



EMPLOYER SURVEY – 2024

OFFICE OF INSTITUTIONAL RESEARCH

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INTRODUCTION:

As part of the survey conducted by the Institutional Research Office, lists of employers were collected from Academic Chairpersons, Educational Opportunity Fairs, and Job Fair. 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, only 38 completed it, resulting in a response rate of 16%. Six of participants did not hire any NNMC graduates, and five of them were not sure in which degree the students graduated from NNMC.

In response, employers shared feedback on the quality preparation of NNMC graduates. The feedback was summarized into Strengths, which included the responses of Excellent and Good, and Opportunity for Improvement, which included responses of Fair and Poor.

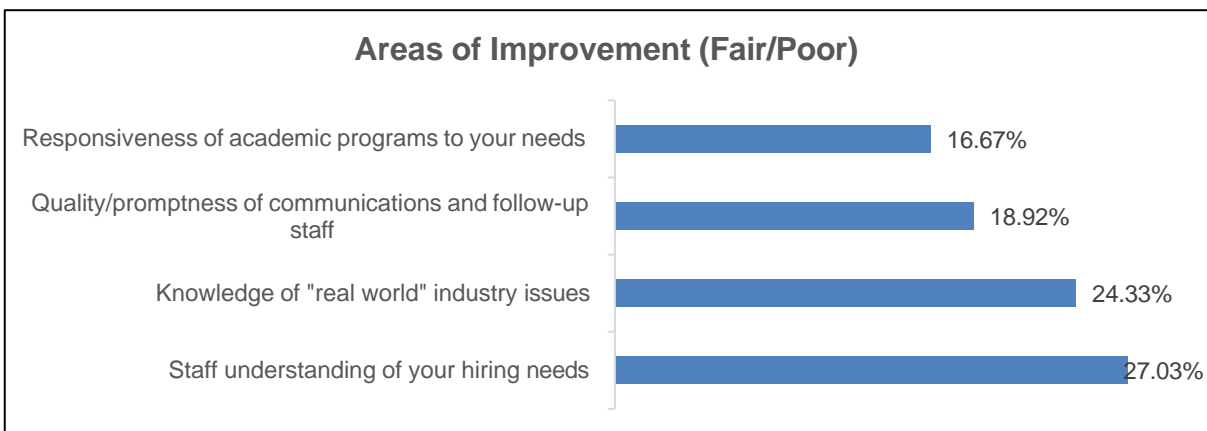
Strengths:

Based on the feedback received from the employers who completed the survey, NNMC's academic programs were found to be highly responsive to the needs of the employers, with 75% of them rating it as excellent or good. Additionally, 64.86% of the employers rated the quality and promptness of communications and follow-up staff as excellent or good. The knowledge of "real world" industry issues was rated as excellent or good by 62.16% of the employers, while the Northern's understanding of hiring needs was rated as excellent or good by 56.76% of the employers. These four areas were identified as the strengths of NNMC's services.



Opportunities for Improvement:

According to the survey results, some areas of NNMC's services require improvement. Specifically, Staff understanding of employer hiring needs, and knowledge of "real world" industry issues were rated as the biggest opportunities for improvement.

