Employer Survey

2023 Results

Methodology

- Invitations
  - Employer contacts, including advisory committee members and other employers who hire CCC grads
    - Updated by faculty annually
  - Employers who signed up for CCC's job board in the last two years
- IR facilitates
  - Creates survey
  - Sends email invitations and reminders for each program via SurveyMonkey
  - Communicates regularly with faculty and administrators with updates
  - Compiles data into program-specific and overall summary reports

Methodology

- Administration dates: November 20 to December 16, 2023

Contacts	Total Invites	Survey Respondents	Percent responded
Provided by faculty	945	312	33.0%
Employers that signed up for CCC's online job board in the last two years	1,018	142	13.9%
TOTAL	**1,963**	**454**	**23.1%**

Survey Results

- Employers rated:
  - 19 professional skills (general education outcomes)
  - Technical skills – different for each program
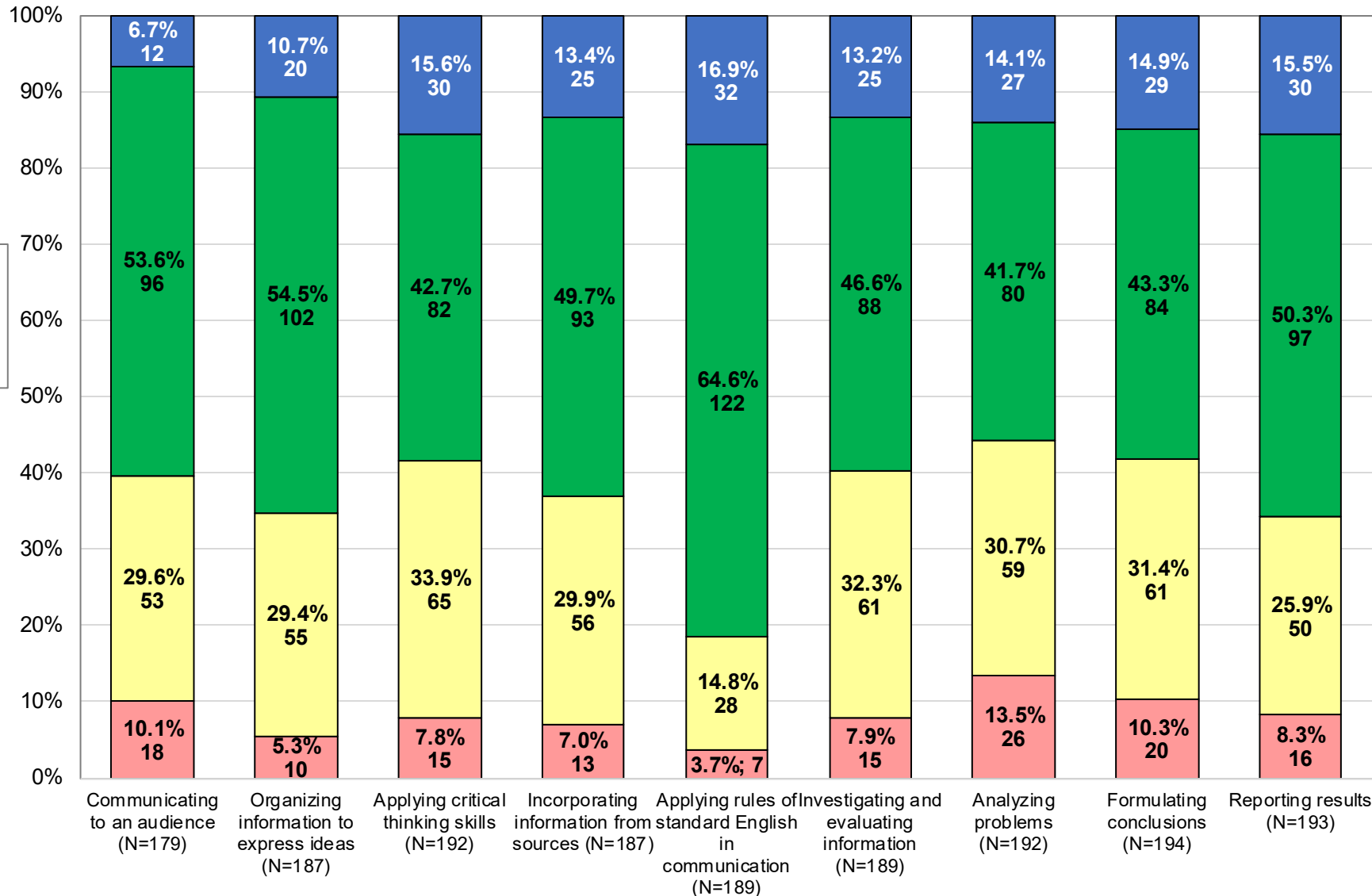
Have hired CCC grad in last two years:

