

EMPLOYER SURVEY - 2026

OFFICE OF INSTITUTIONAL RESEARCH

NORTHERN NEW MEXICO COLLEGE
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Northern New Mexico College Employer Survey - 2026

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 08, 2026, to July 08, 2026, for a month. A total of 350 employees were invited, but only **250** received the survey, as **71** bounced and **29** opted out. Out of **250** who received the survey, **28** completed it, resulting in a response rate of **11%**.

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 employers 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 Albuquerque Public Schools, Los Alamos National Laboratory, Los Alamos Public Schools, Los Alamos Commerce and Development Corporation, City of Espanola, Northern New Mexico College, Las Campanas Master Association, Family Learning Center, Goodwill of NM, Presbyterian Espanola Hospital, Carpenters - Local 1319, New Mexico Wildfire Center, Christine Duncan's Heritage Academy, Crisis Center of Northern New Mexico, Kit Carson Electric Cooperative Inc., Little Warriors Daycare, Mountain Elementary School, Moving Arts, Espanola, Penasco Independent School District, Performance Maintenance Inc., Vault Studios, among others.

STUDENT EMPLOYMENT

When employers were surveyed about their recruitment of NNMC graduates, the results indicated that **29%** of them hired graduates through several channels, such as workforce pipeline programs, Internship and, Sending employees for training, District employees, and more. Additionally, **29%** of employers noted that graduates reached out directly. Meanwhile, **29%** of employers indicated that graduates were hired through the NNMC Expo/Job Fair, and **13%** of employers reported that graduates were placed through NNMC.

When employers were asked *how many Northern New Mexico College (NNMC) graduates they had hired during the past three years*, the responses showed

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a varied distribution. Among the employers who answered this question, **25%** reported that they had not hired any NNMC graduates. Meanwhile, **7%** had hired one graduate, **11%** had hired two graduates, **21%** had hired three graduates, **11%** had hired four graduates and **4%** had hired five and ten graduates. Additionally, **11%** reported hiring more than 20 graduates, while **7%** indicated they were unsure of the number of NNMC graduates they had hired.

When asked *how many graduates are still with your company/organization*, **21%** reported that they retained no graduates. Meanwhile, **18%** indicated that they had retained one graduate, and another **18%** had retained two graduates. Additionally, **7%** reported retaining three graduates, **11%** retained four graduates, and **4%** each retained seven, nine, and twenty graduates. Another **7%** indicated that they had retained the majority of the NNMC graduates they had hired. Finally, **7%** were unsure how many NNMC graduates remain employed at their organization.

Employers were asked to specify the job titles of the Northern New Mexico College (NNMC) graduates they had hired. The results showed that seven employers hired graduates into teaching positions. Additionally, twenty employers reported employing NNMC graduates in a wide range of roles, including Radiation Control Technician, Corpsmember, Carpenter, Editor, Registered Nurse (RN), Fiber Optic Technician, Laboratory Technician, Maintenance Worker, Victim Advocate, Manager/Coordinator, Mentor, and Administrator/Volunteer Engagement Specialist, among others. One employer also indicated that they hired NNMC graduates across multiple positions, including Radiation Control Technician, Project Manager, Procurement, Administrative Support, Information Technologist, and various craft and trades positions.

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, **82%** 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*, **79%** of employers rated NNMC as “Excellent” or “Good.” Finally, for *staff understanding of their hiring needs*, **79%** 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 **8.62**. In contrast, the lowest average rating was for *the ability to apply specific technology skills required for assignments*, which scored an average of **2.73**.

When asked about their willingness to hire or recommend Northern New Mexico College (NNMC) graduates, employers expressed overwhelmingly positive views. Half of the respondents (50%) indicated that they would **strongly recommend** NNMC graduates, while 42% stated that they would **recommend** them. An additional 4% reported that they would **recommend graduates with reservations**, and the remaining 4% indicated that they **would not recommend** NNMC graduates.

