

# Employer Survey - 2022

---

OFFICE OF INSTITUTIONAL RESEARCH

Rishi R. Poudyal/Carmella Sanchez  
rishi.poudyal@nmmc.edu/carmella@nmmc.edu  
(405) 780-5232/(505) 747-2118

## INTRODUCTION:

Lists of Employers were collected from Academic Chairpersons. Survey administered by the Institutional Research Office via email. Survey remained open from May 27, 2022 to June 30, 2022, slightly over a month. A total of 75 employers were invited for the survey but only 62 received, 10 were bounced, and 3 were opted out. Out of 62 who received the survey 13 completed it giving 21% response rate.

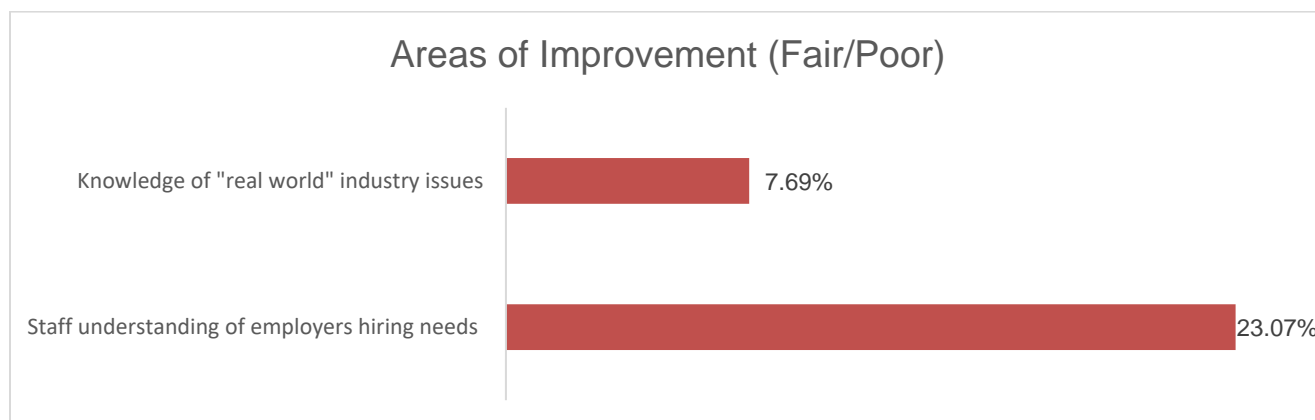
Employers provided responses regarding services that NNMC provided to them. Excellent and Good options were grouped as Strengths, and Fair and Poor were grouped as Areas of Improvement.

### Strengths:



### Areas of Improvement:

Staff understanding of employers hiring needs and Knowledge of "real world" industry issues" are two areas of improvements.



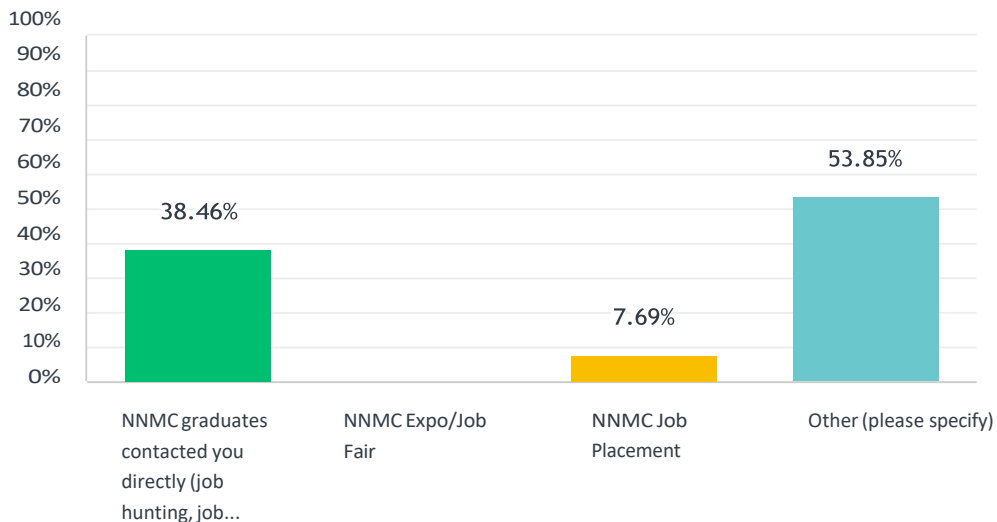
## Q1. Name your organization:

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 graduate	7%
One graduate	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 graduate	23%
Two graduates	46%
Three graduates	8%
Four graduates	8%
Unsure	15%