- Rate as:
  - 4=Advanced: 17%
  - 3=Proficient: 49%
  - 2=Progressing: 26%
  - 1=Beginning: 8%
  - N/A

- 66% Advanced/ proficient

Have <u>not</u> hired CCC grad in last two years:

- Rate as:
  - 4=Very important: 53%
  - 3=Important: 38%
  - 2=Somewhat important: 8%
  - 1=Not important: 1%

- 91% Very important/ important
  - Indicates CCC is on target with general skill sets needed by employers
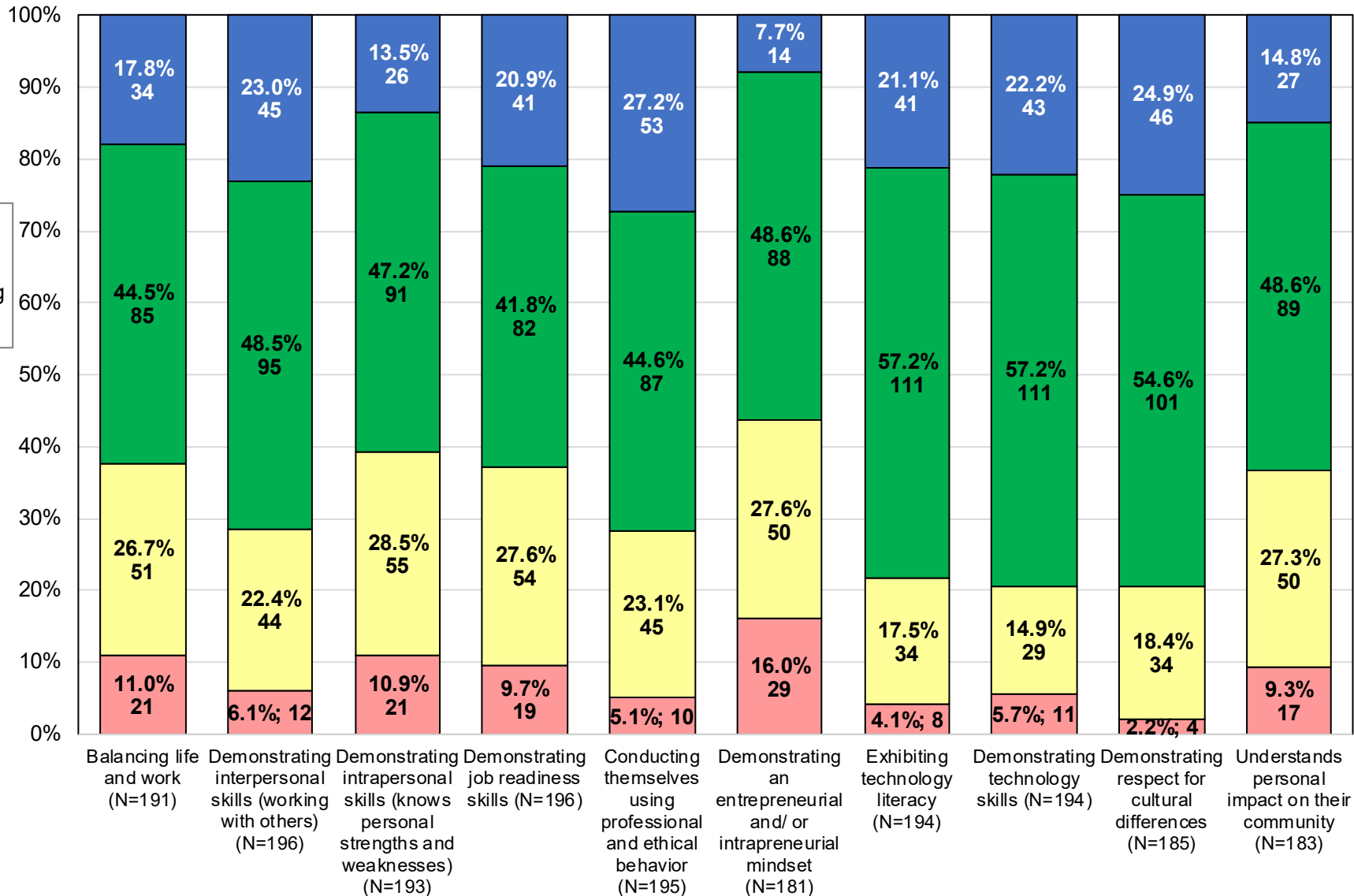
Professional Skills

