MISSISSIPPI ENTERPRISE FOR TECHNOLOGY
STENNIS SPACE CENTER

QUESTIONNAIRE

In Support of MSET's South Mississippi
STEM (Science, Technology, Engineering, and Mathematics) Careers Project
funded by the Economic Development Administration (EDA) and MSET

Name of Organization: _____

Type of Organization: _____

Dept or Division (if applicable): _____

Name of Person completing Survey: _____

Contact Information: _____

1) My organization relies on the local (Mississippi and Louisiana) talent pool to fill our STEM related jobs.
   a) Absolutely Agree (Over 90% of all STEM positions are readily filled by local personnel)
   b) Strongly Agree (Between 70% - 90% of all STEM positions are readily filled by local personnel)
   c) Agree (Between 50% - 70% of all STEM positions are readily filled by local personnel)
   d) Somewhat Agree (Between 30% to 50% of all STEM positions are readily filled by local personnel)
   e) Somewhat Disagree (Between 10% to 30% of all STEM positions are readily filled by local personnel)
   f) Disagree (Less than 10% of all STEM positions are readily filled by local personnel)

Please provide any comments/details on your answer.
_____
_____
_____

2) It is important for my organization to work closely with local communities for the mutual benefit of both entities.
   a) Absolutely Agree
   b) Strongly Agree
   c) Agree
   d) Somewhat Agree
   e) Somewhat Disagree
   f) Disagree

Please provide any comments/details on your answer.

_____
_____
_____

3) We work to ensure that our STEM needs are known and understood by the local communities.
   a) Absolutely Agree (Identify what methods are used in supplemental info section)
   b) Strongly Agree (Identify what methods are used in supplemental info section)
   c) Agree (Basically use a Nationwide or regional website and list all openings there and only there)
   d) Somewhat Agree
   e) Somewhat Disagree
   f) Disagree (It is the responsibility of the community not my organization)

Please provide any comments/details on your answer.

_____
_____
_____

4) We participate in local community events to ensure that STEM career opportunities and related activities are well known by the local communities.
   a) Absolutely Agree (Active participation including providing presentations and updates)
   b) Strongly Agree (Active participation)
   c) Agree (Attend meetings)
   d) Somewhat Agree
   e) Somewhat Disagree
   f) Disagree (It is the responsibility of the community not my organization)

Please provide any comments/details on your answer.

_____
_____
_____

4a) This organization belongs to the following local community organizations

   a) Partners for Stennis
   b) Mississippi Enterprise for Technology (MSET)
   c) Local Chamber(s) of Commerce, indicate which one(s)
      a. _____
      b. _____
   d) Gulf Coast Business Council
   e) Other: _____
   f) Other: _____
   g) Other: _____

5) What is the annual amount in salaries for STEM professionals in your organization?
   _____

6) What is the current breakdown of STEM positions in your organization?
   a) Engineers

Job Title	Current number of employees			Level of experience (numbers of employees)		
	FTE	PTE	Temp	Entry	Mid	Senior
Mechanical Engineer						
Electrical Engineer						
Aerospace Engineer						
Civil Engineer						
Industrial Engineer						
Environmental Engineer						
Chemical Engineer						
Computer Hardware Engineer						
Drafter/CAD Specialist						
Technician						
Others?						

b) Scientists

Job Title	Current number of employees			Level of experience (numbers of employees)		
	FTE	PTE	Temp	Entry	Mid	Senior
Oceanographer						
Hydrographer						
Physical Scientist/ Physicist						
Meteorologist						
Acoustician						
Remote Sensing Specialist						
Biologist						
Chemist						
Geologist						
Others?						

c) Technology Majors (IT, MIS, GIS, Software Developers, etc.)

Job Title	Current number of employees			Level of experience (numbers of employees)		
	FTE	PTE	Temp	Entry	Mid	Senior
System/ Enterprise Engineers/ Developers						
Software Designers/ Developers						
Programmers						
GIS Specialists/ Analysts						
GIS programmers						
Network Specialists						
Website Professionals						
Database Specialists						
IT Security/ System Administrators						
Help desk support						
Others?						

d) Math Majors

Job Title	Current number of employees			Level of experience (numbers of employees)		
	FTE	PTE	Temp	Entry	Mid	Senior
Mathematicians						
Modelers						
Others?						

7) How many of the following STEM Professionals have you hired in the past two (2) years?
   a) Engineers

Job Title	Number hired in last 2 yrs	Level of hires (number)			Number of Hires from local area	Local candidates qualified (Y/N)	Qualifications lacking in local candidates (if relevant)
		Entry	Mid	Senior			
Mechanical Engineer							
Electrical Engineer							
Aerospace Engineer							
Civil Engineer							
Industrial Engineer							
Environmental Engineer							
Chemical Engineer							
Computer Hardware Engineer							

Job Title						
Drafter/CAD Specialist						
Technician						
Others?						

b) Scientists

Job Title	Number hired in last 2 yrs	Level of hires (number)			Number of Hires from local area	Local candidates qualified (Y/N)	Qualifications lacking in local candidates (if relevant)
		Entry	Mid	Senior			
Oceanographer							
Hydrographer							
Physical Scientist/ Physicist							
Meteorologist							
Acoustician							
Remote Sensing Specialist							
Biologist							
Chemist							
Geologist							
Others?							

c) Technology Majors (IT, MIS, GIS, Software Developers, etc.)