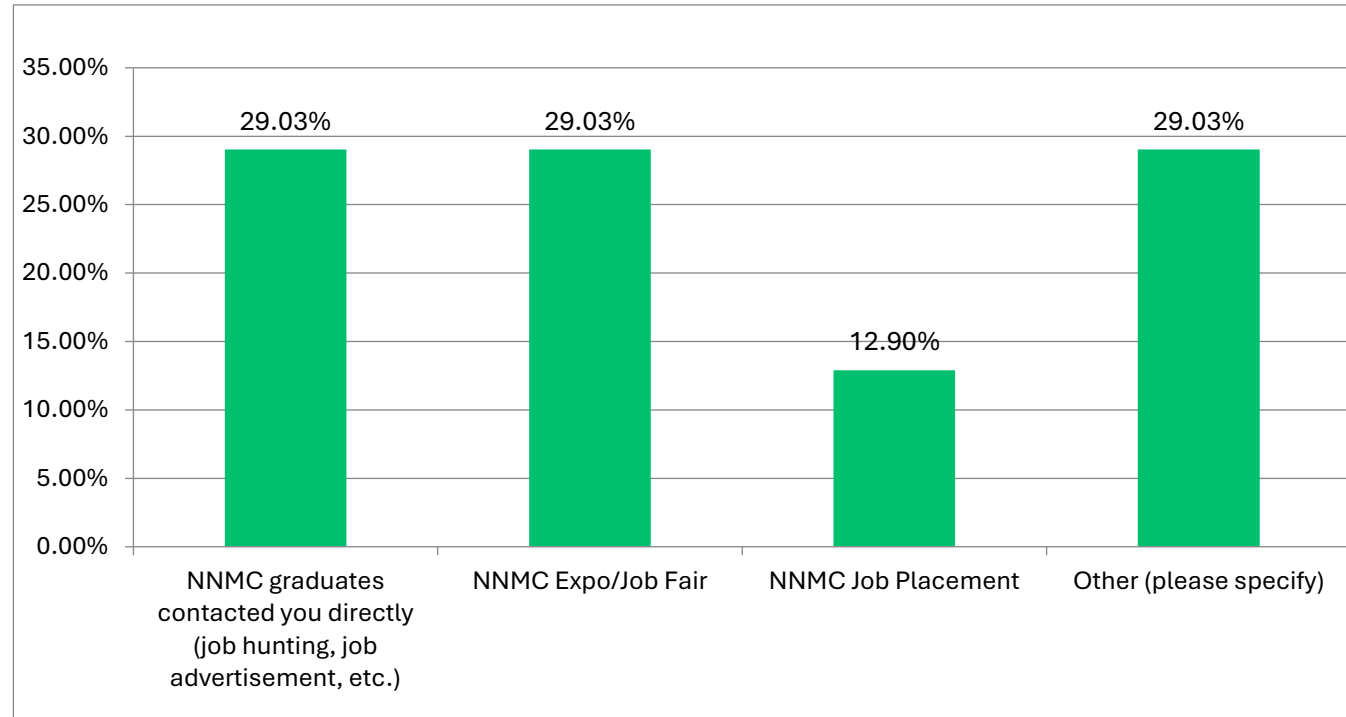
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Q1 Name your organization:

Responses	Count
Albuquerque Public Schools	2
Carpenters - Local 1319	1
Christine Duncan's Heritage Academy	1
City of Espanola	1
Crisis Center of Northern New Mexico	1
Family Learning Center	1
Goodwill of NM	1
Kit Carson Electric Cooperative Inc.	1
Las Campanas Master Association	1
Little Warriors Daycare	1
Los Alamos Commerce and Development Corporation	1
Los Alamos National Laboratory	1
Los Alamos Public Schools	1
Mountain Elementary	1
Moving Arts Espanola	1
New Mexico Wildlife Center	1
Northern New Mexico College	4
Peñasco Independent School District	1
Performance Maintenance Inc	1
Presbyterian Espanola Hospital	1
Rocky Mountain Youth Corps	1
State Personnel Office	1
Tewa Women United	1
Vault Studios	1
Grand Total	28

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Q2 How did you recruit NNMC graduates to join your organization? (n=28)



Other (please specify):

Growing our own teachers
Workforce pipeline programs
District Employees
Internship
Moving arts is a feeder for NNMC
Sending employees for training
CAMP – 1 st year college students

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Q3 To your knowledge, how many NNMC graduates have you hired within the past 3 years? (n=28)

Number of graduates hired	Percentage
Zero graduate	25%
One graduate	7%
Two graduates	11%
Three graduates	21%
Four graduates	11%
Five graduates	4%
Ten graduates	4%
20 and over	11%
Unsure	7%
Grand Total	100%

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Q4 How many are still with your company/organization? (n=28)

Number of graduates still working	Percentage
Zero graduate	21%
One graduate	18%
Two graduates	18%
Three graduates	7%
Four graduates	11%
Seven graduates	4%
Nine graduates	4%
Twenty graduates	4%
Majority	7%
Unsure	7%
Grand Total	100%

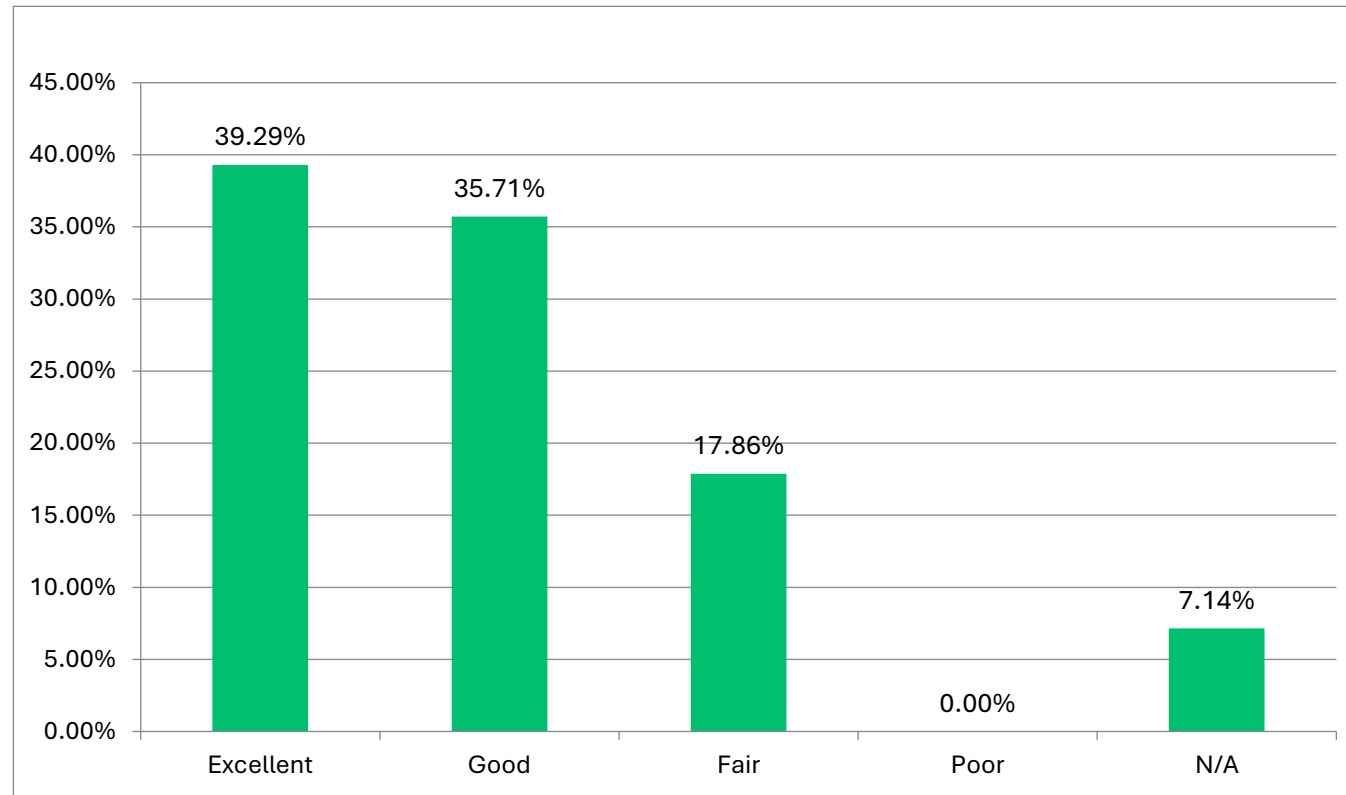
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Q5 Please specify the job title of the graduate(s) you are responding about (name(s) not necessary):