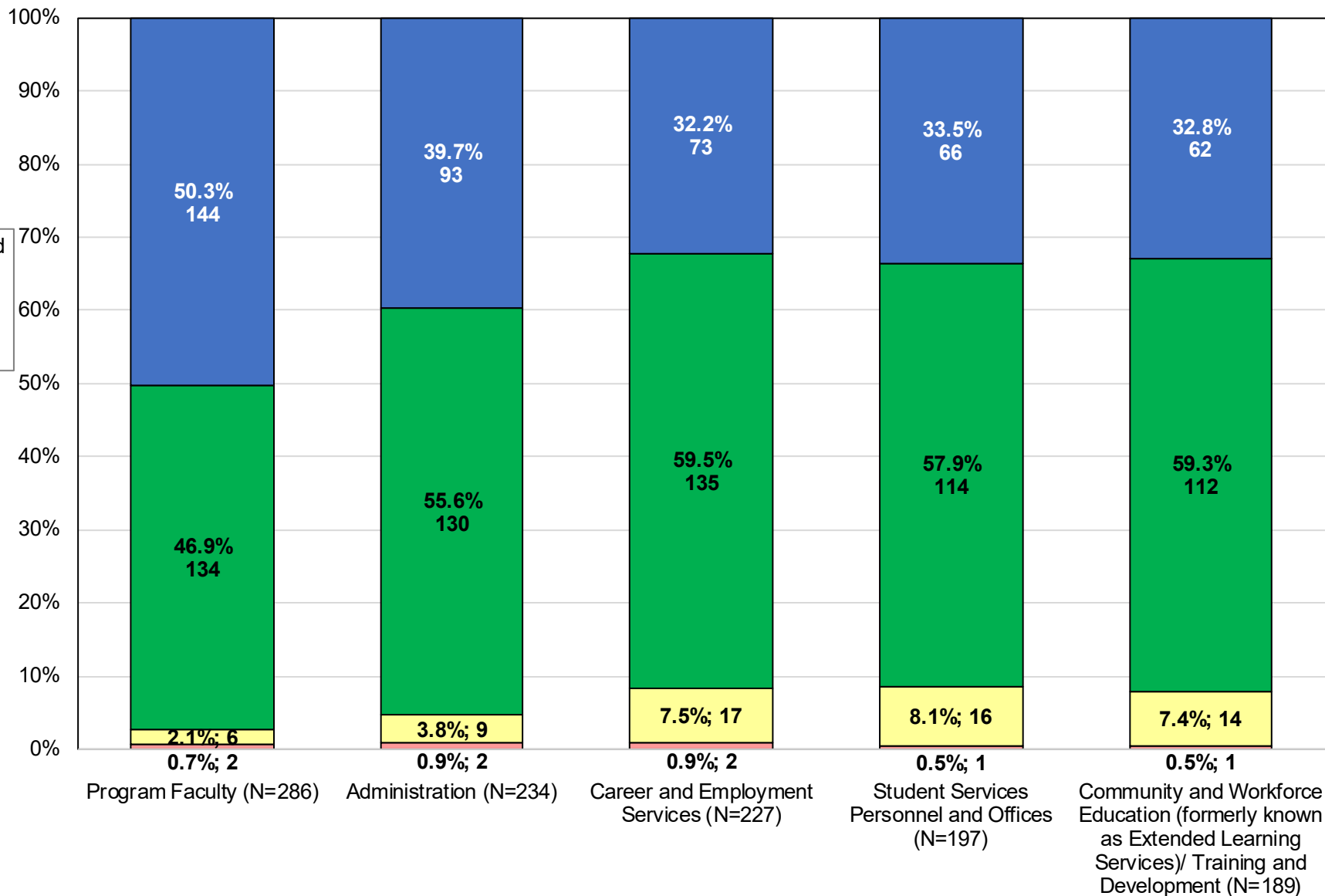Employers' Perception Of Preparation Received By CCC Graduates
Professional Skills

