

**Spring 2021
MTC Employers Survey**

Surveys were sent to those individuals and companies who hired MTC graduates in 2018, 2019, and 2020.
Employee contact information was gathered by the Career Services Office through its annual placement survey.

From which MTC program(s) do you primarily hire graduates? (# of respondents)					
Acct/BM - 1	DPT - 1	HST - 5	MOP - 3	RTech - 10	Telecom - 7
Ag Tech- 5	ECM - 6	IST - 4	NGT - 0	RTH - 5	WMT - 8
ADBC - 9	EUST - 4	LPN - 9	PAT - 2	SBM - 1	WTT - 1
AOS - 1	GPS/GIS - 4	MA - 9	PL - 5	SCADA - 7	
Culinary - 0	HCT - 8	MLT - 10	PSports - 0	SLPA - 7	TOTAL - 111

Considering the skills that employees need in your industry, please rate your satisfaction with the level of skills MTC graduates had when they started with your company.				
Answer Options	2021 Satisfied/Very Satisfied		2018 Satisfied/Very Satisfied	
Applying job-related technical skills	97.3%		90.7%	
Writing clearly and effectively	93.6%		92.7%	
Speaking clearly and effectively	92.7%		95.9%	
Working effectively with others	98.2%		96.9%	
Adjusting to new job demands	91.8%		92.8%	
Being dependable and on-time	94.6%		89.7%	
Leading others	94.5%		81.9%	
Working with people from diverse backgrounds	99.1%		94.9%	
Working well independently	90.9%		90.7%	
Customer service	95.3%		93.6%	
Critical thinking skills	93.6%		83.2%	
Using computers and information technology	97.3%		95.8%	
Acting responsibly and ethically	95.5%		94.8%	
What is your overall level of satisfaction with MTC graduates' technical preparation for successful employment with your company?				
Answer Options	2021	2018	2015	2012
Exceeded expectations	41.3%	24.7%	30.2%	20.7%
Met expectations	55.0%	63.9%	65.8%	74.7%
Did not meet expectations	3.7%	11.3%	4.0%	4.6%

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

Answer Options	Response Frequency
Grade point average	19.3%
Class attendance	27.5%
Work experience/internship	79.8%
Recommendations/references	68.8%
Social skills/first impression	77.1%
Resume and letter of application	67.9%
Interview	88.1%

Other Reponses Include
Hands on performance
Professional certifications
Scholarship students
Degree
Attitude
Job shadow
Background checks

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

Answer Options	Response Frequency
Providing internships/work experience for MTC students	76.9%
Providing input into our programs by serving on an advisory board	37.2%
Posting job openings on MTC's website	65.4%
Providing equipment/supplies/funding to a program	14.1%
Providing scholarships/incentives for students enrolled in a program	20.5%
Continuing education/customized training for your employees	24.4%

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What is your #1 reason for hiring MTI graduates?

We had an opening at our facility and the applicant had a year of experience prior to coming to us. That was attractive to us. Also, when we talked he seemed to have a good basic knowledge of what duties the job would include.

We get a first hand look at the student during clinical rotations. We know exactly who we are evaluating and what we are getting before we even interview the candidate.

Their construction experience is relative to our trade

MTC students are great local employees that have a good base knowledge in AutoCAD and ESRI to mold into what we need at our company.

Always smart and capable technicians

MTC has a great programs. The technical skills they have coming out of the school is great.

We love the internship programs as it gives us time to get to know potential employees and have sort of a trial period to see if fit in with our organization.

Trained in what I need today

We consider students from all technical schools

We have had very good success with MTC students regarding their welding skills.

It is a great technical school that teaches and prepares the students for the workplace in the field that they are pursuing.

SLPA has become a need with the lack of qualified SLP candidates.

Solid education with the skills we are looking for in a substation tech.

It is a local resource to get new talent into the industry.

We need help and will take almost anyone.

The last one we hired was one of our scholarship students- but there have definetly been some of the Rad Tech students that do their clinicals here that I would hire. They were very outgoing, wanted to learn everything they could and did a great job doing exams. Also very professional.

It's local, close to Huron

MTC provides the basic knowledge in Telecom to give these young folks a jump start into the industry.

I was a graduate of MTI and know the expectations the instructors have of the students.

Primarily work in the Dakota's area.

We have a need in our district.

I've had a good experience with the students that we have had working for us

Knowledge in the appropriate field and willingness to get started on their career.

They are usually very prepared.

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I attended the program myself and attend the advisory board meetings for the MOP program. I know exactly what these graduates have been taught and what has been expected of them as students.

We have several former SCADA graduates currently employed with our company (including myself).

We are very familiar with the materials and course curriculum.

knowledge of the job and the computer skill to better do the job.

We want to try and keep as many in the area and help build Mitchell's economy.

Good work ethic and very prepared.

The technical skills they learn at MTC fits well with work we perform. They come to us with a hard working attitude and know just enough technical training to get them on the right path early

My last MTC graduate hire is very good. She is willing to help where ever she is needed. Quick learner.