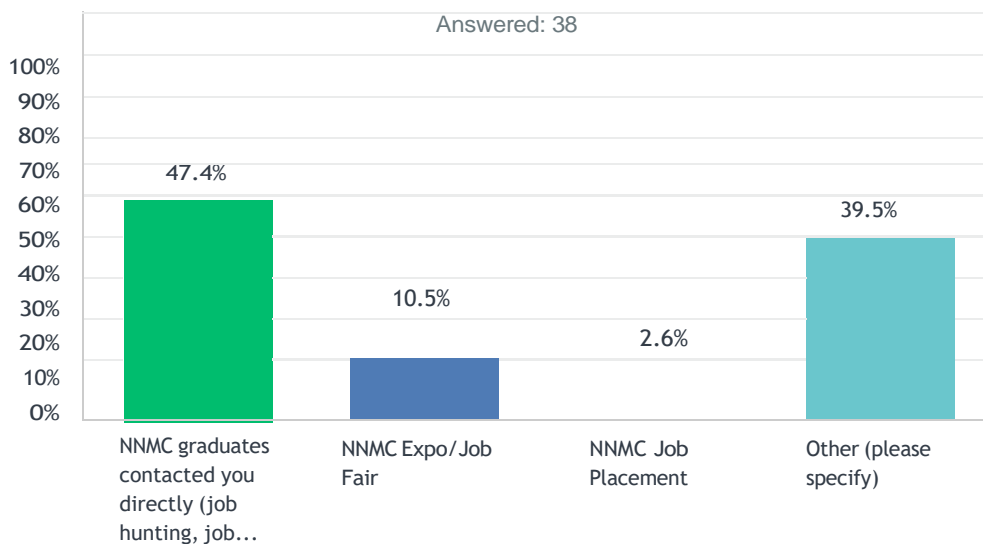


Q1 Name your organization

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%

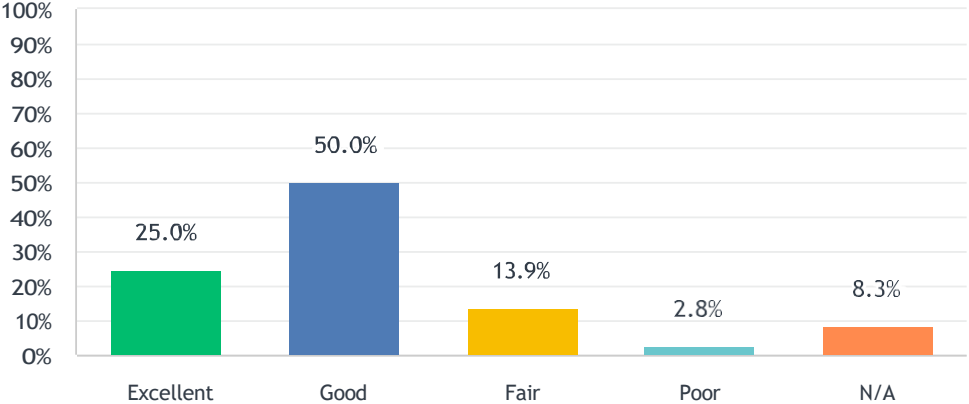
Q5 Please specify the job title of the graduate(s) you are responding about
(name(s) not necessary):

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

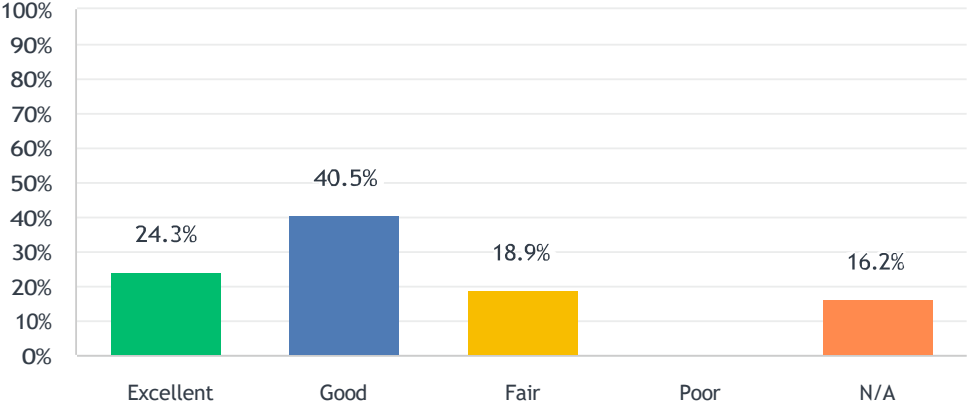
Q6 How would you rate NNMC responsiveness of academic programs to your needs?