Professional Skills

**Employers' Perception Of Preparation Received By CCC Graduates
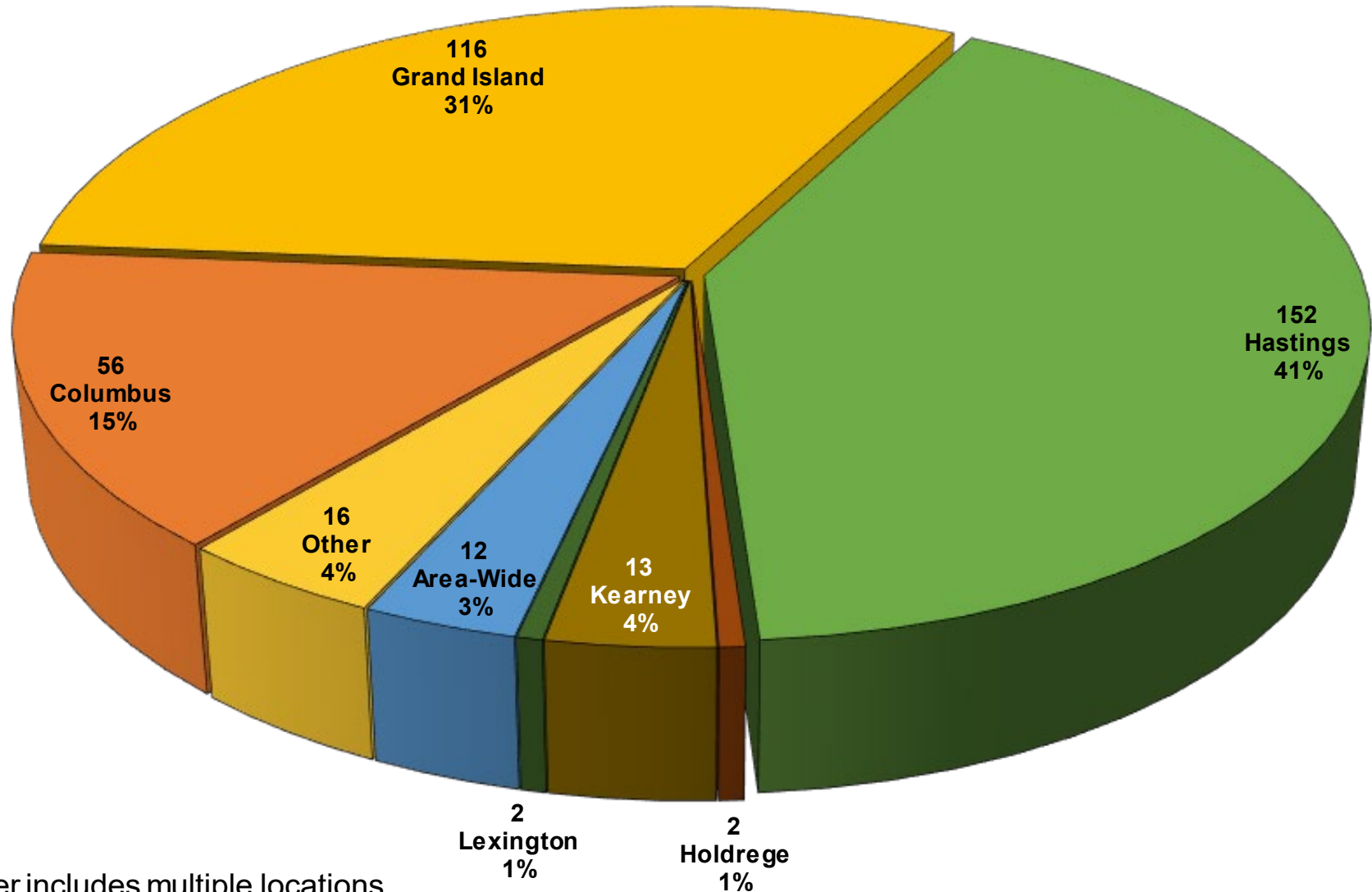Professional Skills**