Graduates' job Title	Count
Teacher	7
Radiation Control Technician	1
Several roles	1
Corpsmember	1
Carpenter	1
Administrator/Volunteer Engagement Specialist	1
Editor	1
RN	1
Fiber Optic Technician	1
CAMP Recruiter/Student Mentors	1
Tab Technician	1
Maintenance Worker	1
Victim Advocate	1
Manager/Coordinator	1
Mentor	1
Unsure	1
None	5
Grand Total	27

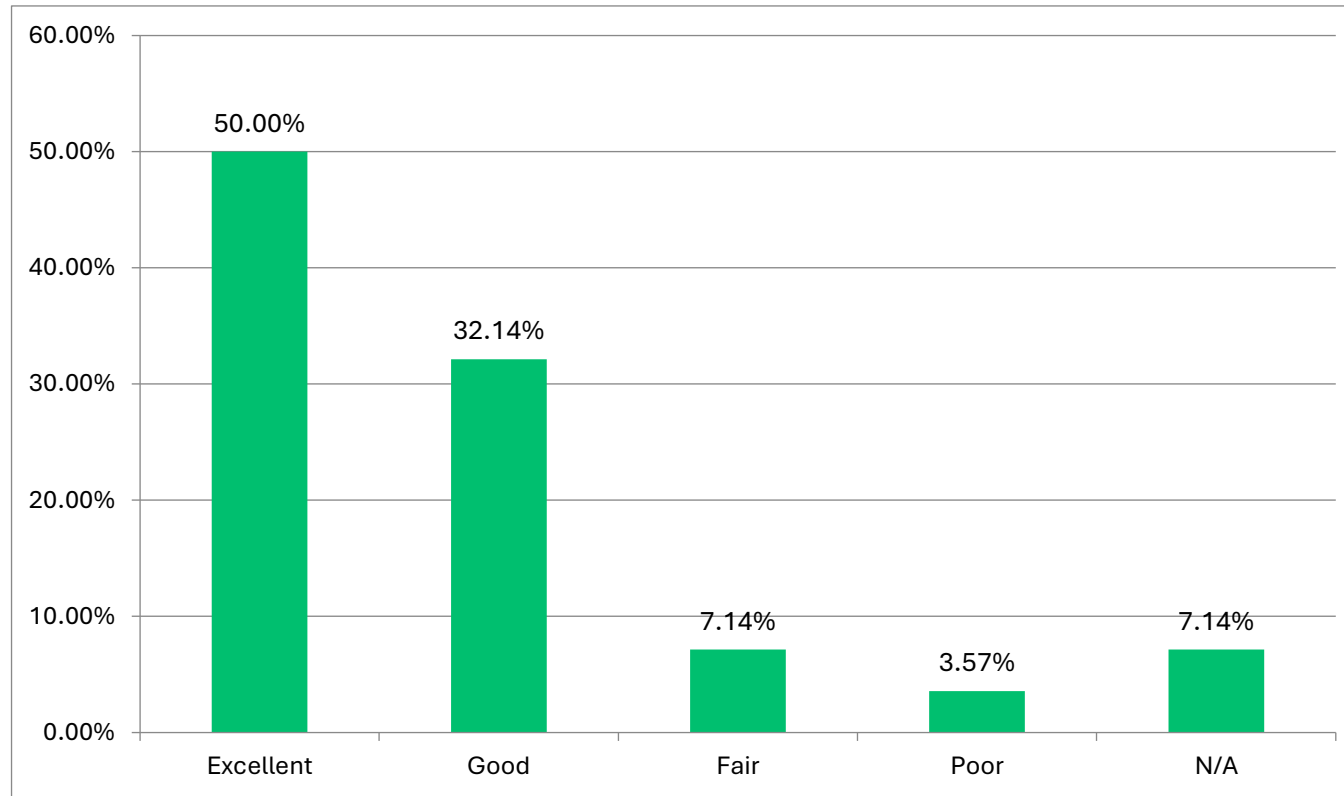
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Q6 How would you rate NNMC responsiveness of academic programs to your needs? (n=28)