Diesel Technology program.

Mitchell Tech, in our experience, had delivered us quality workers that are ready to go to work on day one. They meet or exceed or expectations s consistently.

Typically, the students graduating from this school are looking for jobs in South Dakota. They are Midwestern in their thinking, work ethic and beliefs.

We are always look for SLPAs. In fact, I currently need to hire two.

Good understanding of industry and covered fundamentals, electrical theory, etc.

Great interview skills

Technical experience, I appreciate that they get exposure to other modalities (CT/MR/MG). Also it seems most students are from South Dakota or close proximity and seem to be more apt to stay and have longevity with our team.

Clinical need

We have been hiring graduates from MTC because of there knowledge of agriculture and their hard work

We haven't hired MTC graduates yet, but will be sponsoring a student this fall for Build Dakota scholarship

Need for bedside nurses and support for the nursing field. The nurses we have had from MTI are well prepared and they have had clinical hours in LTC.

They are well trained and ready to work, both technically and psychologically

We have had a great relationship and many alumni that are still working with us.

Skill set

For the most part, all of the graduates I have had experience with have all interviewed very well, they understand the importance of good work attendance, professionalism and social skills. I have had a few come in for interviews that haven't been as dressed up as much as I would like to see for an interview but I know that isn't how they are taught at MTC. I feel like first impressions are huge and if you come into an interview in a medical office you should be wearing business like clothes (not jeans).

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Skilled and ready to work!

They come with good work skills

We had an opening and she applied. Hannah is great

Vacancy

local area students, medical assistants from MTC have been great employees.

To support the MTI substation technology class

We've frequently hired MTC Grads and they seem to enjoy and many of them have told us that they didn't realize how much they had learned from the Safehouse. We have enjoyed them!

we have had very good luck with other classes

Radiation therapy isn't for everyone. It takes special people to not only provide the service to the customer but compassion and a purpose. MTI in my experience has done a great job in their selection of students to be in the program. My only hope is that if a student applies to the program that if they aren't a good fit that they be denied entry and explained to as why. The program requires a radiologic technology program completion prior to radiation therapy.

Individuals who have a good foundation of technical skills and knowledge upon which we can build and develop them in their role within our company.

Commitment to our assisted living residents.

They have been from around this area.

We had an opening at our facility and the applicant had a year of experience prior to coming to us. That was attractive to us. Also, when we talked he seemed to have a good basic knowledge of what duties the job would include.

Knowledge of the field

Solid program including commercial construction

I might be biased, but it is the best program in the area

Very well rounded.

When hiring I do not specifically hire by the school, I look at the individual, previous work experience and how they interview.

We knew them prior & their work ethic. The MTC program taught them proper knowledge, skills, safety etc.

Dependable, trustworthy, good work ethic, goes above and beyond to take care of the clients

They have developed good interpersonal skills through the HST program.

Having the instructors come to our facility and train our employees - they were outstanding!

Tessiers supports the program and looks forward to sponsoring students to continue to grow the work force in the HVAC field to meet the needs of our customers.

We required additional speech staff and decided to try an SLPA. Previously, we have only employed SLPs.

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They are well versed in technology and very personable

I think the SLPA program is stellar. My issue was not with the program...just the particular individual hired who has an abysmal work ethic.

The level of preparedness seems very good. However, honestly the candidates we have hired so far are local community members and that makes decisions much easier.

Good clinical skills

The knowledge they received from MTC about the field of Human Services. They receive an education that equips them with an understanding of the skills needed to work in this field. We have had a great success rate in hiring students who intern with our organization.

The one we hired was well prepared for the industry

We need good Groundman/Apprentices

Top reason for hiring MTC grads is knowing the school maintains high standards and of the instructors that I am familiar with, teacher to student engagement ranks very high.

The most well rounded students in the state for HVAC come from MTC

Meet the needs

You have fantastic instructors who do a wonderful job teaching the students. We have been blessed with all of the graduates we have been fortunate enough to hire.

MTC's SCADA program continues to be on the leading edge of an industry that is relatively young and grows exponentially every year. MTC's professors are not stagnant in teaching, but move forward with the technology.

We are in need of people, hiring tech school graduates over just walk ins off the street has advantages.

All of our MTC graduates have been competent and more than capable of performing their expected job duties.

We hire MTC grads due to their soft skills, they are trainable and their overall program knowledge.

The particular individual that we are employing was a great candidate and was in the right place at the right time. We were lucky to hire her as she has a great work ethic and is a great team player. (I believe that these traits are not always found in every student - which is something that you as educators do NOT always have any control over.)

We always hope to be able to offer our interns positions. They are always well rounded and already trained in our lab!

They are usually local and have potential for longevity.

The current graduate that is employed is a self-sufficient. She is an excellent communicator and naturally blended in with our SPED team. She has been a wonderful asset.

MTC has a well established electrical program and we tend to see some of our top electricians come out of their program.

They seem to be better prepared for the actual job duties in the lab.

Locale and availability.

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