Quality Of Relationships

Employers' Perception Of Quality Of Relationships With CCC Services/ Personnel
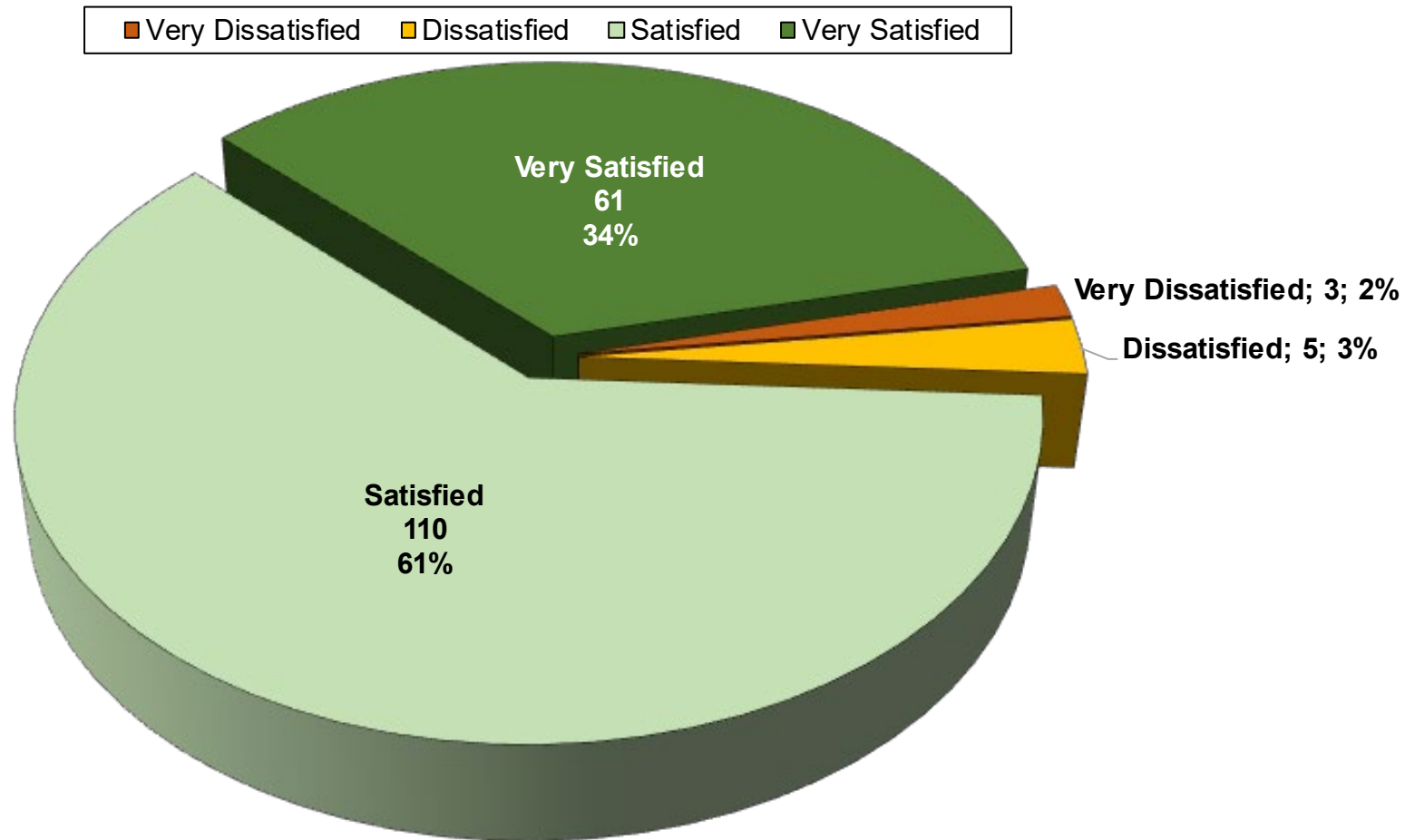
Location

