Los Alamos National Laboratory Foundation

Los Alamos Public Schools

Northern NM Regional Art Center

Ohkay Owingeh

Pablo Roybal Elementary School

Plan B Networks, Inc.

Small Business Development Center

Tewa Women United

### How did your NNMC employees primarily join your organization?

Answer Choices	Responses
NNMC graduates contacted you directly (job hunting, job advertisement)	23%
NNMC Expo/Job Fair	0%
NNMC Job Placement	15%
Other (please specify)	69%
<b>Answered</b>	<b>13</b>
<b>Skipped</b>	<b>4</b>

#### Other (please specify)

Advertisement

Also word of mouth from other graduate who work for us.

LAMC visits with graduating nurses

Most started with us before going to Northern

none that we know of

referral from professor

started as an intern before attending NNMC

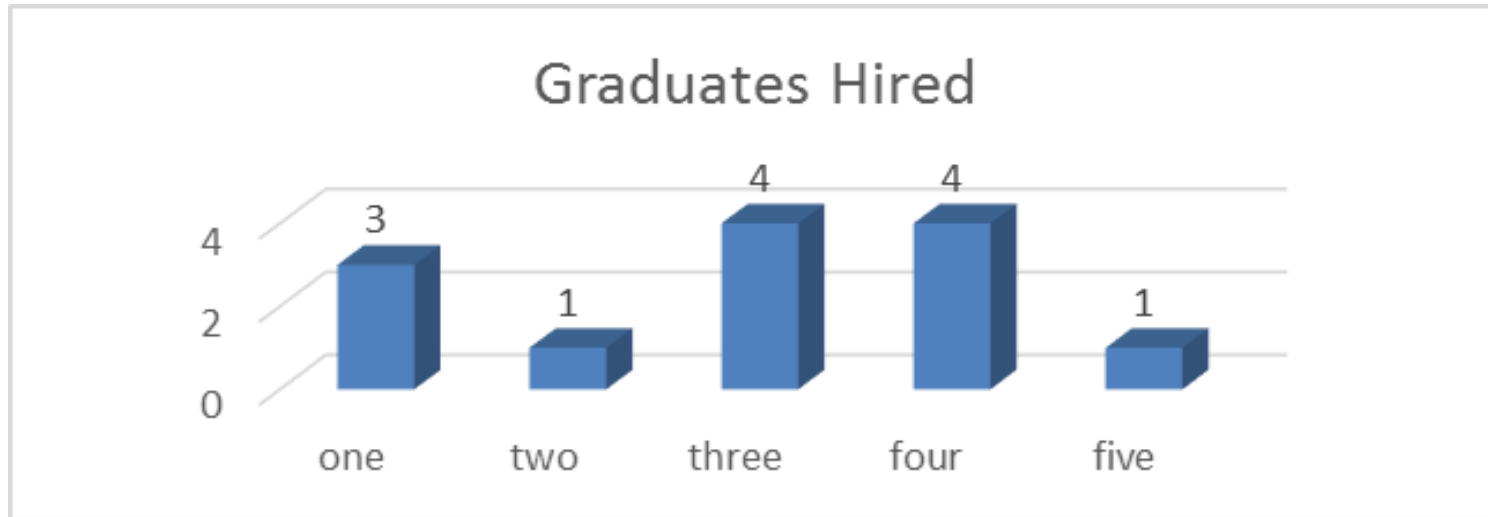
Student tech pipeline

We sought individuals out via contacts at the school and knowing a few prior

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

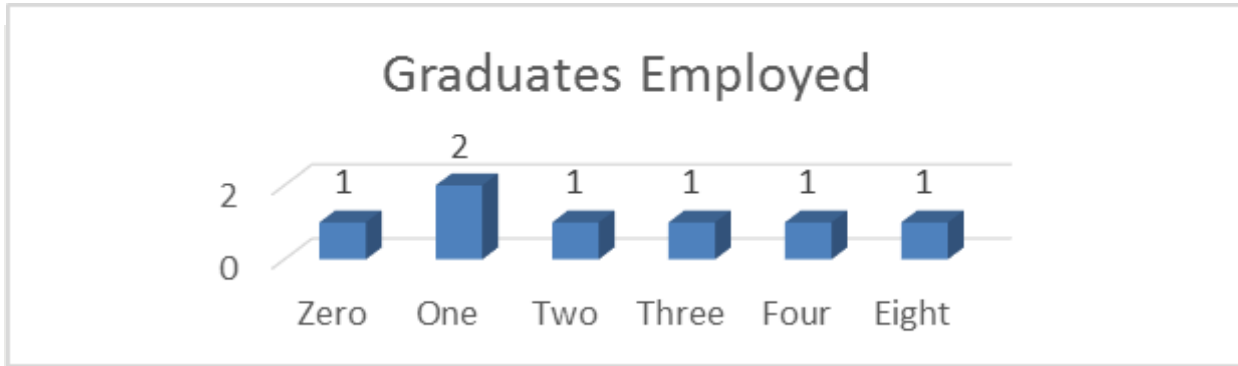
Answered 13

Skipped 4



Northern New Mexico College (NNMC) Employer Survey Spring 2018  
**How many are still with your company/organization?**

Answered 13  
Skipped 4



Northern New Mexico College (NNMC) Employer Survey Spring 2018  
**Please specify the job title of the graduate(s) you are responding  
about name(s) not necessary:**

<b>Answered</b>	<b>12</b>
<b>Skipped</b>	<b>5</b>

Responses

Administrative Staff

Elementary School Teachers

FIT Early Childhood Program staff

Home Visitors

Intern

IT Tech

Program Associate

Program Manager and Assistant Program Assistant

RN

SBDC Business Advisor

Third grade teacher and kindergarten teacher

Volunteer Coordinator and Intern

## Northern New Mexico College (NNMC) Employer Survey Spring 2018

### How would you rate NNMC?

	Excellent	Good	Fair	Poor	NA	
Responsiveness of academic programs to your needs	25%	42%	17%	0%	17%	
Quality/promptness of communications and follow-ups	25%	50%	17%	0%	8%	
Staff knowledge of "real world" industry issues	17%	33%	17%	8%	25%	
Staff understanding of your hiring needs	8%	33%	17%	17%	25%	
				<b>Answered</b>		<b>13</b>
				<b>Skipped</b>		<b>4</b>





Northern New Mexico College (NNMC) Employer Survey Spring 2018  
**To what degree would you hire or recommend an NNMC graduate?**

Answer Choices	Responses	
