

## **Industry Needs Assessment Survey possible questions**

*Introduction:* Thank you for participating in this Industry Needs Assessment survey. Your valuable input will help us better understand the current challenges, trends, and needs within our industry. Please answer the following questions to the best of your knowledge and experience.

### **Community college specific questions(V2030 Equity in Success):**

#### **Demographics/Background:**

- What industry does your company belong to?
- How many employees does your company currently have?
- What is your position or role within the company?

#### **General Hiring Practices:**

- On average, how many new employees does your company hire annually?
- Which educational backgrounds do you typically hire from? (e.g., high school diploma, community college, 4-year university, postgraduate degrees)
- How important are industry credentials?

#### **Specifics on Community College Graduates:**

- How many community college graduates has your company hired in the past year?
- What specific departments or roles do community college graduates typically fill in your company?

#### **Perceptions & Experience:**

- On a scale of 1 to 10, how would you rate the preparedness of community college graduates for the roles they are hired for in your company?
- What skills or attributes have you observed to be strong in community college graduates compared to other hires?
- Are there any particular skills or areas where you feel community college graduates could improve to better meet the needs of your industry?

#### **Recruitment & Retention:**

- Does your company actively recruit from community colleges? If so, how?
- What is the average retention rate of community college graduates within your company compared to employees with other educational backgrounds?
- Have you partnered or collaborated with community colleges to develop specific training or curriculum that better prepares students for roles in your industry?

**Value & Future Plans:**

- Do you feel that hiring community college graduates provides a good return on investment for your company?
- Are there specific programs or majors from community colleges that you feel produce particularly strong candidates for your industry?
- Does your company have plans to increase, decrease, or maintain its current hiring rate of community college graduates in the next year? Why?

**Open-Ended Feedback:**

- What advice would you give to community colleges looking to better prepare their students for careers in your industry?
- Are there any particular experiences or projects that you think community college students should engage in to be more competitive candidates?
- Do you have any additional comments or insights regarding the hiring of community college graduates in your industry?

**Community College Specific Questions (V2030 Equity in Access):****Background Information:**

- What industry does your company belong to?
- How many employees does your company currently have?
- What is your position or role within the company?

**Dual Enrollment:**

- Are you aware of dual enrollment programs where high school students can also enroll in community college courses?
- Would your company be supportive of employees or prospective employees who participate in dual enrollment programs? Why or why not?
- Do you believe that participation in dual enrollment programs makes a candidate more attractive for hiring? Why or why not?

**Justice-Involved Individuals:**

- Are you aware of community college programs specifically tailored for justice-involved individuals?
- How open is your company to hiring justice-involved individuals who have completed community college programs?
- What additional skills or support do you believe justice-involved individuals might need to successfully integrate into your industry?

**Veterans:**

- Are you aware of community college initiatives aimed at assisting veterans in their transition to civilian roles?
- How would you rate the preparedness and adaptability of veterans who have completed community college programs for roles in your industry?
- Are there specific programs or partnerships with community colleges that you feel could better support veterans in their transition to roles within your industry?

**Working Adults:**

- Do you believe that community colleges are effectively catering to the needs of working adults? Why or why not?
- What flexible scheduling or program modifications would make community college more appealing to working adults within your industry?
- How does your company view or value continued education or training for working adults through community colleges?

**Low-Income Adults:**

- Are you aware of financial aid or support programs that community colleges offer specifically for low-income adults?
- Do you believe low-income adults who complete community college programs face unique challenges when transitioning to roles in your industry?
- Are there specific skills or experiences you believe community colleges should focus on to better prepare low-income adults for your industry?

**General Questions:**

- How can community colleges better align their programs with the needs of your industry to benefit all the mentioned groups?
- Are there partnerships or collaborations you would recommend between community colleges and industries to increase participation and success rates for the mentioned groups?
- Please provide any additional feedback or insights on how community colleges can increase participation and enrollment for dual enrollment, justice-involved individuals, veterans, working adults, and low-income adults in your industry.

How do industries view online degrees?

Do employers prefer university over college?

## Potential General questions

### Section 1: Demographic Information

1.1. Name (Optional): [Text Box]

1.2. Organization/Company: [Text Box]

1.3. Job Title/Position: [Text Box]

1.4. Industry Sector: [Dropdown Menu]

- Manufacturing
- Healthcare
- Technology
- Education
- Finance
- Agriculture
- Other (please specify):

### Section 2: Industry Challenges

2.1. In your opinion, what are the top three challenges currently facing our industry? Please rank them in order of importance (1 = most important, 3 = least important).

- ☐ Economic instability
- ☐ Regulatory compliance
- ☐ Technological advancements
- ☐ Workforce shortages
- ☐ Global competition
- ☐ Environmental sustainability
- ☐ Supply chain disruptions
- ☐ Other (please specify):

2.2. Can you briefly describe any specific challenges your organization or sector is facing that are not mentioned above?