CCC Location Employers Work Most Closely With
(N=369)

- 116 Grand Island 31%
- 152 Hastings 41%
- 56 Columbus 15%
- 16 Other 4%
- 12 Area-Wide 3%
- 13 Kearney 4%
- 2 Lexington 1%
- 2 Holdrege 1%

*Other includes multiple locations

Satisfaction With Preparation

- 95% Very satisfied/ Satisfied

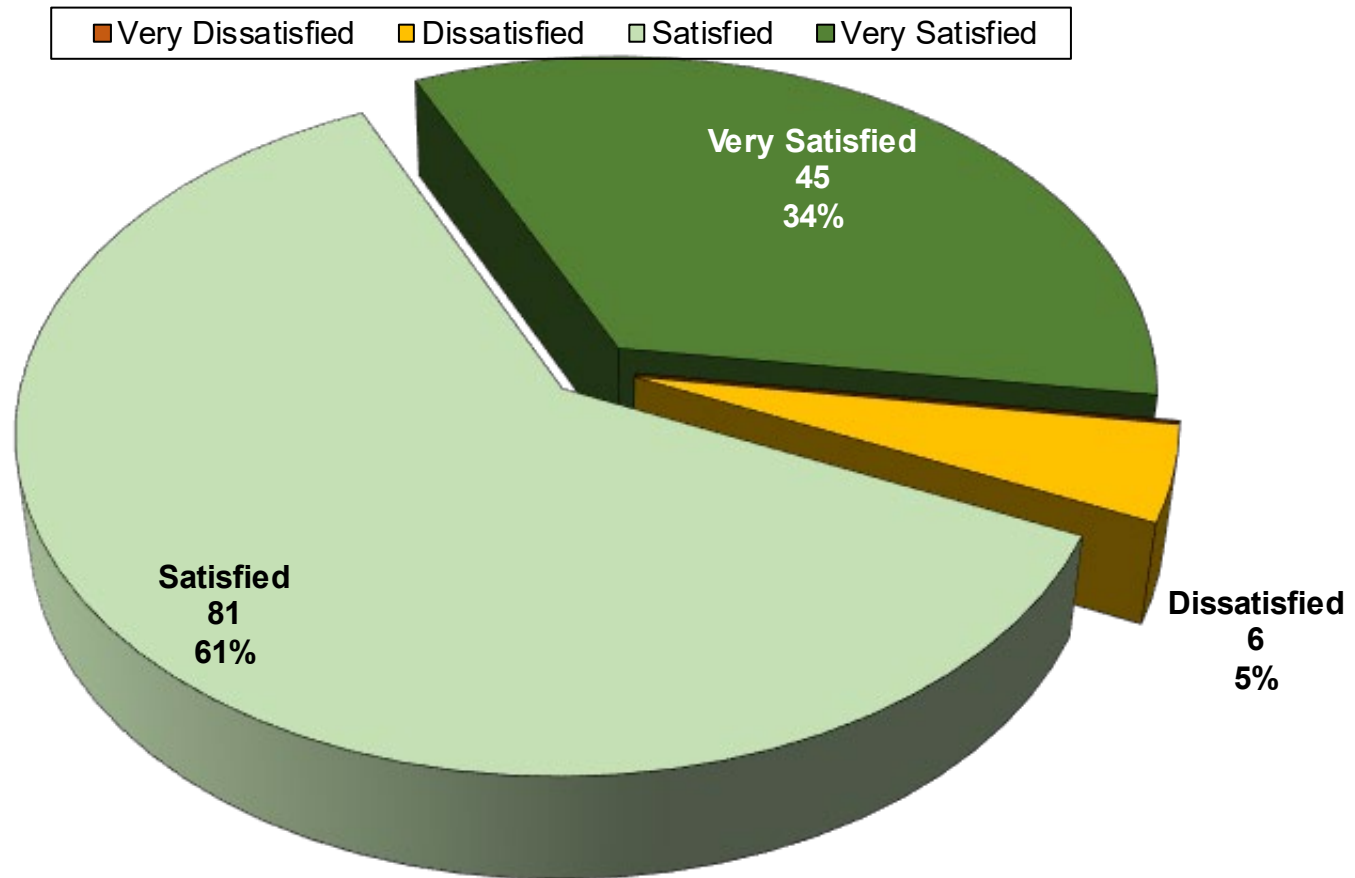**Employers' Satisfaction With Overall Preparation Of CCC Graduates**

Follow up: What could CCC do to better prepare graduates for the workplace?