Recommendation with Reservations	0%	0
Recommend	46%	6
Strongly Recommend	54%	7
No Recommendation	0%	0

**Answered** 13  
**Skipped** 4

## Northern New Mexico College (NNMC) Employer Survey Spring 2018

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

**Answered 7**

**Skipped 10**

### Responses

Northern needs to survey all major employers in the area and LANL to find out specific job descriptions/requirements and the number of employees in each category. Northern then needs to make sure their curriculum can prepare their grads for these occupations.

Some of my staff have had a hard time with Northern and obtaining their degrees. I feel like its starting to improve and I hope it only continues to for the sake of all of the NNMC students.

Strong instructions and prefer hiring from the community so NNMC graduates are highly desired for jobs and internships.

The employee has been a great SBDC employee, she is committed, dedicated, learns fast, takes initiative, has passion for NNMC SBDC and our community.

The employee was fantastic. We wish she was still with us.

These individuals excel in a number of critical skills. They know the community and are committed to making change and contributing to this community!

We would like to continue this relationship with NNMC.

Northern New Mexico College (NNMC) Employer Survey Spring 2018  
Engineering Question

**Does your employee work in an Engineering related field?**

Answer Choices	Responses	
Yes	15%	2
No	85%	11
	<b>Answered</b>	<b>13</b>
	<b>Skipped</b>	<b>4</b>

Northern New Mexico College (NNMC) Employer Survey Spring 2018  
Engineering Question

**The nature of your employee's work is primarily:**

Answer Choices	Responses
Research and Development	0%
Industrial Design	0%
Project Management and Supervision	100%
Manufacturing and Production	0%
<b>Answered</b>	<b>1</b>
<b>Skipped</b>	<b>16</b>

Northern New Mexico College (NNMC) Employer Survey Spring 2018  
Engineering Question

**From which NNMC Engineering program did your employee graduate?**

Answer Choices	Responses
Information Technology	100%
Mechanical Engineering (Solar Energy Concentration)	0%
Software Engineering	0%
Pre-Engineering	0%
Welding	0%
Electrical Engineering	0%
Renewable Energy	0%
Electromechanical Engineering Technology	0%
<b>Answered</b>	<b>1</b>
<b>Skipped</b>	<b>16</b>