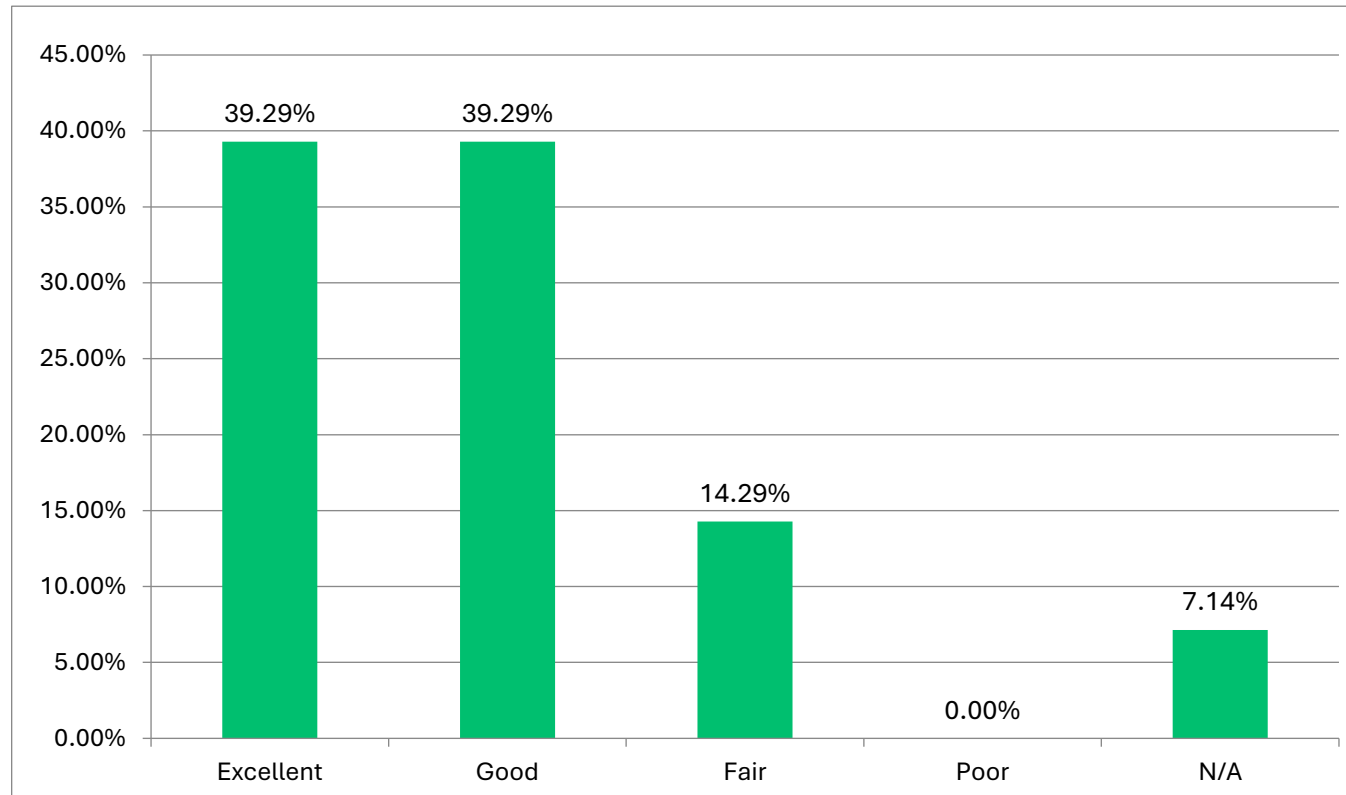
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Q7 How would you rate NNMC quality/promptness of communications and follow-ups staff? (n=28)