Answered: 36



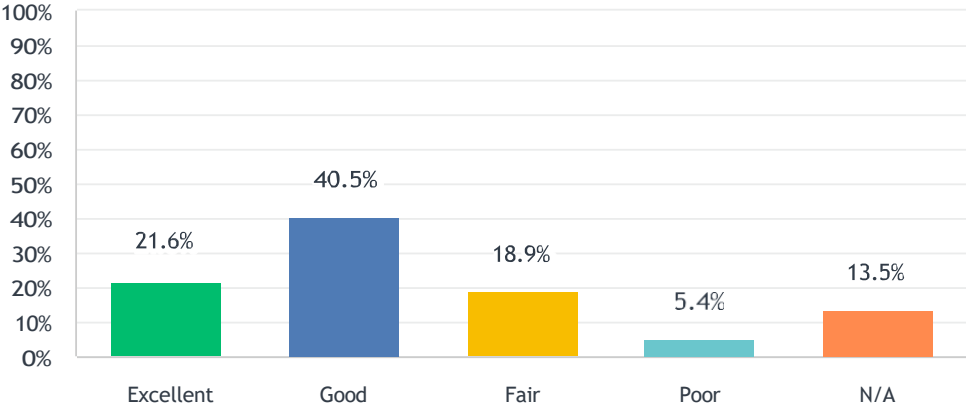
Q7 How would you rate NNMC quality/promptness of communications and follow-ups staff ?

Answered: 37



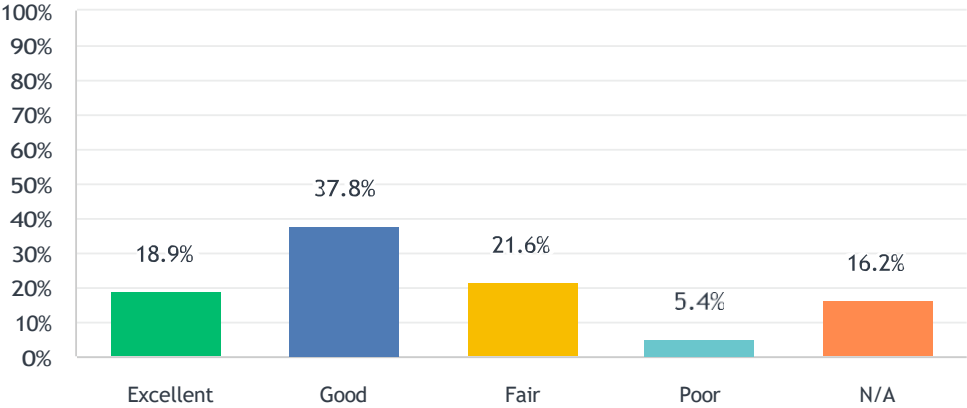
Q8 How would you rate NNMC knowledge of "real world" industry issues?

Answered: 37



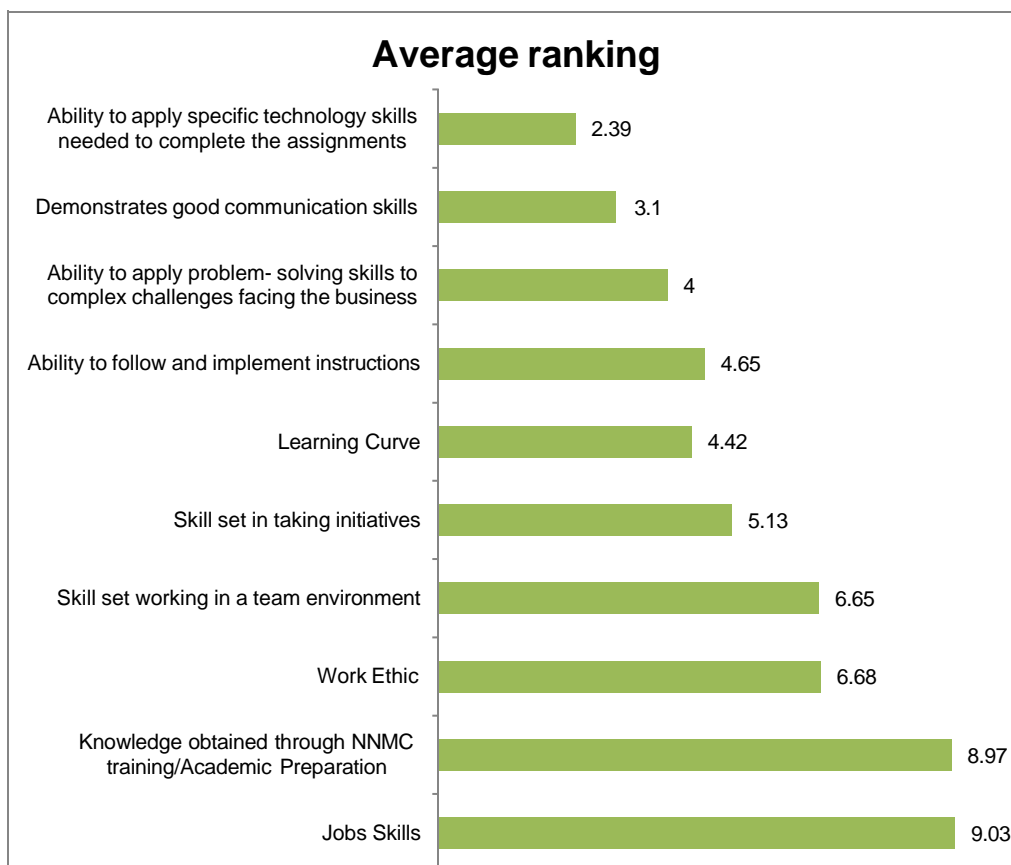
Q9 How would you rate NNMC staff understanding of your hiring needs?