## Northern New Mexico College (NNMC) Employer Survey Spring 2018

## Engineering Question

## How well has NNMC prepared your employee?

	Excellent Preparation	Very Good	Good	Fair	No Preparation
An appropriate mastery of the knowledge, techniques, skills, and modern tools of their discipline	0%	100%	0%	0%	0%
To apply current knowledge and adapt to emerging applications of mathematics, science, engineering, and technology	0%	100%	0%	0%	0%
To conduct, analyze and interpret experiments, and apply experimental results to improve processes	100%	0%	0%	0%	0%
To apply creativity in the design of systems, components, or processes appropriate to program educational objectives	100%	0%	0%	0%	0%
To function effectively on teams	100%	0%	0%	0%	0%
To identify, analyze and solve technical problems	100%	0%	0%	0%	0%
To communicate effectively	100%	0%	0%	0%	0%
To recognize the need for, and an ability to engage in lifelong learning	100%	0%	0%	0%	0%
To understand professional, ethical and social responsibilities	100%	0%	0%	0%	0%
To respect for diversity and a knowledge of contemporary professional, societal and global issues	100%	0%	0%	0%	0%
To commit to quality, timeliness, and continuous improvement	100%	0%	0%	0%	0%
An appropriate mastery in designing, developing, supporting, and implementing various types of applications	100%	0%	0%	0%	0%
An appropriate mastery in designing, developing, supporting, and implementing networks and network elements	100%	0%	0%	0%	0%

**Answered 1**  
**Skipped 16**

Northern New Mexico College (NNMC) Employer Survey Spring 2018  
Engineering Question

**How well has NNMC prepared your employee?**

Answered	1				
	Excellent Prep	Very Good	Good	Fair	No Prep
To apply knowledge of mathematics, science, and engineering	0%	100%	0%	0%	0%
To design and conduct experiments, as well as to analyze and interpret data	0%	100%	0%	0%	0%
To design a system, component, or process to meet desired needs within realistic constraints such as economic, environmental, social, political, ethical, health and safety, manufacturability, and sustainability	0%	100%	0%	0%	0%
To function on multidisciplinary teams	100%	0%	0%	0%	0%
To identify, formulate, and solve engineering problems	100%	0%	0%	0%	0%
To communicate effectively	100%	0%	0%	0%	0%
To demonstrate a knowledge of contemporary issues	100%	0%	0%	0%	0%
To be able to use the techniques, skills, and modern engineering tools necessary for engineering practice	100%	0%	0%	0%	0%



Northern New Mexico College (NNMC) Employer Survey Spring 2018

Engineering Question

**With regard to Information Engineering and Technology, what is the status of the employee in terms of achieving the following goals?**

	achieved	right track	starting goal	moving forward	N/A	
Employee is situated in a growing career involving design, development and support of Information Technology Systems.	100%	0%	0%	0%	0%	
Employee performs effectively individually and in teams.	100%	0%	0%	0%	0%	
Employee will have demonstrated involvement in high technical and leadership roles.	100%	0%	0%	0%	0%	
Employee will have accumulated technical expertise to remain globally competitive.	100%	0%	0%	0%	0%	
				<b>Answered</b>		<b>1</b>
				<b>Skipped</b>		<b>16</b>