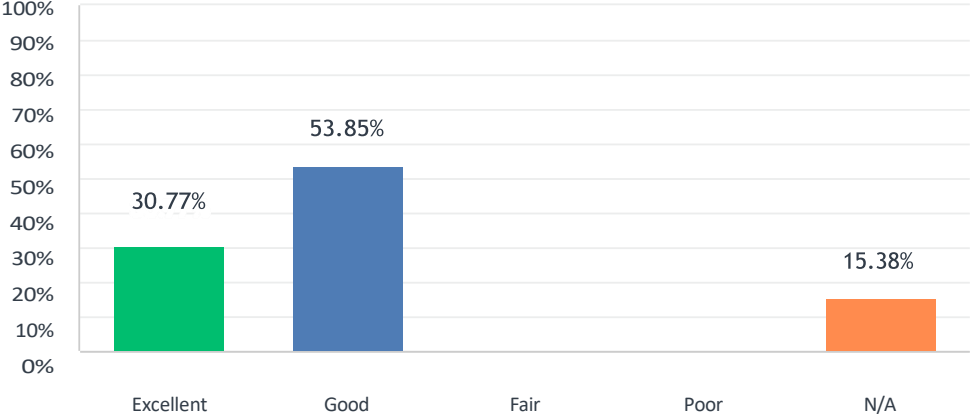
Q5. Please specify the job title of the graduate(s) you are responding about:

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?

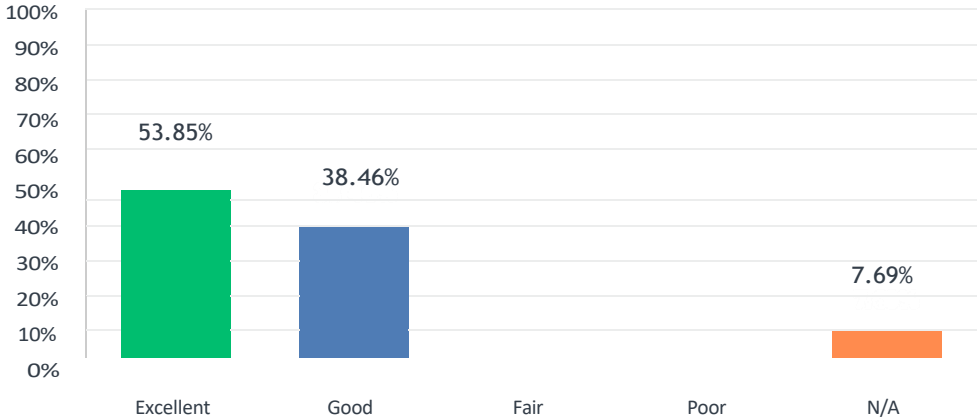
Answered: 13 Skipped: 0





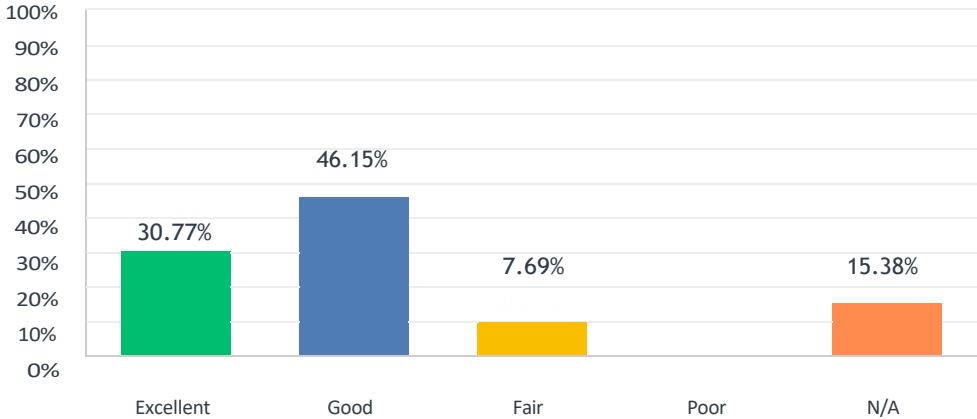
### Q7. How would you rate NNMC quality/promptness of communications and follow-ups staff?

Answered: 13 Skipped: 0



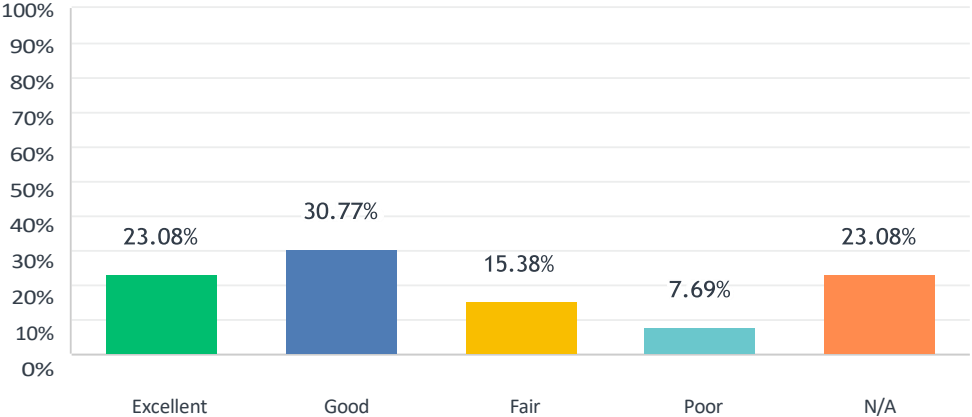
### Q8. How would you rate NNMC knowledge of "real world" industry issues?

