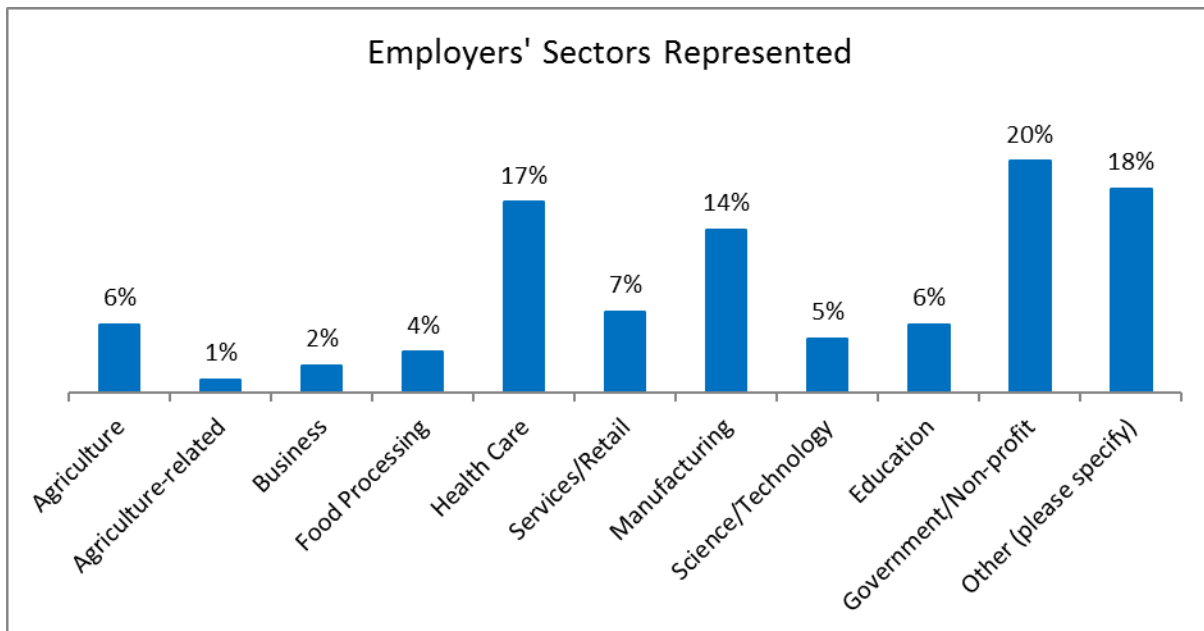




## Employer Survey 2021

### Purpose of Survey

Big Bend reaches out to businesses and organizations typically every three years to learn about employer needs and workforce solutions. Eighty-nine (89) individuals completed this survey. Respondents indicated their organizations were in the following sectors.



### Primary Positions Hired

Twenty-six had hired BBCC graduates in the last three years. The primary positions they hired were (listed in order of most responses): government, law enforcement, highway maintenance; trades and industry; allied health; customer service, food service, sales; and agricultural positions.

### Skillsets Needed

The primary skills employers sought in potential employees were soft skills such as critical thinking skills, timeliness, and communication. Specific skills or backgrounds were: mechanic skills, maintenance, skilled trades; all levels of nursing; computer skills specific to position; agriculture; and bilingual ability.

### Employee Recruitment

Employers who had not hired BBCC graduates indicated they recruited from other schools or workforce programs; through advertisement and web resources; and by word of mouth. Twenty-eight employers expressed an interest in attending hiring or college recruitment events.

