

**Spring 2018
MTI Employers Survey**

Surveys were sent to those individuals and companies who hired MTI graduates in 2015, 2016, and 2017.
Employee contact information was gathered by the Career Services Office through its annual placement survey.

The data reflects a 13.5% survey response rate (101 returned out of 746 surveys).

From which MTI program do you primarily hire graduates? (# of respondents)					
Acct/BM - 10	ECM - 9	IST - 4	PL - 12	RTech - 5	Telecom - 7
Ag Tech- 13	EUST - 2	MA - 11	PSports - 5	Satcom - 0	WMT - 9
ADBC - 4	FPWR - 3	MLT - 6	PST - 2	SBM - 2	WTT - 1
AMI - 1	GPS/GIS - 3	MOP - 6	PNG - 2	SCADA - 5	
Culinary - 4	HCT - 8	OTS/AOS - 4	RTH - 3	SLPA - 1	TOTAL - 101

Considering the skills that employees need in your industry, please rate your satisfaction with the level of skills MTI graduates had when they started with your company.

Answer Options	2018 Satisfied/Very Satisfied	2015 Satisfied/Very Satisfied
Applying job-related technical skills	90.7%	97.6%
Writing clearly and effectively	92.7%	96.0%
Speaking clearly and effectively	95.9%	96.8%
Working effectively with others	96.9%	98.4%
Adjusting to new job demands	92.8%	94.5%
Being dependable and on-time	89.7%	96.8%
Leading others	81.9%	86.9%
Working with people from diverse backgrounds	94.9%	97.6%
Working well independently	90.7%	90.4%
Customer service	93.6%	95.2%
Critical thinking skills	83.2%	89.6%
Using computers and information technology	95.8%	97.5%
Acting responsibly and ethically	94.8%	95.2%

What is your overall level of satisfaction with MTI graduates' technical preparation for successful employment with your company?

Answer Options	2018	2015	2012	2009
Exceeded expectations	24.7%	30.2%	20.7%	29.9%
Met expectations	63.9%	65.8%	74.7%	61.2%
Did not meet expectations	11.3%	4.0%	4.6%	9.0%

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What criteria does your organization use in its hiring process? (Mark all that apply.)

Answer Options	Response Frequency
Grade point average	21.8%
Class attendance	32.7%
Work experience/internship	79.2%
Recommendations/references	57.4%
Social skills/first impression	76.2%
Resume and letter of application	60.4%
Interview	75.3%

Would you be interested in forming a partnership with Mitchell Technical Institute in one or more of the following areas? (Mark all that apply.)

Answer Options	Response Frequency
Providing internships/work experience for MTI students	86.8%
Providing input into our programs by serving on an advisory board	33.8%
Posting job openings on MTI's website	77.9%
Providing equipment/supplies/funding to a program	11.8%
Providing scholarships/incentives for students enrolled in a program	25.0%
Continuing education/customized training for your employees	22.1%

What is your #1 reason for hiring MTI graduates?

They have some knowledge of our business.

They have put in the time, effort and money to get their degree so they want to work in our industry and do a good job.

The practical skills they have learned.

Local students

Welder was looking for internship, had position open, and he was from the area.

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The vast majority of MTI students that we employ have not get graduated. Your students work well for us for a couple of reasons:

1. Their student status shows a desire to learn and a sense of purpose. Both important to our business.
2. Their availability tends to be perfect for our needs.

Good technical skills. As much as one can give/get in two years training.

South Dakota college

Hiring local people to come back to the community.

They have been trained on Agco-only equipment. Should have a good understanding of this brand.

Both hires came ready to work and learn. They fit the culture of our staff and assimilated our goals and work ethic.

Their interest in telecommunications. Ability to mold the graduates with teleco knowledge.

Come out skilled, ready to contribute, want to learn and grow.

Good training in fields we need.

Background and work ethic

Availability

Quality formal training, ability for MA to obtain certification.

Local people, usually come well-prepared for entry-level technicians.

Overall demand for medical lab technicians

Meet or exceed job qualifications

Excellent sound skills with patients and overall knowledge

Need employee

I need dependable help that are knowledgeable during my busy tax season who are willing to put in extra hours and go the extra mile to exceed.

This is our first MTI graduate. I've heard great things about this program at MTI. :)

They seem to have acquired the knowledge needed to do the job properly.

Good foundation in welding. Work ethic.

Proximity and quality of education - professors

Excellent welding program. Local students.

To help with summer construction season and to get valuable experience for the graduate.

Need for qualified, experienced, customer service-oriented personnel.

Background and experience

South Dakota educated. They had skills to do the job.

Internship

I have not hired an MTI graduate but have been impressed by its graduates,

Family

Relationship with MTI and instructors

Qualifications and personal skills

Because Jennifer Giedd was so wonderful.

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Technical skills; Ready to work

Less time to train in the field.

Educated.

It is close. There are only two colleges in this area of this field.

The student had done an internship with us prior to graduation. Through the internship process, he seemed to be a good fit.

They are familiar with the culture and seem ambitiously hard-working.

Local kids

I would like to hire more culinary graduates, but they do not apply.

Have a good foundation in the telecommunications industry.

They come technically trained with their CDL and applicator's license.

They have the knowledge and skills needed for our line of work.

Local ties. Program/degree that meets our job/work needs.

Company growth

Looking for a lineman.

Individual was willing and able and was in a "power sports" program. From the internship, it looked like someone we could develop.

Demands of a restaurant

I actually select them before MTI.

We are continually growing and are looking to expand our workforce with young, well-educated employees

We like medical assistants in our clinic setting.

They have the skill sets we are looking for.

Was an employee in high school and thought would help grow our company.

Hometown graduate.

I went there.

Most often they are from our surrounding community and have good work ethic. Training is good at MTI.

Previous employee

We require linemen to attend school, so this program fits well with our needs.

In this case, she was the most qualified.

The need to find people who are committed to the field of IT

good starting foundation

bring her back to her home town; stability

Ag techs are hard to find. We are in an area where there are several tech schools for area students to choose from. With the demand of Ag service techs I have expanded my search and decided to check out MTI.

They are trained in the area we need them to be trained in.

Field experience and mechanical knowledge

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Our business is reliant on tech school graduates.

We believe you offer the finest education in a six state radius with the best teachers. We have had many successful former graduates from MTI. It is always a pleasure to be able to hire your former students.

Supporting local - MTI as a local institution and prospective employees who are local and want to return & stay in the area. Upon graduation, MTI graduates are workforce ready; they attended MTI in a program they were interested in and are ready and anxious to perform duties associated with the degree/position.

Ready and willing to work. Hands on experience in the field of study. They know what they want to do hence the technical degree.

Local students that want to stay in the Mitchell area. Internships get out in March, extremely important.

I am able to get good feedback from the instructors.

Local school with local ties.

They are qualified and apply for the position. They like living in South Dakota.

Readiness for the job

Local Student Had worked with us previously

applications and intern opportunities

Very knowledgeable

Replacing outgoing employee

Ready to work skills in their career that they choose

The survey also gathered feedback on skills and preparation that the employer felt their MTI graduates were lacking, as well as further suggestions for ways MTI could better prepare future MTI graduates. This information was shared with instructors from the relevant programs.