

2024

MTC Employers Survey

Surveys were sent to those individuals and companies who hired MTC graduates in 2021, 2022, and 2023.

Employee contact information was gathered by the Career Services Office through its annual placement survey and through faculty contacts.

From which MTC program(s) do you primarily hire graduates? (# of respondents)					
Acct/BM - 8	DPT - 7	HST - 4	MOP - 1	RTech - 12	Wi-Fi - 8
Ag - 4	ECM - 13	IST - 5	NGT - 3	RTH - 6	WMT - 8
ADBC - 5	EUST - 4	LPN - 11	PAT - 3	RN - 12	WTT - 0
AOS/SBM - 0	GPS/GIS - 2	MA - 7	PL - 14	SCADA - 5	
Culinary - 1	HCT - 8	MLT - 110	PSports - 2	SLPA - 5	TOTAL - 117

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	2024 Satisfied/Very Satisfied	2021 Satisfied/Very Satisfied
Applying job-related technical skills	98.2%	97.3%
Writing clearly and effectively	97.3%	93.6%
Speaking clearly and effectively	98.2%	92.7%
Working effectively with others	99.1%	98.2%
Adjusting to new job demands	98.2%	91.8%
Being dependable and on-time	96.5%	94.6%
Leading others	92.7%	94.5%
Working with people from diverse backgrounds	100.0%	99.1%
Working well independently	93.8%	90.9%
Customer service	95.6%	95.3%
Critical thinking skills	92.1%	93.6%
Using computers and information technology	100.0%	97.3%
Acting responsibly and ethically	96.4%	95.5%

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

Answer Options	2024	2021	2018	2015
Exceeded expectations	44.4%	41.3%	24.7%	30.2%
Met expectations	53.9%	55.0%	63.9%	65.8%
Did not meet expectations	1.7%	3.7%	11.3%	4.0%

MTC Employers Survey

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

Answer Options	Response Frequency
Grade point average	14.5%
Class attendance	23.9%
Work experience/internship	73.5%
Recommendations/references	59.0%
Social skills/first impression	76.1%
Resume and letter of application	57.3%
Interview	89.7%

Other Reponses Include
Build Dakota Applicants
Culture fit
Attitudes
A good, well-rounded person
Our impression of them during clinical rotations
Personality, aptitude, hands on and mechanical sense test
Job Shadow
Input from instructors
Skills test at interview
Instructor recommendations
Work ethic
Articulation of skills. Person to person communication/relations in general within that interview
Feedback from the other staff.

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
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2024
MTC Employers Survey

Providing internships/work experience for MTC students	69.7%
Providing input into our programs by serving on an advisory board	50.0%
Posting job openings on MTC's website	67.1%
Providing equipment/supplies/funding to a program	25.0%
Providing scholarships/incentives for students enrolled in a program	29.0%
Continuing education/customized training for your employees	21.1%

What is your #1 reason for hiring MTC graduates?

Good training and education making quality employees.

We ongoing need for skilled nursing staff including LPNs and RNs. We have supported students with scholarships such as Build Dakota. We do not currently have an CMA students employed at HRMC.

We are a clinical site for radiation therapist students and we really get to know them while here for clinicals to ensure they are good fits for our facility. If they have not been a student, I feel comfortable and confident in the program that the applicant will have had a good clinical learning experience and support from the program to be successful.

Students are valuable asset to providing services to our customers. Our technical field is not easy and requires a special commitment and knowledge to properly service our customers.

Well educated hardworking and they like what we can offer.

The person we hired was very well prepared and did an excellent job during their practicum.

In this case, she was already employed as a para and then graduated as a SLPA.

Prepared. Live in area.

MTI provides an excellent for the student to be successful in their career.

The feedback we can get from the instructors on the students in general.

Typically good "local" kids. Hard workers with good personalities

Build Dakota

The students that come from MTC are prepared for the industry they are going into. The instructors do a great job of giving them the base knowledge to be trainable and know what to expect upon graduation.

2024

MTC Employers Survey

Students from Mitchell Technical College are an excellent fit for our organization because they receive training in the foundational skills essential to thrive in the non-profit sector. The curriculum emphasizes practical, hands-on experience, preparing them to handle the diverse challenges we face daily. They also learn critical soft skills such as communication, teamwork, and problem-solving, which are vital in building relationships with clients, partners, and the community. The education equips them with a strong sense of professionalism and adaptability, aligning well with our mission to provide a safe and empowering environment for the individuals we serve.

Experience with internship. Background start in the classroom curriculum.

Willingness to learn

Broad knowledge of many aspects of the human services field.

Our hire was exceptional.

Build Dakota Program

Knowledge and good attendance

Skill level of the student when they are hired

They have some background to understand basics of the industry and having graduated from the programs shows a desire to be in the industry.

Local school. I graduated in 1995 from MTI.

To provide a place for the grads to work locally.

We have had recent success hiring MTC grads from the automation controls course. They are technically prepared to enter the workforce. They also understand there is so much more to learn and it is important to ask questions and grow yourself.

I know the rad techs that come out of MTC are workforce ready.

They are familiar with our facility, equipment, employees and processes because they are with us for clinicals. We have hired other MTC students that did clinicals elsewhere and they were just as prepared.