### **Section 3: Emerging Trends**

3.1. What emerging trends do you see as having the most impact on our industry in the next 3-5 years? (Select up to three)

- ☐ Artificial Intelligence and Machine Learning
- ☐ Internet of Things (IoT)
- ☐ Sustainability and ESG (Environmental, Social, and Governance)
- ☐ Remote Work and Virtual Collaboration
- ☐ Cybersecurity
- ☐ Big Data Analytics
- ☐ 3D Printing/Additive Manufacturing
- ☐ Augmented Reality/Virtual Reality
- ☐ Other (please specify):

3.2. How well-prepared do you think your organization is to adapt to these emerging trends?

- ☐ Very prepared    ☐ Somewhat prepared    ☐ Not prepared    ☐ Unsure

### **Section 4: Training and Skill Development**

4.1. Are there specific skills or knowledge areas that you believe are lacking within the industry workforce?

4.2. What types of training or educational programs do you think would be most beneficial for addressing these skill gaps?

### **Section 5: Collaboration and Networking**

5.1. How important do you think collaboration and networking are for addressing industry challenges and staying competitive?

- ☐ Very important    ☐ Somewhat important    ☐ Not important    ☐ Unsure

5.2. Are there specific types of industry events, conferences, or networking opportunities that you find most valuable? If so, please specify.

## **Section 6: Additional Comments**

6.1. Is there anything else you would like to share regarding industry needs, challenges, or opportunities?

## **Section 7: Technology Adoption**

7.1. How would you rate your organization's level of technology adoption within the industry?

☐ Advanced   ☐ Intermediate   ☐ Basic   ☐ Limited   ☐ No technology adoption

7.2. Are there specific technologies or tools that you believe are underutilized within the industry?

## **Section 8: Market and Customer Needs**

8.1. How well do you think your organization understands the evolving needs and preferences of your customers or clients?

☐ Very well   ☐ Moderately well   ☐ Not very well   ☐ Not at all

8.2. Are there any unmet needs or emerging demands from customers or clients that you've identified within your organization?

## **Section 9: Sustainability and Environmental Practices**

9.1. How important is sustainability and environmentally-friendly practices in your industry?

☐ Extremely important   ☐ Somewhat important   ☐ Not very important   ☐ Not important at all

9.2. Is your organization actively engaged in sustainability initiatives? If so, please provide some examples.

## **Section 10: Regulatory Compliance**

10.1. How challenging is it for your organization to stay compliant with industry regulations and standards?

☐ Very challenging   ☐ Somewhat challenging   ☐ Not very challenging   ☐ Not challenging at all

10.2. Are there specific regulatory changes or updates that you believe are necessary to support industry growth and innovation?

## **Section 11: Future Outlook**

11.1. In your opinion, what do you think the industry will look like in 10 years? Are there any major transformations or disruptions you foresee?

## **Section 12: Information Sources**

12.1. Where do you primarily gather information and insights about industry trends, news, and developments?

- ☐ Industry publications
- ☐ Conferences and events
- ☐ Online forums and communities
- ☐ Government reports and publications
- ☐ Colleagues and industry networks
- ☐ Other (please specify):

## **Section 13: Personal Development**

13.1. How do you personally stay updated and informed about industry developments and best practices?

## **Section 14: Conclusion**

14.1. Thank you for participating in this survey. Is there anything else you would like to add or any recommendations you have for addressing industry needs and challenges?

## **Section 15: Employee Education and Development**

15.1. Does your organization have a formal employee training and development program in place?

- ☐ Yes
- ☐ No
- ☐ Not sure

15.2. How would you rate the effectiveness of your organization's current employee training and development programs?

- ☐ Very effective
- ☐ Somewhat effective
- ☐ Not very effective
- ☐ Ineffective
- ☐ Not applicable

15.3. What types of training methods and formats does your organization primarily use for employee education? (Select all that apply)

- ☐ In-person workshops and seminars

☐ Online courses and e-learning

☐ On-the-job training

☐ Mentorship and coaching programs

☐ Industry certifications

☐ Other (please specify):

15.4. Are there specific skills or competencies that you believe are lacking among employees in your industry?

15.5. How often does your organization assess and update its employee training programs to address changing industry needs?

☐ Annually   ☐ Biannually   ☐ As needed   ☐ Rarely   ☐ Never

15.6. Do you believe there is a need for increased investment in employee education and development within your industry?

☐ Strongly agree   ☐ Agree   ☐ Neutral   ☐ Disagree   ☐ Strongly disagree

15.7. Are there any barriers or challenges your organization faces when it comes to providing effective employee education and development?

15.8. How do you measure the impact and success of your employee education and development initiatives?

15.9. Are there any specific areas of knowledge or skills that you believe will be particularly important for employees in your industry in the coming years?

15.10. Do you have any recommendations or suggestions for improving employee education and development in your industry?

By including these questions, you can gain insights into the state of employee education and development within your industry and identify areas for improvement and innovation.

Thank you for taking the time to complete this Industry Needs Assessment survey. Your feedback is highly appreciated and will contribute to our efforts in meeting the needs of the industry.