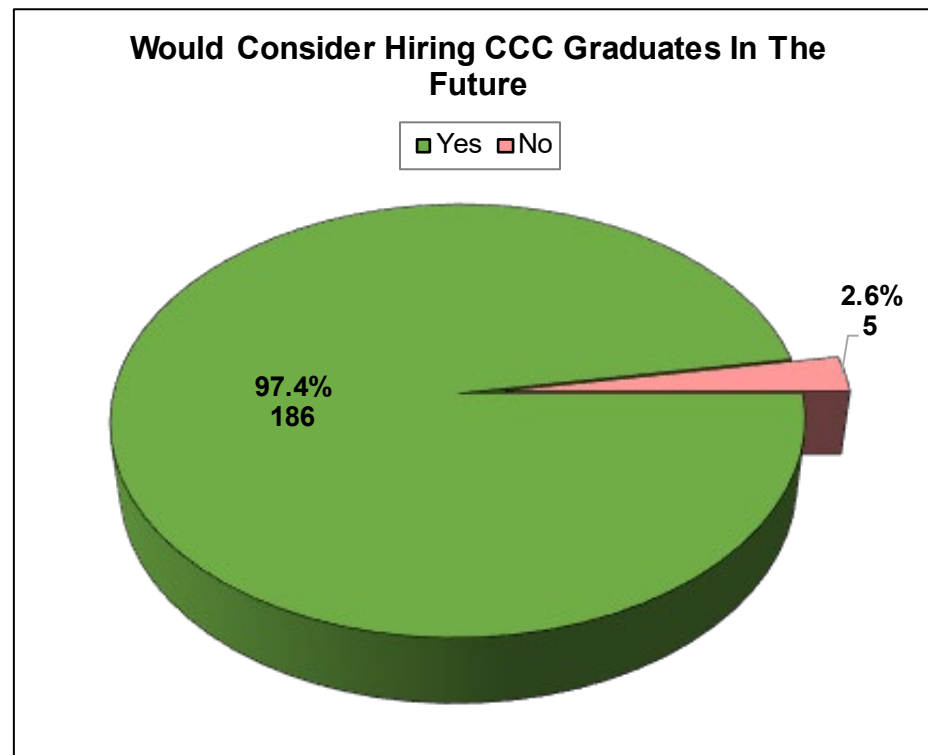# Satisfaction With Advisory Committee

- 95% Very satisfied/ Satisfied

Employers' Satisfaction With Experience On Program Advisory Committee

Legend: ■ Very Dissatisfied ■ Dissatisfied ■ Satisfied ■ Very Satisfied

- Very Satisfied: 45, 34%
- Dissatisfied: 6, 5%
- Satisfied: 81, 61%

Follow up: If not on an advisory board, people were asked if interested in joining an advisory board – 81 responded yes

Hiring Future CCC Graduates

- 98% employers would consider hiring CCC grads in the future

Would Consider Hiring CCC Graduates In The Future

□ Yes □ No

2.6%
5

97.4%
186

- Most employers that indicated "no" cited not in charge of hiring

Survey Results

- Have not hired CCC grad in last two years:
  - Rationale haven't hired any of CCC's recent graduates
  - Most frequent responses:
    - No recent graduates have applied
    - No need to hire recently/ no open positions
- Anything CCC could do to improve relationship?
- Additional info about experiences with CCC

Utilization Of Results

- Data utilized
  - Assessment of Student Learning (ASL) plans
  - Annual program reviews
    - 3-year plans
    - CCPE 7-year program reviews
  - Graduate Outcome Report
  - National Community College Benchmarking Project

Questions?