

**College/Career Readiness:
Online Survey of Area Potential
L-A Graduate Employers**

January 1-17, 2025

53 surveys Emailed, 23 Replied (45%)

What We Know: These Factors All Have a Major Impact on a Student's
'College/Career Readiness' After HS Graduation

How well we teach/how well students achieve in core academic courses.

What electives we offer to students as additional foundation for preparation for college/career readiness

PK-12: Career exploration opportunities - helping students learn possibilities- matched with their interests

Inherently Strong/Consistent Employability/Soft Skills: PK-12

CTE, Science, Art Spaces- with the upcoming renovations- what design, furniture and equipment needs will be best for our curriculums, courses, student learning and preparation for their futures.

Purpose of the Survey

- ▶ What are our area employers needing, wanting, seeing is lacking?
- ▶ Survey was not intended to be 'all inclusive' or comprehensive.
- ▶ Provides us a 'snapshot' of potential employers' perspectives

Who Returned the Survey

Types of Businesses

- ▶ 7- Agriculture, Food and Natural Resources
- ▶ 7- Manufacturing
- ▶ 3- Health Sciences
- ▶ 2-Architecure & Construction
- ▶ 1-Business Management
- ▶ 1-Government & Public Administration
- ▶ 1-Education
- ▶ 1-Transportation Distribution and Logistics

How Many Current Employees

- ▶ 1-10 Employees: 4
- ▶ 11-25 Employees: 8
- ▶ 26-49 Employees: 1
- ▶ 50+ Employees: 10

On A Scale of 1 -10....

... how important is it that your hires have an industry recognized training certificate for employment?

Avg: 4.1

... how important is it that your hires have had earned college credits for employment?

Avg: 3.3

What specific software or equipment experience would you like to see L-A graduates have in order to be more likely to be hired and be a successful employee?

- ▶ 18/23: Mentioned Basic Computer Skills – MS Suite, accounting, ability to learn industry specific softwares. CAD, Solidworks, POS systems also (point of sale) also mentioned.
- ▶ Experience with Shop Tools
- ▶ Hand sautering
- ▶ Tape Measures
- ▶ Power Tools
- ▶ Alarm Clock

How Many Positions Have You Hired in the Last Two Years?

- ▶ 1 Hire: 1
- ▶ 2 Hires: 4
- ▶ 3 Hires: 2
- ▶ 5 Hires: 2
- ▶ 8 Hires: 1
- ▶ 15 Hires: 1
- ▶ 20 Hires: 1
- ▶ 25 Hires: 1
- ▶ 50 Hires: 2 (Badger Foundry, Local Plumbers & Pipe Fitters)
- ▶ 87 Hires: 1 (Winona County)
- ▶ >100: 1 (Benchmark)
- ▶ 121 Hires: 1 (Riverside)
- ▶ >400: 1 (Winona Health)
- ▶ 1000s: 1 (Mayo Clinic)

What 'Employability' Skills Are Important for an Employee to Be Successful?

- ▶ **#1: Personal Qualities** (self-discipline, flexibility, work independently, professionalism, positive attitude)
- ▶ **#2: Interpersonal Skills** (teamwork, conflict resolution, respect individual differences)
- ▶ Critical Thinking (creativity, decision making, organization)
- ▶ Time Management (resource management, efficiency, meeting deadlines)
- ▶ Communication (verbal, listening, written, timeliness, clarity)
- ▶ Problem Solving (initiative, willing to attempt, open to new ideas)
- ▶ **#3 Attendance** (reliability, regular)

IMPLICATIONS/NEXT STEPS TO CONSIDER

1. **PK-12: Career Exploration/Foundational Skills Development**
 - ▶ Discuss Student Survey Data
 - ▶ Priorities for Students
 - ▶ Local Career Fair?
 - ▶ Meet with Employers/Survey respondents
 - ▶ Classroom Spaces- equipment/curriculum priorities (potential funding sources)
2. **Assess Electives**/Teacher Licenses/Scheduling/Budget
3. PK-12 Focus on Consistent Focus/Messaging on **'Employability Skills'** - for students, parents, staff

Cardinal “Be” Code

example

Be **Positive** - attitude matters.

Be **Kind** – words matter.

Be **Present** – on time, every day, ready to learn.

Be **Respectful** – be polite, listen, follow the rules.

Be **Flexible** – expect new things and changes.

Be **Safe** - keep hands, feet and objects to yourself.

Be **Determined** – try your best and keep trying.

Be A **Team Player** – and work well on your own too.

Be A Cardinal – Be Proud!