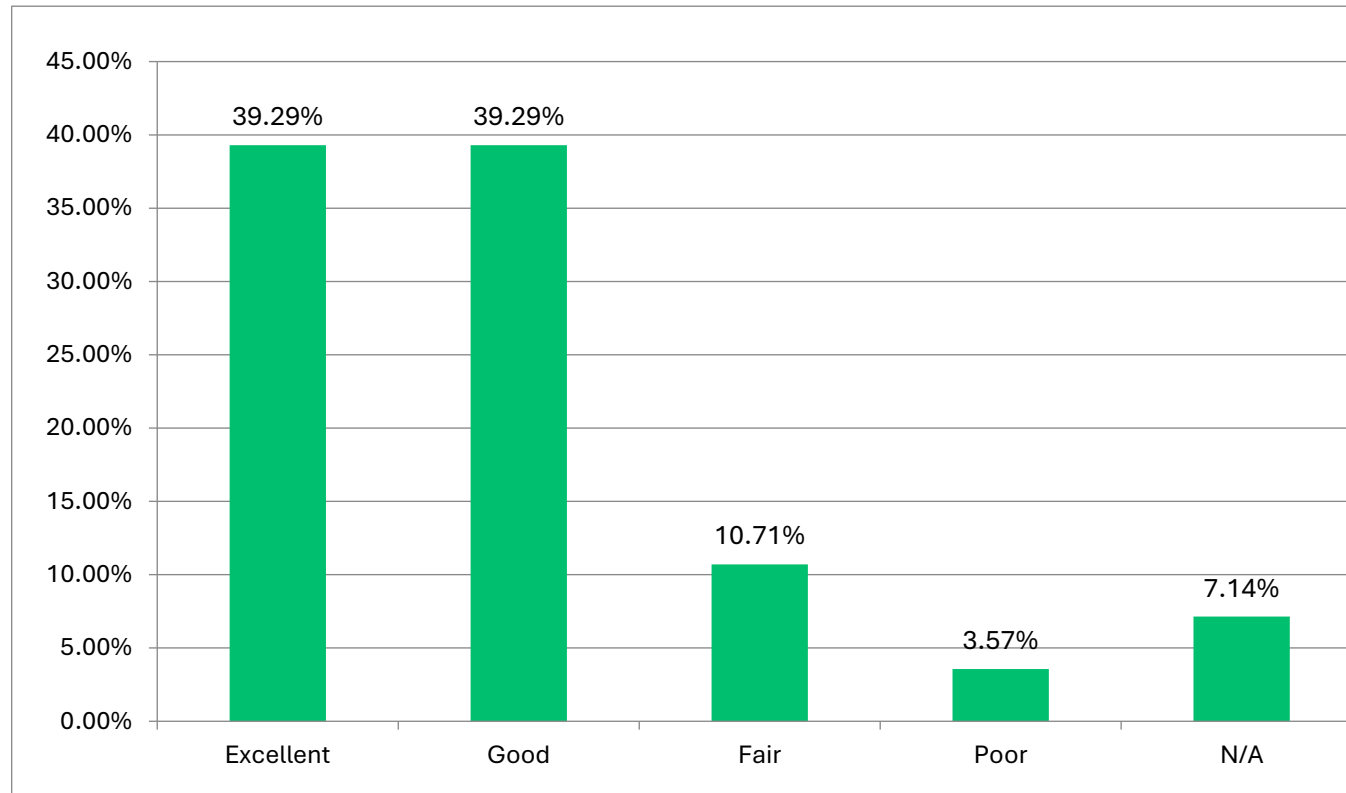
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Q8 How would you rate NNMC knowledge of "real world" industry issues? (n=28)



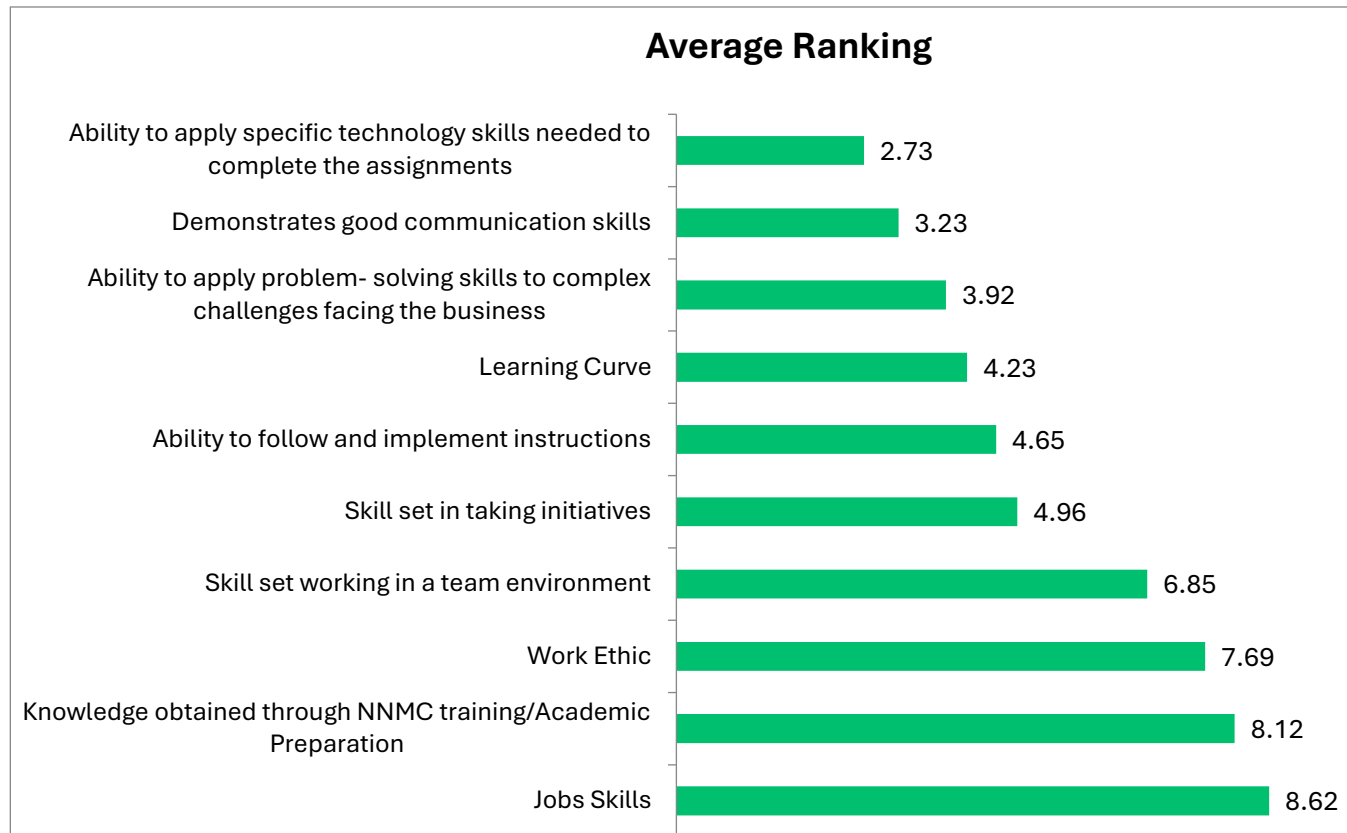
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Q9 How would you rate NNMC staff understanding of your hiring needs? (n=28)