## Training Needed and Suggested Training Improvements

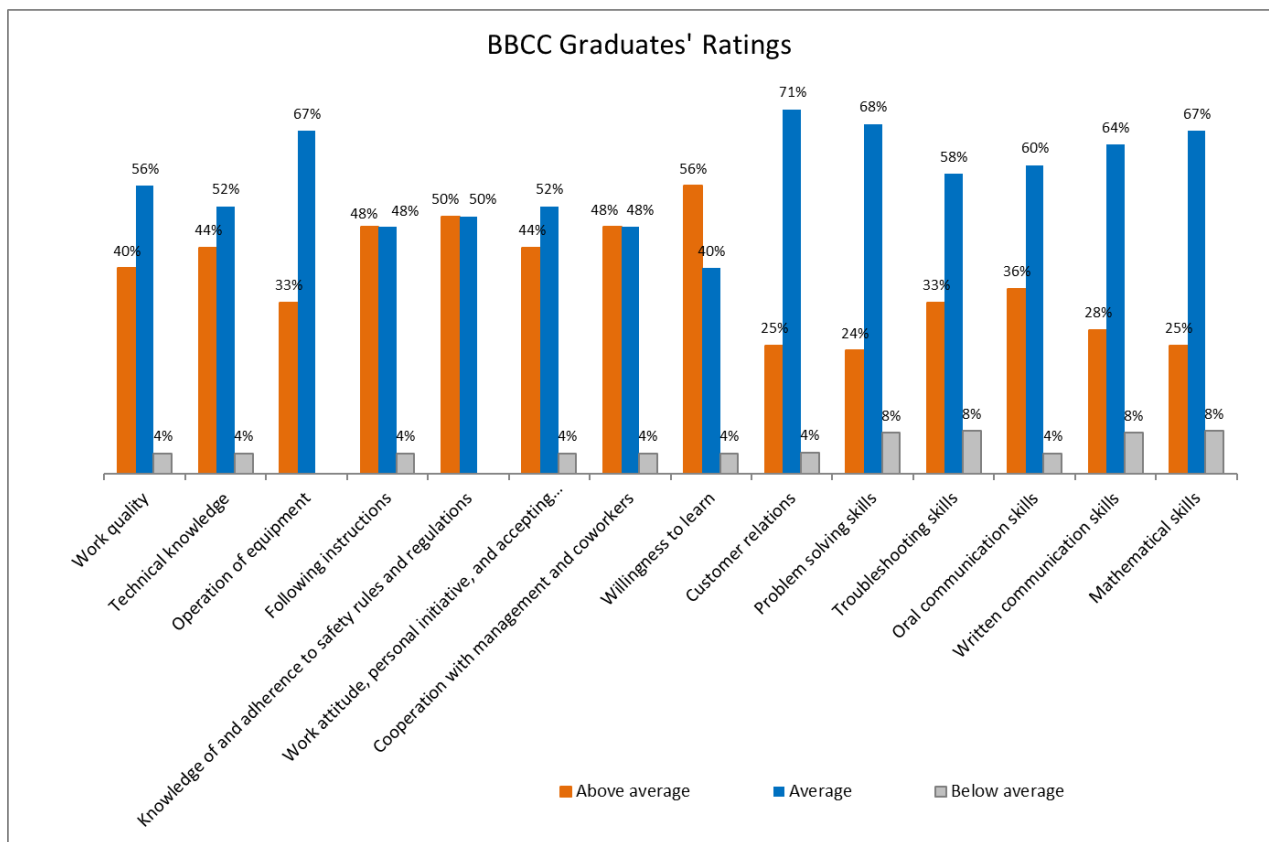
Needed or expanded training or programs included:

- Trades: HVAC, PLC, Industrial classes or training
- Healthcare: Nursing, dental hygiene and assisting, coding/billing, lab technology, EMT, paramedics
- Management: Human Resources, Accounting, Logistics and Supply Chain Management
- Other: technology driven classes, computer programming, biology, forestry, fish and game

Suggestions for improvement were to continue to work with businesses to train for up-to-date workplace needs; facilitate job shadowing; encourage flexibility, and employment basics such as being on time, communicating, and getting along with others.

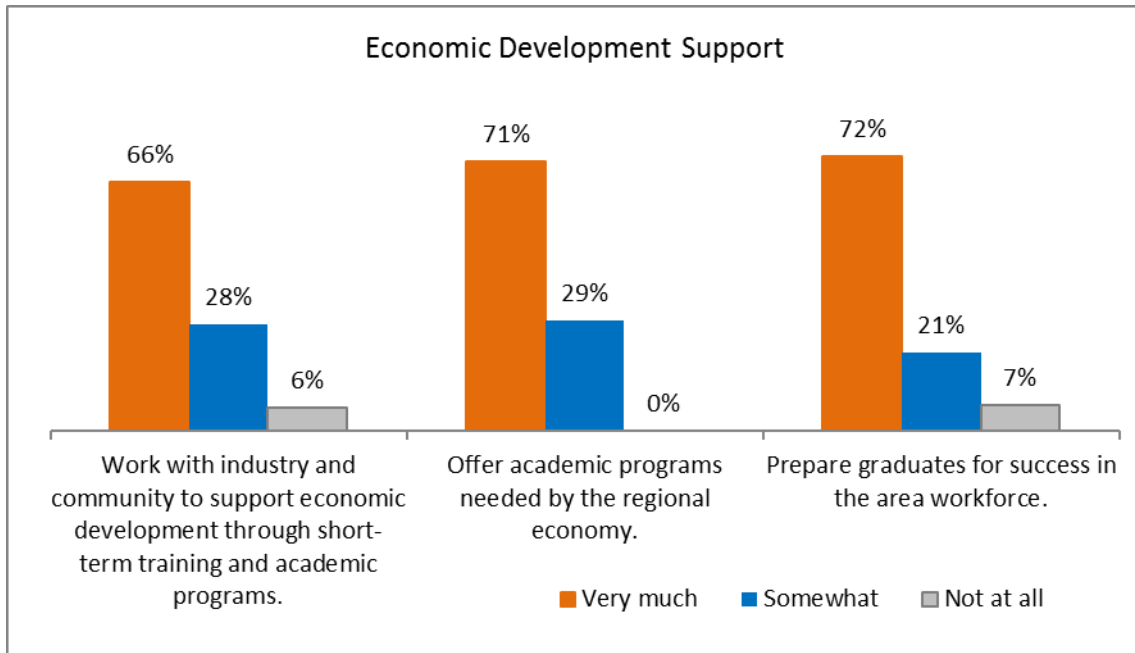
## BBCC Graduates' Ratings

Employers (N=25) who had hired BBCC graduates rated them on a range of skills, ranging from work quality to mathematical skills. In all categories, BBCC graduates rated above average or even with other employees. Due to the limited number of employers who answered this, there were never more than two ratings below average in any category.



### BBCC's Support of Economic Development

The following shows employers' views of BBCC's support of regional economic development.



### Education and Training

Organizations have employee training expectations. About half gave employees additional pay for earning a certificate or degree. Hybrid night classes are the best way to offer employees classes or training.