

Industry Forum Hi-Tec 2018

Pilot Survey Results

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Pilot Survey

- ▶ Administered to (15) people participating in the Hi-Tec Industry Forum on July 24, 2018
- ▶ Industry Sectors represented:
 - ▶ Technology & Nanotechnology
 - ▶ Energy (2)
 - ▶ Manufacturing (Precision Manft, Laser Manft, Advanced Manft)
 - ▶ Machine Design
 - ▶ Education
 - ▶ Adv Materials
 - ▶ Aerospace / Engineering
 - ▶ Laser & Electro-Optics
 - ▶ Nuclear
 - ▶ Cross-Industry
 - ▶ Defense

Technical Skills Needed in New Hires

- ▶ Read technical drawings 73%
- ▶ Measurement 67%
- ▶ Electricity / electronics 53%
- ▶ Mechanical testing 53%
- ▶ Work safely 47%
- ▶ Wiring 40%
- ▶ Read charts/graphs 40%
- ▶ Coding 33%
- ▶ Others: data science, tool & die, creativity & problem-solving, material management, “plumbing” - gas, liquid, vacuum, etc, laser techs

“Soft” Skills Needed in New Hires

▶ Teamwork / Collaboration	100%
▶ Personal Responsibility & Work Ethic	93%
▶ Problem-Solving	87%
▶ Verbal Communication	87%
▶ Ethics	80%
▶ Time Management	80%
▶ Written Communication	73%
▶ Social Skills	73%
▶ Planning & Organizing	73%
▶ Other: Documentation, Leadership, Innovation	

Encourage Employees to...

- ▶ Take courses at the community college 93%
- ▶ Earn certificates 60%
- ▶ Earn AA/AS degrees 47%
- ▶ Comments: expect employees to already have AS degrees

Hiring from Two-Year Technical Programs

- ▶ Do you hire from two-year technical programs
 - ▶ 73% YES 27% NO
- ▶ From these programs: data science, analytics, cyber, MTT, CNC, mechatronics (2), MTMS, EE, CS, laser tech, machine tech, drafting, mechanical, electrical, nuclear engineering tech, senior technician
- ▶ From these Disciplines: engineering, IT, applied math, computer science, maintenance, tool & die, engineering tech (2), chemistry, material tech, technicians

What channels are used for hiring?

- ▶ Internships / Co-ops 82%
- ▶ Faculty referrals 55%
- ▶ On-campus job fair 45%
- ▶ On-campus interviewing 45%
- ▶ Social media (i.e. LinkedIn) 45%
- ▶ Alumni networks 45%
- ▶ Campus job boards 27%
- ▶ Other: Headhunter, partner with colleges
- ▶ Comments: Don't know where to recruit from at colleges, don't hire from two-year programs - need senior folks

Final Survey Question

- ▶ In the past year, have you hired a student from a two-year technical program?
 - ▶ 53% YES
 - ▶ 47% NO