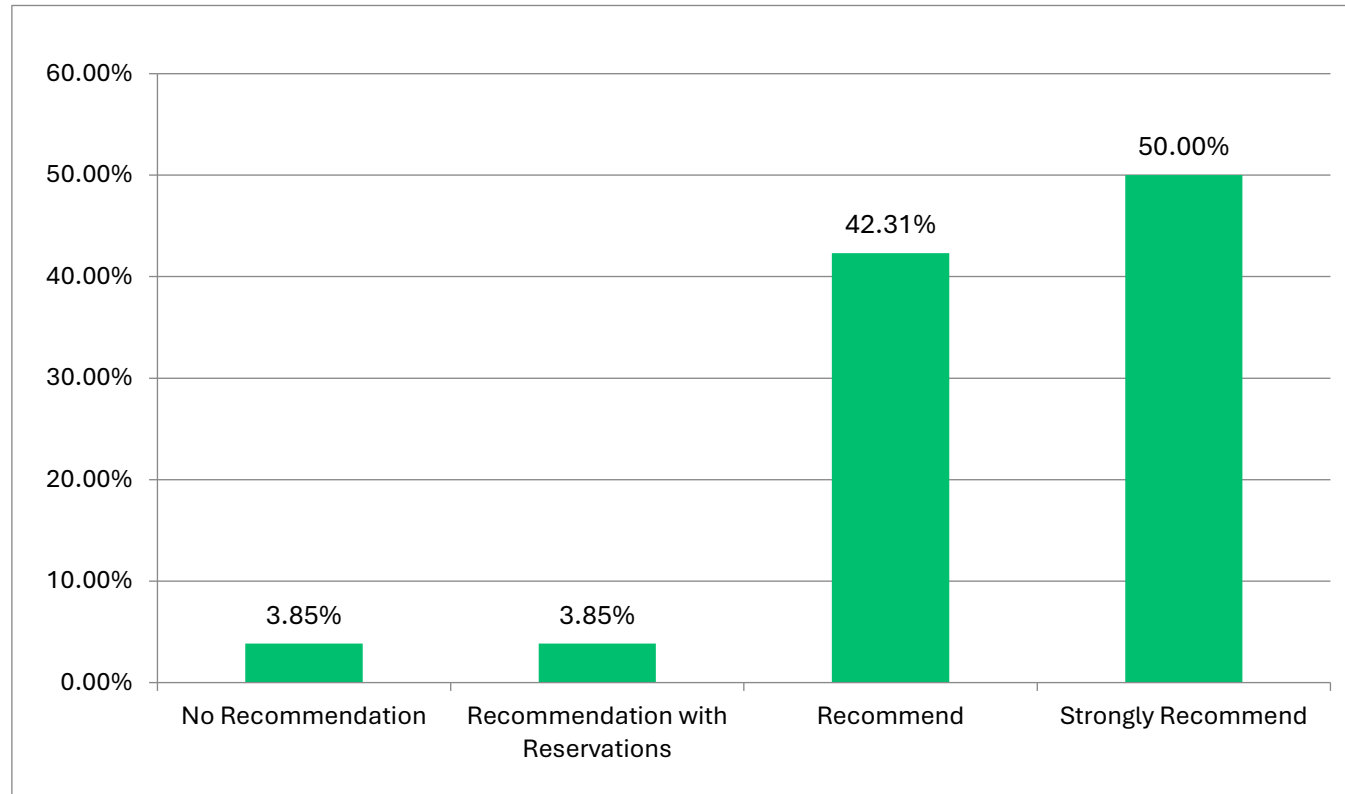
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Q10 With regard to NNMC graduate(s) you have hired, please rank the following (from 1(highest) to 10(lowest)): **Average Ranking**



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Q11 To what degree would you hire or recommend an NNMC graduate? (n=26)