## Northern New Mexico College (NNMC) Employer Survey Spring 2018

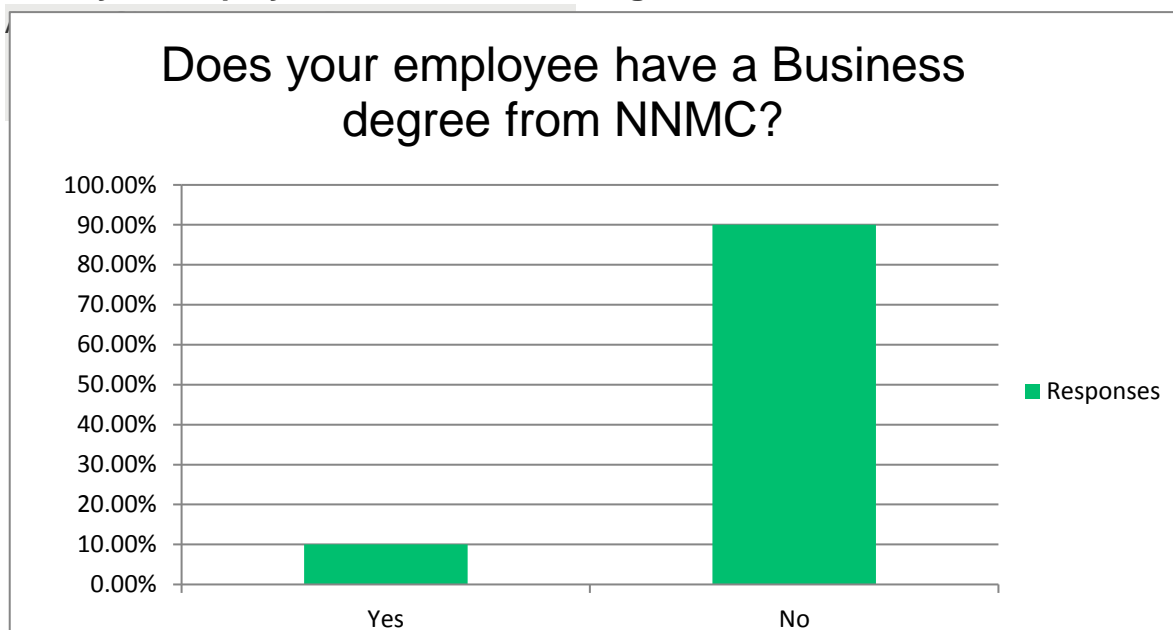
## Engineering Question

**With regard to Electro-mechanical Engineering and Technology,  
what is the status of the employee in terms of achieving the goals?**

	achieved	right track	starting	not moving forward	N/A
Employee is situated in a growing career involving design, development and support of Mechanical Engineering and Solar Energy Systems.	0%	0%	0%	0%	0%
Employee performs effectively individually and in teams.	0%	0%	0%	0%	0%
Employee will have demonstrated involvement in high technical and leadership roles.	0%	0%	0%	0%	0%
Employee will have accumulated technical expertise to remain globally competitive.	0%	0%	0%	0%	0%
				<b>Answered</b>	<b>0</b>
				<b>Skipped</b>	<b>17</b>

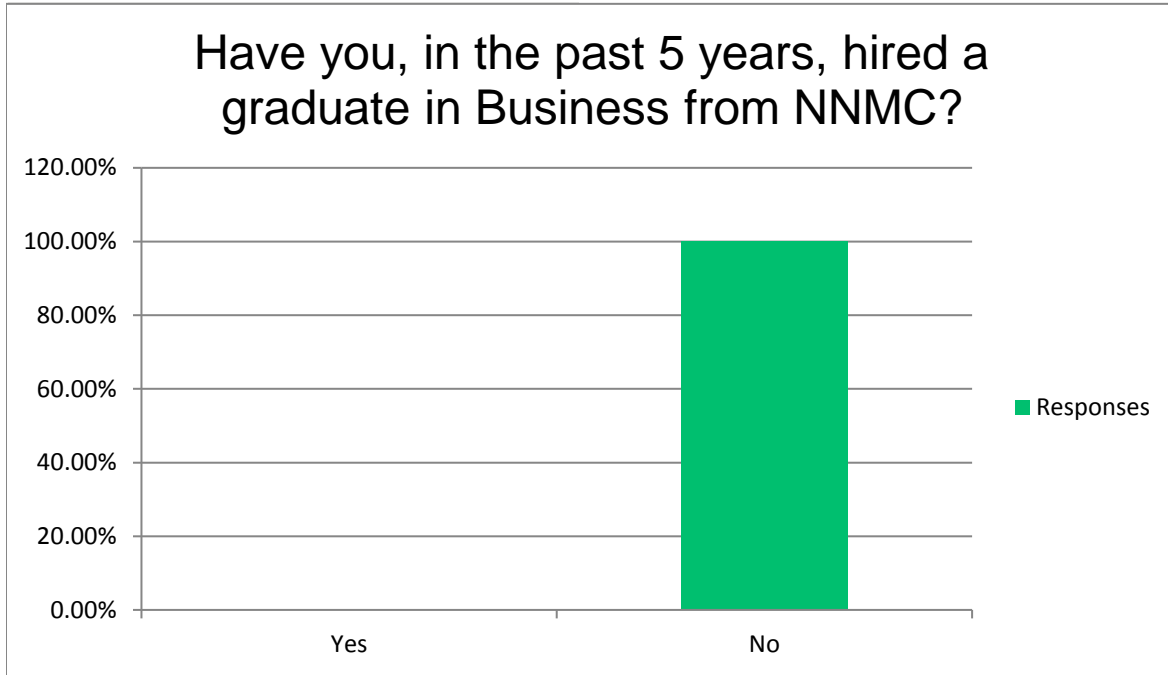
## Northern New Mexico College (NNMC) Employer Survey Spring 2018