Answered: 13 Skipped: 0



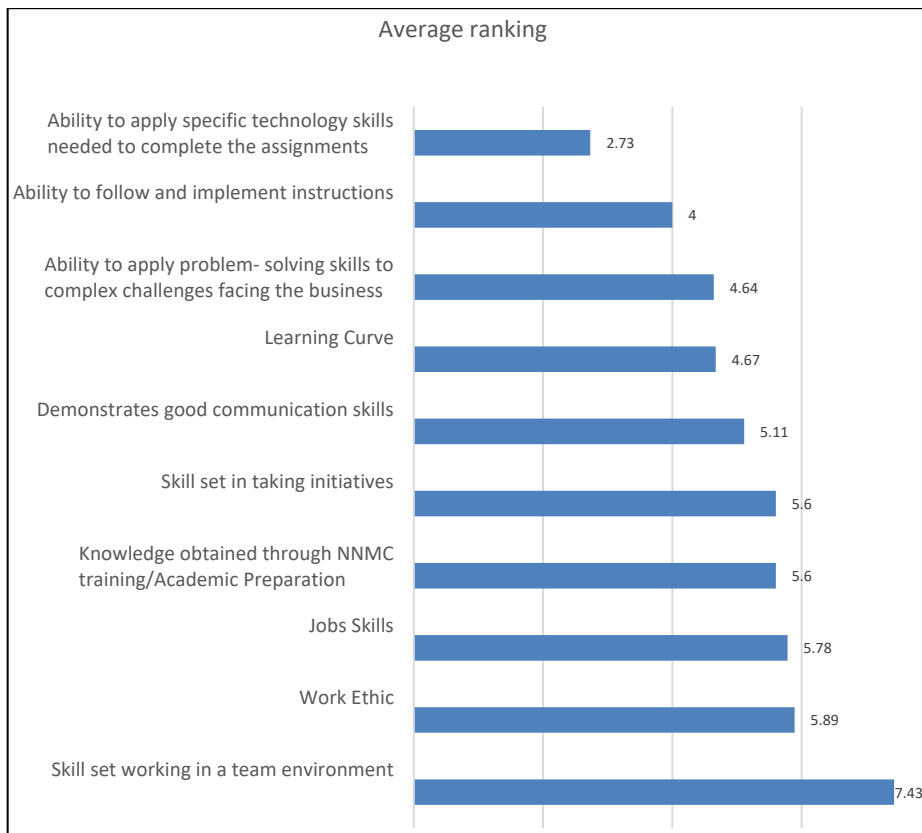
### Q9. How would you rate NNMC staff understanding of your hiring needs?

Answered: 13 Skipped: 0



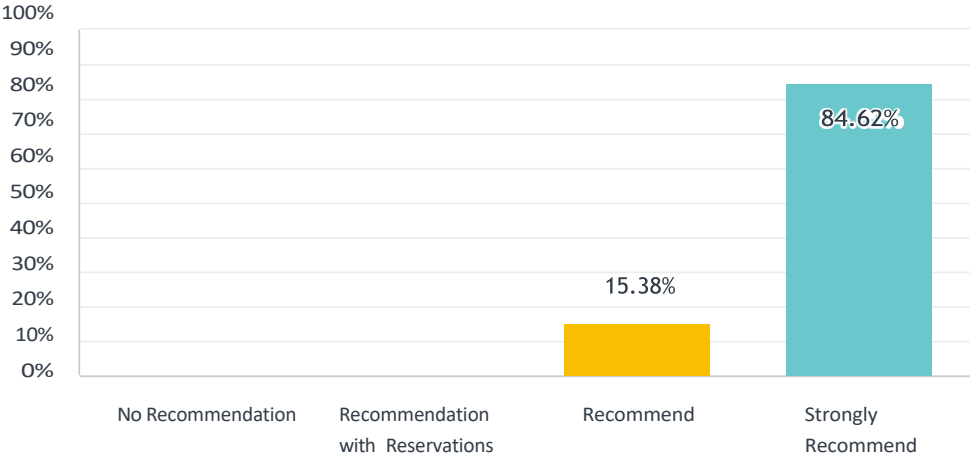
Q10. With regard to NNMC graduate(s) you have hired, please rank the following: **Average ranking**