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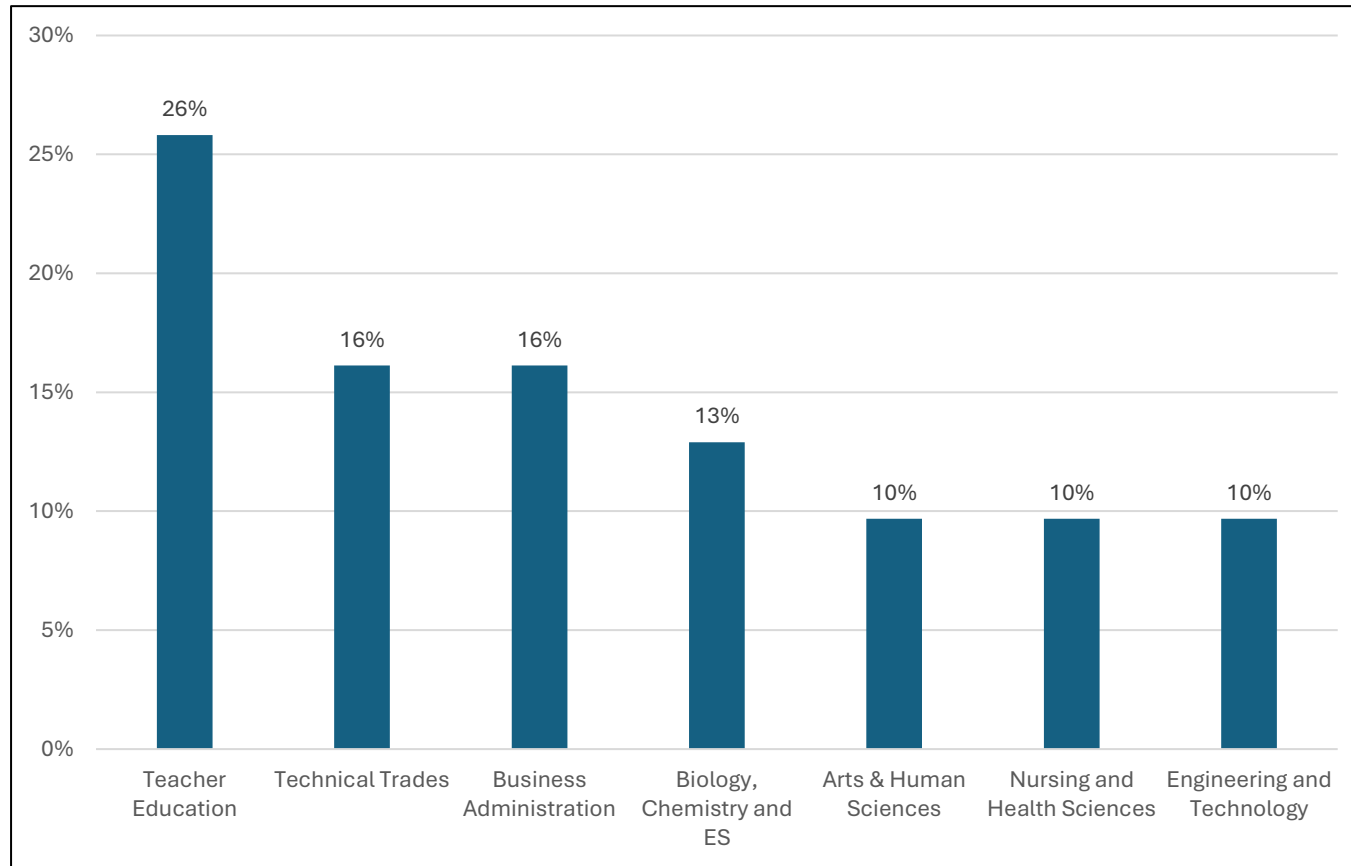
Q12 Please provide any comments you have as an employer regarding your employees who are NNMC graduates.

Some examples of comments made by Employees:

- We would love to have the application here. We need teachers!!
- Students who attend NNMC are ready to be plugged into any classroom setting.
- When we hired those from NNMC we had a great experience with them.
- Well trained in skillset for position.
- They are all well prepared and ready to work with children.
- The key is for students to help other students.
- Great idea of program, students must show initiative, I would hire them, but I did not have openings.
- These employees are local, and they understand the social issues facing stakeholders, and families.
- It would be good to have more in-person (google meet could be sufficient) contact with the student's supervisor.
- All candidates were highly prepared to run a classroom with confidence.
- We are so proud of our graduates. We have highly qualified staff who know what they are doing!! They behave professionally, they take the initiative, are leaders and are loved by parents!
- Wish there is funding for the staff to assist with the additional time put in.
- NMWC always looks to hire locally for full-time, seasonal and intern staffing. We look to NNMC as a key partner in our recruitment process. Graduates and interns from NNMC have been exceptional.

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Q13 From which NNMC degree program(s) did your employee(s) graduate from? (n= 31)



Note: Employer responses identified as "Unknown" were excluded from this analysis. Responses listing multiple degree programs were separated and counted under each respective degree program.

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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 Employees:

- Prep in bilingual education.
- Elementary Ed.
- Strong writing and oral communication skills, accounting/ math classes.
- Industry Certification or AAS degree minimum-Bachelor Preferred.
- Special Education, Bilingual Education, Middle School Math and Science.
- Support and guidance of 1st year college students.
- Anything with forestry, environmental science, management, or communications.
- Good attitude, willing to learn, dependable.
- Better communication from the coordinator of the program.
- Our organization has a need for employees with social work skills and trauma informed service. I'd argue that our public schools, shelters, hospitals and other agencies are in dire need of trained and certified employees.
- Anything that has to do with construction.
- Students on the education tract should be well versed in classroom management and how to differentiate instruction for a variety of learning needs.
- Classroom Management, knowledge of special education issues.
- They will need a degree or start working on one.
- Interpersonal skills.

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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 Employees:

- Someone with TESOL and bilingual endorsement.
- Internships and prior job experience.
- Masters credential.
- Develop Bilingual and Biliterate Skills.
- Knowledge of their field of study, approachable, willing to support students.
- At least 2 years in field-based environmental work, preferably on a team, or someone with strong multimedia communications experience.
- Good attitude, willing to learn, dependable.
- Social work training.
- Safety courses or any workshops with material handling.
- Students need more than a couple of weeks of student teaching - they should have at least a trimester- and there should be a period when they are teaching solo.
- As much time in the classroom as possible to see different organizational methods and teaching methods.
- Family Learning Center provides on the job training, mentorship, placement for observations and student teaching. It is a Great Partnership. We appreciate all that Northern has done for our program.
- On the job training.
- Hands on work with wildlife, vet asst./tech experience, non-formal experiential education, non-profit admin/mgt.
- A rounded experience.