Answered: 37 Skipped: 1



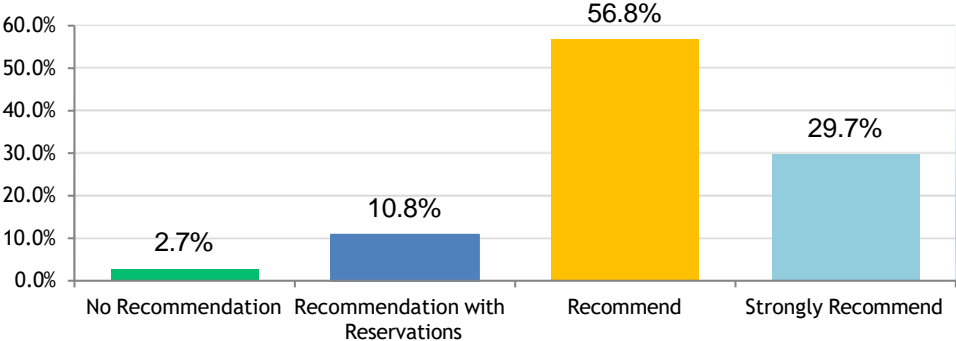
Q10 With regard to NNMC graduate(s) you have hired, please rank (1 to 10) the following: **Average ranking**

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.

