



## NACE Job Outlook 2022

### General Information

Please enter your Contact ID number. This number was provided to you in the e-mail that contained the link for the survey.

Contact ID:

Please tell us about your organization:

- For profit - private
- For profit - publicly held
- Non profit
- Government agency

In the United States only, how many employees are in the department/business unit for which you recruit: (If you recruit for a number of different departments/business units, add the number of employees in each department/business unit and select the total.)

- 500 or less
- 501 - 1,000
- 1,001 - 2,500
- 2,501 - 5,000
- 5,001 - 10,000
- 10,001 - 20,000
- More than 20,000

Do you recruit new college graduates for positions outside of the United States?

- Yes
- No

### Projections for the class of 2022

In your opinion, what will the job market be like for 2021-22 college graduates?

- Poor
- Fair
- Good
- Very Good
- Excellent

In your opinion, what will the job market specific to your industry be like for 2021-22 college graduates?

- Poor
- Fair
- Good
- Very Good
- Excellent

For the 2021-22 academic year, my organization plans to (please select one):

- Increase the number of entry-level college hires.
- Maintain the number of entry-level college hires.
- Decrease the number of entry-level college hires.

Please describe the key factors that have contributed to your organization's decision to increase, maintain or decrease your number of entry-level college hires.

How many new college graduates does your organization plan to hire for full-time, entry-level positions in 2021-22?

How many new college graduates did your organization hire for full-time, entry-level positions in 2020-21?

Will your organization hire 2-year, associate degree students from the class of 2021-22 for full-time, entry-level positions?

- Yes
- No

What percentage of your college hiring in 2021-22 will be conducted during Fall 2021?

Full-time, entry-level

Intern/co-op

What percentage of your college hiring in 2021-22 will be conducted during Spring 2022?

Full-time, entry-level

Intern/co-op

  

**Signing Bonuses**

Did you offer signing bonuses to any of the college students you hired from the class of 2020-21 for full-time, entry-level positions?

- Yes
- No

Do you plan to offer signing bonuses to any of the students you will hire from the class of 2021-22 for full-time, entry-level positions?

- Yes
- No

Which of the following best describes your signing bonus plans for 2021-22 college graduates? (Select only one response.)

- We will offer signing bonuses to all of our full-time, entry-level college hires from the class of 2021-22.
- We will offer signing bonuses only to selected full-time, entry-level college hires from the class of 2021-22.

What is the average signing bonus you plan to offer all new entry-level college hires from the class of 2021-22? (Note: If the bonus will vary, please provide an average estimate or a range.)

Please list below the majors, the degree levels, and the corresponding signing bonuses you plan to offer students from the class of 2021-22. (Note: If the bonus will vary, please provide an average estimate or a range.)

Major 1	<input type="text"/>
Degree Level	<input type="text"/>
Signing Bonus	<input type="text"/>
Major 2	<input type="text"/>
Degree Level	<input type="text"/>
Signing Bonus	<input type="text"/>
Major 3	<input type="text"/>
Degree Level	<input type="text"/>
Signing Bonus	<input type="text"/>
Major 4	<input type="text"/>
Degree Level	<input type="text"/>

Signing Bonus

### **Salary Increases**

Compared with 2020-21 what is the overall percentage increase in starting salaries your organization plans to offer to new **bachelor's degree** graduates this year?

Compared with 2020-21 what is the overall percentage increase in starting salaries your organization plans to offer to new **master's degree** graduates this year?

### **Recruiting Considerations**

The following questions ask you about important skills and abilities in the workplace. Please use these definitions for the terms:

#### **Career & Self-development**

Proactively develop oneself and one's career through continual personal and professional learning, awareness of one's strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one's organization.

#### **Communication**

Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.

#### **Critical Thinking**

Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.

#### **Equity & Inclusion**

Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism.

#### **Leadership**

Recognize and capitalize on personal and team strengths to achieve organizational goals.

#### **Professionalism**

Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.

#### **Teamwork**

Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.

## Technology

Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.

To succeed with your company, how **important** is it for your new college graduates hired for full-time, entry-level professional positions to have each of the following competencies?

	Not at all important	Not very important	Somewhat important	Very important	Extremely important
Critical Thinking	<input type="radio"/>				
Communication	<input type="radio"/>				
Teamwork	<input type="radio"/>				
Technology	<input type="radio"/>				
Leadership	<input type="radio"/>				
Professionalism	<input type="radio"/>				
Career & Self-development	<input type="radio"/>				
Equity & Inclusion	<input type="radio"/>				

How **proficient** are recent college graduate *candidates* for full-time, entry-level professional positions in each of the following competencies?

	Not at all proficient	Not very proficient	Somewhat proficient	Very proficient	Extremely proficient
Critical Thinking	<input type="radio"/>				
Communication	<input type="radio"/>				
Teamwork	<input type="radio"/>				
Technology	<input type="radio"/>				
Leadership	<input type="radio"/>				
Professionalism	<input type="radio"/>				
Career & Self-development	<input type="radio"/>				
Equity & Inclusion	<input type="radio"/>				

Which of the following attributes do you look for on a new graduate candidate's resume?  
(Please check all that apply.)

- Analytical/quantitative skills
- Communication skills (verbal)
- Communication skills (written)
- Computer skills
- Creativity
- Detail-oriented
- Entrepreneurial skills/risk-taker
- Flexibility/adaptability
- Fluency in a foreign language
- Friendly/outgoing personality

- Initiative
- Interpersonal skills (relates well to others)
- Leadership
- Organizational ability
- Problem-solving skills
- Strategic planning skills
- Strong work ethic
- Tactfulness
- Ability to work in a team
- Technical skills
- Other

Do you screen candidates by GPA?

- Yes
- No

What is the cut-off (the minimum GPA) you use to determine who is eligible to be considered for a position with your organization? (For example, if you indicate your cut-off is a 3.0 GPA this will be interpreted to mean that you will only consider candidates with a GPA of 3.0 or higher.)

GPA Cutoff:

If you have two candidates that are equally qualified for a position, how much would each of the following influence your decision to hire one candidate over the other?

	No influence at all	Not much influence	Somewhat of an influence	Very much influence	Extreme influence
School attended	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Major	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High GPA (3.0 or above)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has held leadership position	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has studied abroad	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has been involved in extracurricular activities (e.g. clubs/sports/student government, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has completed an internship with your organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has internship experience in your industry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has general work experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Has no work experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Is fluent in a foreign language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	No influence at all	Not much influence	Somewhat of an influence	Very much influence	Extreme influence
Has done volunteer work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Survey Respondents

In the survey report NACE will provide a list of respondents. Please indicate your preference regarding appearing on the list of respondents.

- Yes, please list my organization as a survey respondent.
- No, please DO NOT list my organization as a survey respondent.