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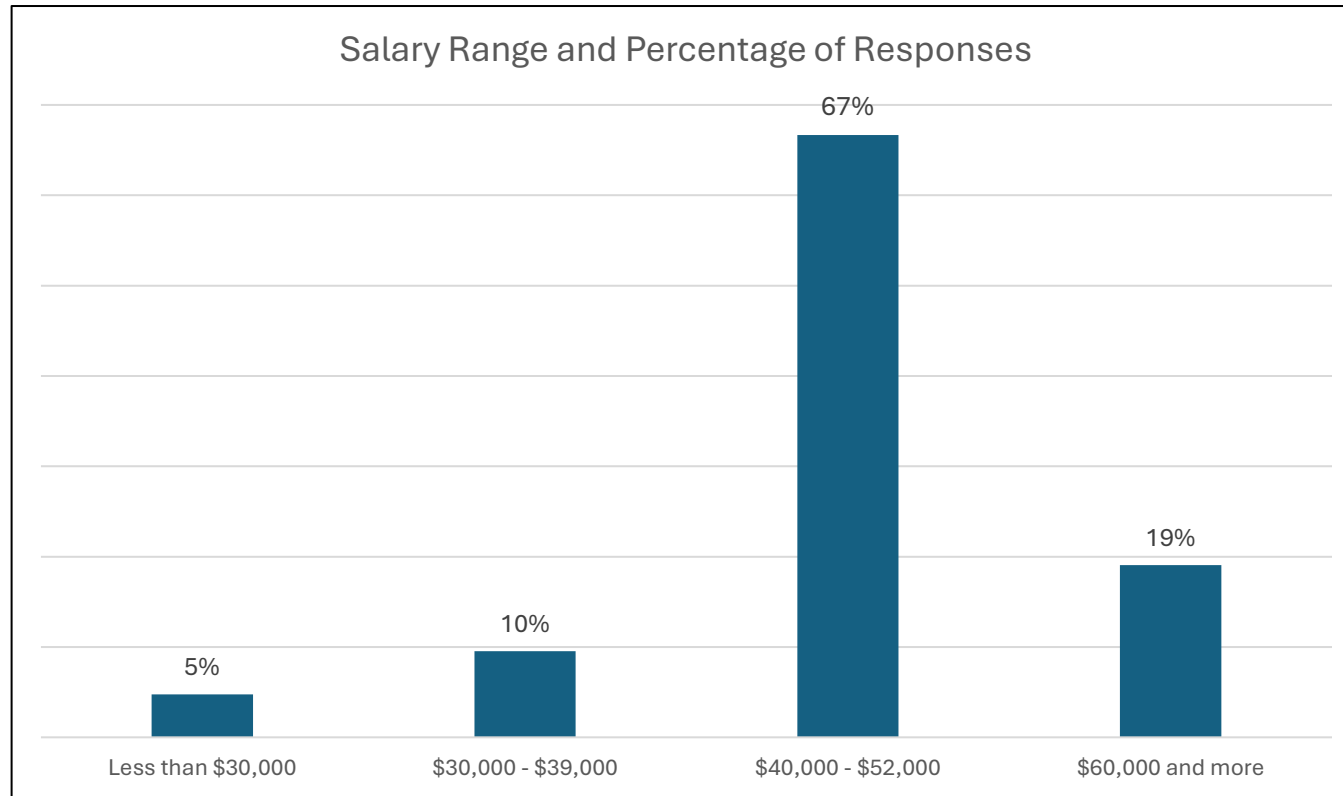
Q16 Can you recommend any courses NNMC should be offering that would assist someone to be hired, to succeed, and to advance in your organization?

Some examples of comments made by Employees:

- Classroom management.
- Elementary Ed courses.
- Monday.com, project management/coordination, accounting, finance, general social work.
- Enterprise Workflow Training.
- Content Courses Offered in Spanish.
- First Year Experience Courses.
- More forestry/environmental technician programs/classes.
- Accounting, Horticulture.
- I know there was transition with coordinators which caused some confusion with the fellows.
- NNMC could reinstate the Highlands School of Social Work degree program that was a foundational pathway in the 1990s. CPSW, promo tortas and community health workers are an obvious entry level career pathway.
- Trades disciplines.
- I think NNMC has a wonderful insight into their selection of nontraditional students which has pushed the school to provide a plethora of job advancement classes.
- Courses that focus directly upon classroom/behavior management.
- Water and wastewater operations.
- Elementary/secondary science education, experiential education, vet asst./tech, wildlife husbandry, nonprofit business administration.

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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 Employees:

- Grant funding.
- Need to collaborate with the community with internships.
- Federal Government Administration change, A Green New Deal, large private funding in environmental/youth work.
- State/Federal Laws.
- New construction tech like automated systems.
- Space availability.
- Budget changes if we receive grants for the next fiscal year.
- Overall enrollment in the district determines hiring policies.
- Population decline or growth due to LANL hiring.
- Budget issues.
- Facility and program (wildlife hospital and general public/school education) expansion.