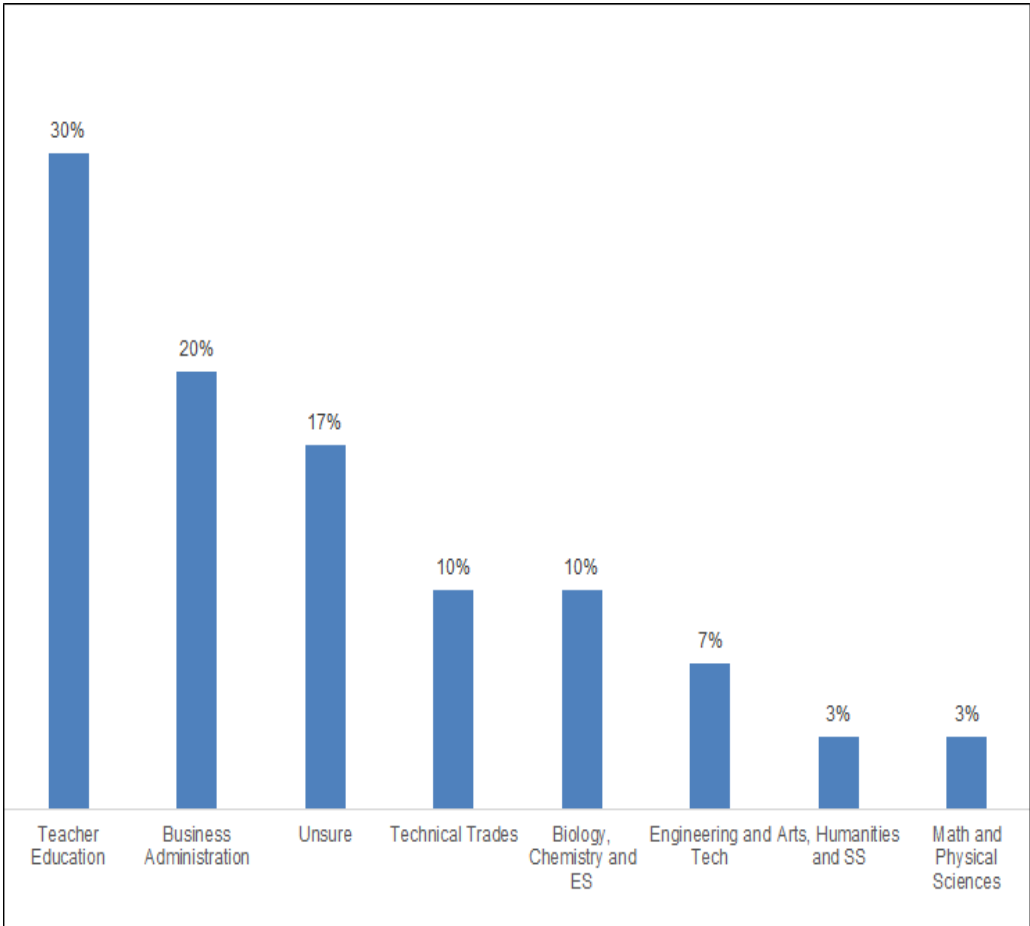
Answered: 27

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

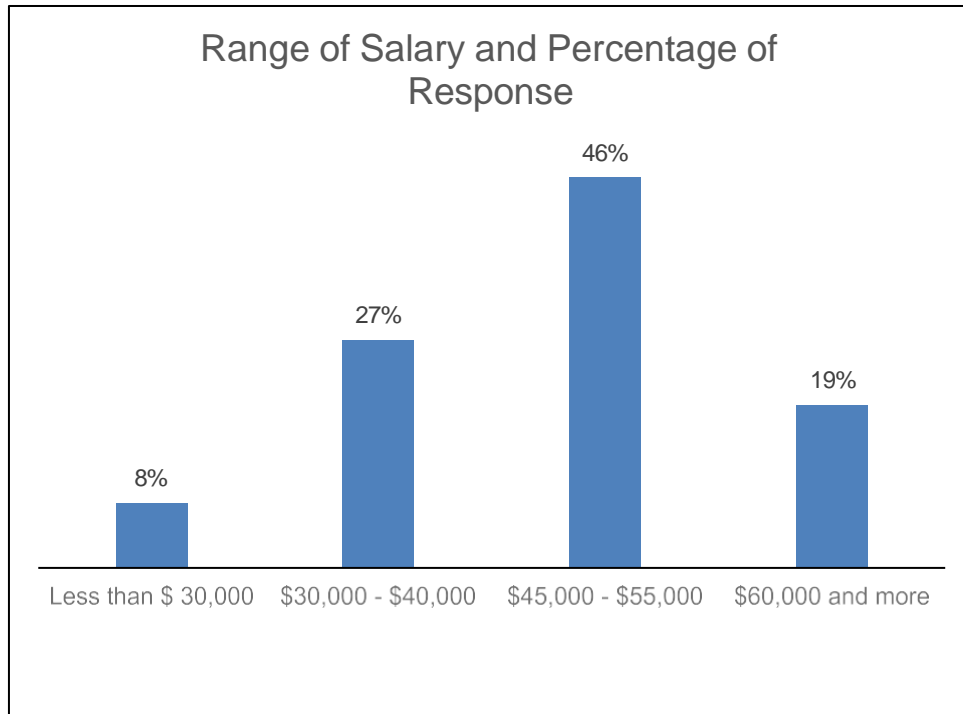
Q16 Can you recommend any courses NNMC should be offering that would assist someone to be hired, to succeed, and to advance in your organization?

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