As a graduate myself, I know how the program prepares you for the workforce. I also know that a student that is in that program will have the best skills and techniques for our xray department.

These are difficult hiring times. Our ideal situation is that we would have someone come for clinicals and want to apply to work here.

The quality education/training they receive.

We have hired several medical assistants that are still members of our team.

Students are set up with a great baseline. Can easily be trained on client and company standards.

We have hired several students who do their clinical rotation with us. Its a great opportunity to see their skill level and get to know them to see if they would be a good fit for our organization.

They are well prepared for working in the health care field.

When we have hired MTC graduates in the past, you get a quality employee. Someone who is loyal and hard working.

Local student

Most of our hires have interned / clinical studies with us - so we know them and their personalities. Having Radiologic Technology background prior to their Radiation Therapy course is a definite must.

2024

MTC Employers Survey

Most of the graduates of the MTC radiation therapy program are local and want to stay and work local. It has helped tremendously to fill our needs throughout the region

I have had the opportunity to work alongside MTC students for many years and have hired/currently work with several staff who when through the MTC Radiation Therapy program. These professionals are well trained, professional, and hard working. They have good relationships with the the program director and encourage other interested high school/college students to consider the program due to their good experience. This good track record is my #1 reason for hiring MTC graduates.

Most of them complete their internship with us so we already have a feel for their skills, personality, and work ethic. They too have a good idea of what the job entails.

Trying to keep the local students within our area.

Students are usually from the area

Well-rounded students

Reputation and history of proven performers

Local. Many of our field leadership came from MTC on T-Line.

We seek employees from the area -- great for retention. We know the training they've had is good.

Graduates seem to be very well rounded and are educated.

Knowing MTC instructors have taught them and taught them correctly!

Local

Local and we know they receive a good education.

Knowledge in the field

Well prepared for the job they are interviewing for.

They have been from the area and have mostly been excellent students.

Given the nursing shortage I don't have a strong ability to select based on school.

We have had our students working for us and they were local.

Completed internship with our facility.

Our most recent hire was amazing during the externship and was engaged with patients as well as staff. This was one the best students and was thrilled when she applied for a full-time career with us. She matches our vision and values of being a rural health center.

Local talent

Well prepared and work well as a Team. It is helpful that they have had previous clinicals here and are familiar with our routines and EHR.

We have 3 nurses that worked for us in LPN roles, and they went on for RN and we sponsored them with the build Dakota scholarship program. They chose the Mitchel program, and we supported that.

All of them I have hired, I have interviewed and partnered for a Build Dakota Scholarship. They have all been exceptionally prepared for the positions they have taken.

They are very well educated and we feel that they are likely to stay around this area as it is close to home. We have had very good experiences with ones that we have hired and are working at Jack Links.

2024

MTC Employers Survey

They are typically well prepared and dependable. They typically pick up the system very quickly.

Support local efforts in the technical industry. Basic knowledge does help start a career along with additional training.

I was originally hesitant to hire a MTC graduate due to only having 1 year of clinical experience. However, my hire exceeded my expectations and I have a new impression of MTC. I speak very highly of it and recommend it to current high school students.

Needed workers

We've had positive experiences with nurses we've hired from this program in the past. The school has a good reputation.

They learn basic skills and good tools to start with

She was very personable from the start and very confident and educated. She wasn't afraid to jump right in. Came full of knowledge and fit right in!

Our registered nurse was hired as a LPN from your program and then went on for her RN degree as she was employed with us.

It comes down to the individual. The good ones that get hired for an internship allow us to see what they are made of.

Great interview. Bubbly personality, we pride ourselves on being friendly and we are ok with having to help train in the skills. This tech was already trained and had a great - winning personality.

The SCADA program at MTC consistently turns out the cream of the crop compared to surrounding schools, and to my experience, schools around the country. The program seems to focus on critical topics and the process of learning new things, which is a critical skill set to possess in this field.

MTC medical assistants often have the opportunity to complete an internship in our department. This is a great way to see if a student would be a good fit for our department and determine they work ethic prior to hiring.

Great program, have a long history of hiring MTC lineman

Great school

It makes no difference to me where they graduate from. Every great college has shitty students.

When they intern with us, they generally come on board at some point after graduation.

Willing to work

The people we get are well prepared with a very good working knowledge and ability to work through most troubles.

It's best when we can support local and surrounding state students with like mindsets and good work ethics!

Small atmosphere where I feel one on one happens more often.

They live in the area and are knowledgeable of the area culture and subcultures.

Typically have a reason to want to remain in the local market.

College is close by, and we can work easily with the school and our dealership.

It is meeting our expectations from general standpoint, but would like to see technical improvements in the WBT program related to networking and central office environment.

Well-prepared for work experiences.

Students from MTC come ready with the skills needed to perform their duties well.

MTC is local. To me, most diesel techs want to stay close to home, so the mostly local student population works well for us.

2024

MTC Employers Survey

Because they are from the area and we have had an opportunity to have them on staff and know what type of person they are and what kind of work ethic they already have.

They appreciate the remote parts of SD we cover. They understand our communities and have similar values to our customers.

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.