## Business Question

**Does your employee have a Business degree from NNMC?****Answered**  
**Skipped****10**  
**7**

Northern New Mexico College (NNMC) Employer Survey Spring 2018  
 Business Question

**Have you, in the past 5 years, hired a graduate in Business from NNMC?**



<b>Answered</b>	<b>3</b>
<b>Skipped</b>	<b>14</b>

## Northern New Mexico College (NNMC) Employer Survey Spring 2018

## Business Question

**From which Business program does the employee hold a degree?**

**Check all that apply.**

Answer Choices	Responses	
AAS in Office Administration	0.00%	0
AAS in Barbering	0.00%	0
AAS in Cosmetology	0.00%	0
AA in Business Administration	0.00%	0
BA in Accounting	0.00%	0
BA in Management	0.00%	0
BA in Project Management	0.00%	0
I don't know	0.00%	0
Other (please specify)	100.00%	2
	<b>Answered</b>	<b>2</b>
	<b>Skipped</b>	<b>15</b>

Other (please specify)

Bachelor's Degree in Business

Administration/Management

Information Systems in 2013.

IT

## Northern New Mexico College (NNMC) Employer Survey Spring 2018

## Business Question

**How long has this employee been with your business or organization?**

Answer Choices	Responses	
Less than one year	50%	1
More than one year, less than 5 years	0%	0
More than 5 years	50%	1
No longer employed	0%	0
	<b>Answered</b>	<b>2</b>
	<b>Skipped</b>	<b>15</b>

Northern New Mexico College (NNMC)Employer Survey Spring 2018

Business Question

**Please rate your employeee**

	Excellent	Good	Fair	Poor	N/A
Ability to follow and implement instructions	100%	0%	0%	0%	0%
Ability to apply problem-solving skills to complex challenges facing the business	100%	0%	0%	0%	0%
Demonstrates good communication skills	100%	0%	0%	0%	0%
Demonstrates team working skills	100%	0%	0%	0%	0%
Ability to apply specific technology skills needed to complete the assignments	100%	0%	0%	0%	0%
				<b>Answered</b>	<b>2</b>
				<b>Skipped</b>	<b>15</b>

Northern New Mexico College (NNMC) Employer Survey Spring 2018  
Psychology Question

**Does your employee have a BAIS degree in Psychology from NNMC?**

Answer Choices	Responses
Yes	8%
No	92%
<b>Answered</b>	<b>12</b>
<b>Skipped</b>	<b>5</b>



Northern New Mexico College (NNMC) Employer Survey Spring 2018  
Psychology Question

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

<b>Answered</b>	<b>1</b>
<b>Skipped</b>	<b>16</b>

**Responses**

All Early Childhood field as Las Cumbres is the most comprehensive EC centers in NM.

Northern New Mexico College (NNMC) Employer Survey Spring 2018  
Psychology Question

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

<b>Answered</b>	<b>1</b>
<b>Skipped</b>	<b>16</b>

**Responses**

EC experience.

## Northern New Mexico College (NNMC) Employer Survey Spring 2018

### Psychology Question

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

<b>Answered</b>	<b>1</b>
<b>Skipped</b>	<b>16</b>

#### **Responses**

EC development and EC education courses.

Northern New Mexico College (NNMC) Employer Survey Spring 2018  
Psychology Question

**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?**

<b>Answered</b>	<b>1</b>
<b>Skipped</b>	<b>16</b>

**Responses**

15 to 20 per hour

## Northern New Mexico College (NNMC) Employer Survey Spring 2018

Psychology Question

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

<b>Answered</b>	<b>1</b>
<b>Skipped</b>	<b>16</b>

### Responses

Landing new EC State contracts.