Answered: 13    Skipped: 0



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

Answered: 13 Skipped: 0



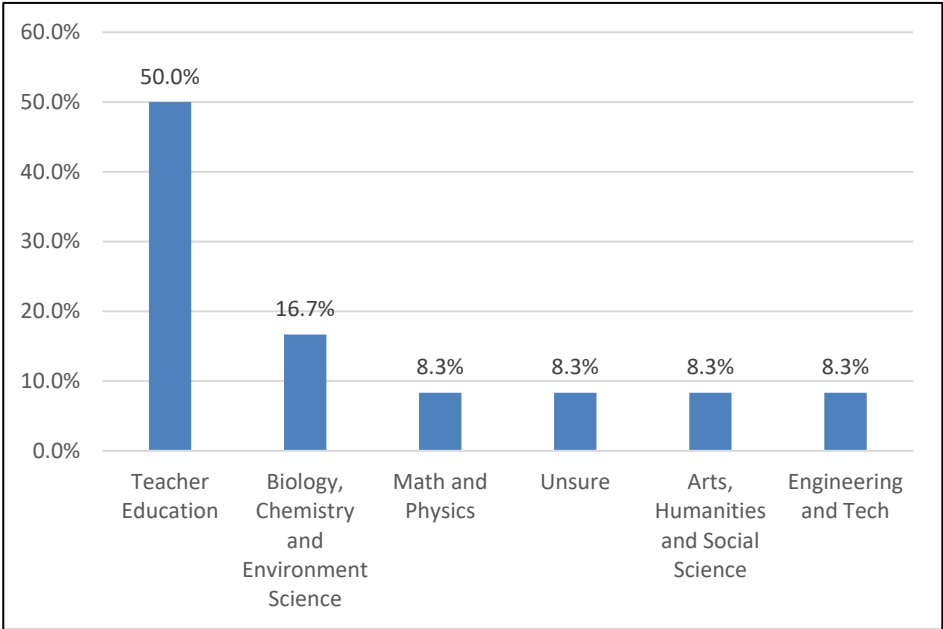
Q12. Please provide any comments you have as an employer regarding your employees who are NNMC graduates.

**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

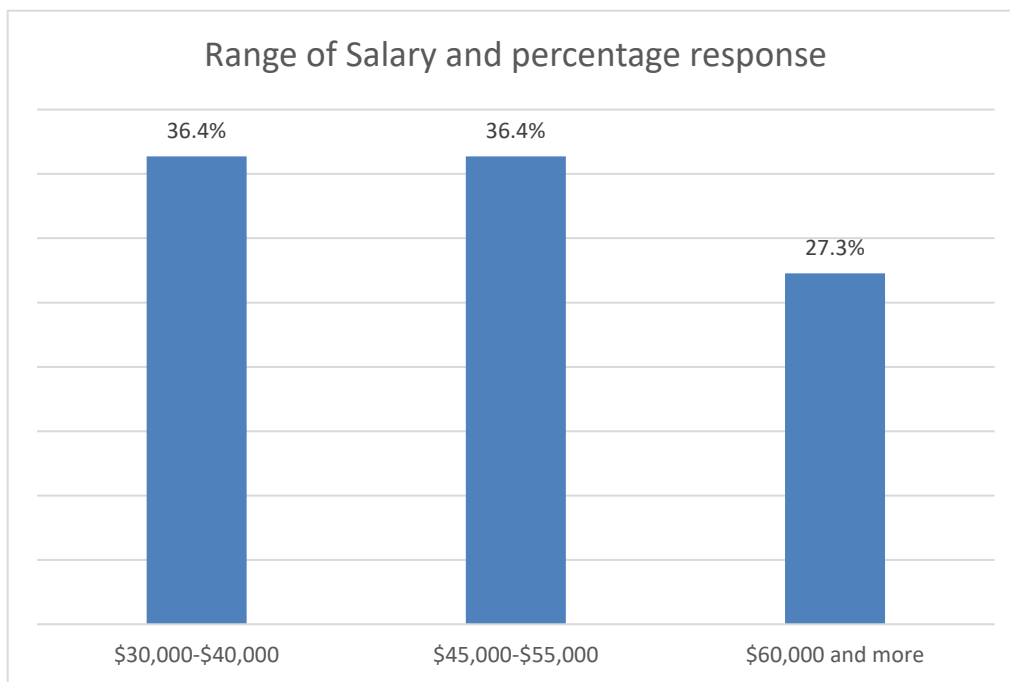
Q16. Can you recommend any courses NNMC should be offering that would assist someone to be hired, to succeed, and to advance in your organization?

**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 are around 200 employees and plan to grow to well over 600. NMO is also a good stepping stone to get into the Kansas City site.