Job Title	Number hired in last 2 yrs	Level of hires (number)			Number of Hires from local area	Local candidates qualified (Y/N)	Qualifications lacking in local candidates (if relevant)
		Entry	Mid	Senior			
System/ Enterprise Engineers/ Developers							
Software Designers/ Developers							
Programmers							
GIS Specialists/ Analysts							
GIS programmers							
Network Specialists							
Website Professionals							
Database Specialists							
IT Security/ System Administrators							
Help desk support							
Others?							

d) Math Majors

| Job Title | Number hired in last 2 yrs | Level of hires (number) | | | Number of Hires from local area | Local candidates qualified (Y/N) | Qualifications lacking in local candidates (if relevant) |
		Entry	Mid	Senior			
Mathematicians							
Modelers							
Others?							

8) What are your challenges or difficulties when recruiting STEM talent from out of the area?
   a) Local quality of life
   b) Local schools
   c) Insufficient compensation package
   d) Cultural issues
   e) Cost of living
   f) Local taxes
   g) Lack of challenging work
   h) Other. Please provide specific challenges and/or difficulties_____
   _____
   _____

9) In the next two years, which characterizes your organization best in reference to STEM jobs?
   a) Number of STEM positions expected to grow
   b) Number of STEM positions expected to remain the same
   c) Number of STEM positions expected to decline

10) If you answered a) to question 9, what types of STEM positions will you require? If you answered c) to question 9, what types of STEM positions are you planning to decrease?

a) Engineers

Job Title	Number new hires expected in next 2 yrs			Level of hires (number needed)			Min and/or Max degree required	Qualifications (beyond appropriate degree) you will be looking for in applicants
	FTE	PTE	Temp	Entry	Mid	Senior		
Mechanical Engineer								
Electrical Engineer								
Aerospace Engineer								
Civil Engineer								
Industrial Engineer								
Environmental Engineer								
Chemical Engineer								
Computer Hardware Engineer								
Drafter/CAD Specialist								
Technician								
Others?								

Individual information provided will remain confidential and will not be distributed.
Data compiled from individual responses will only be shared as composite totals unidentified with any individual response.

b) Scientists

Job Title	Number expected in next 2 yrs			Level of hires (number needed)			Min and/or Max degree required	Qualifications (beyond appropriate degree) you will be looking for in applicants
	FTE	PTE	Temp	Entry	Mid	Senior		
Oceanographer								
Hydrographer								
Physical Scientist/ Physicist								
Meteorologist								
Acoustician								
Remote Sensing Specialist								
Biologist								
Chemist								
Geologist								
Others?								

c) Technology Majors (IT, MIS, GIS, Software Developers, etc.)

Job Title	Number expected in next 2 yrs			Level of hires (number needed)			Min and/or Max degree required	Qualifications (beyond appropriate degree) you will be looking for in applicants
	FTE	PTE	Temp	Entry	Mid	Senior		
System/ Enterprise Engineers/ Developers								
Software Designers/ Developers								
Programmers								
GIS Specialists/ Analysts								
GIS programmers								
Network Specialists								
Website Professionals								
Database Specialists								
IT Security/ System Administrators								
Help desk support								
Others?								

d) Math Majors

Job Title	Number expected in next 2 yrs			Level of hires (number needed)			Min and/or Max degree required	Qualifications (beyond appropriate degree) you will be looking for in applicants
	FTE	PTE	Temp	Entry	Mid	Senior		
Mathematicians								
Modelers								
Others?								

11) Would you recommend any type of training, technical or otherwise, that would help better qualify the STEM candidates that apply to your organization? _____
_____
_____

12) What type of general work activity will your new STEM professionals be involved in?

General description of work activities:
_____
_____
_____
_____
_____

13) Do you currently have any incentives for STEM professionals that would help in recruiting them to this area?
a) Relocation package (Y/N) _____   If yes, please describe:
_____
_____
_____
_____

b) Mentor Program (Y/N) _____ If yes, please describe:
_____
_____
_____
_____

c) Flexibility for the employee (work hours, work from home, leave policy…) Y/N _____ If yes, please describe:

_____
_____
_____
_____

d) Availability to help financially with continuing education (Y/N) _____ If yes, please describe:

_____
_____
_____
_____

e) Access to continuing education (Y/N) _____ If yes, please describe:

_____
_____
_____
_____

f) Challenging work (Y/N) _____ If yes, please describe:

_____
_____
_____
_____

g) Above-market salary (includes sign-on bonus, stock shares, other monetary compensation): (Y/N) _____ If yes, please describe:

_____
_____
_____
_____

h) Above-market benefits (includes periodic/annual bonuses, health care, child care options): (Y/N) _____ If yes, please describe:

_____
_____
_____
_____

i) Career Advancement Opportunities(Y/N) _____ If yes, please describe:

_____
_____
_____
_____

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j) Other? Please describe:

_____

_____

_____

_____

14) Would you be willing to share Job Postings with MSET in order to help find qualified candidates for STEM positions? Y/N _____

Thank you for taking the time to complete this questionnaire. Results will be used to help better prepare those seeking STEM careers and to help make our region more attractive to STEM professionals. Once results are compiled, they will be shared with STEM employers in our area, economic development and training organizations, as well as local educational institutions.