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

Contact ID:
2. Please tell us about your organization:

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

3. 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

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

- Yes
- No
## Job Outlook 2021

### Projections for the Class of 2021

5. In your opinion, what will the overall job market be like for 2020-21 college graduates?
   - Poor
   - Fair
   - Good
   - Very Good
   - Excellent

6. In your opinion, what will the job market specific to your industry be like for 2020-21 college graduates?
   - Poor
   - Fair
   - Good
   - Very Good
   - Excellent

7. For the 2020-21 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.

8. 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.

9. How many new college graduates does your organization plan to hire for full-time, entry-level positions in 2020-21?

10. How many new college graduates did your organization hire for full-time, entry-level positions in 2019-20?
11. Will your organization hire 2-year, associate degree students from the class of 2020-21 for full-time, entry-level positions?

- Yes
- No

12. What percentage of your college hiring in 2020-21 will be conducted during Fall 2020?

<table>
<thead>
<tr>
<th>Full-time, entry-level</th>
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<tbody>
<tr>
<td></td>
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<tr>
<td>Intern/co-op</td>
<td></td>
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</tbody>
</table>

13. What percentage of your college hiring in 2020-21 will be conducted during Spring 2021?

<table>
<thead>
<tr>
<th>Full-time, entry-level</th>
<th></th>
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</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Intern/co-op</td>
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</tbody>
</table>

14. Is your organization planning on delaying the start of its recruiting for the Class of 2021?

- Yes, we will move the bulk of recruiting from Fall 2020 to Winter/Spring 2021
- No, we expect to maintain our standard recruiting schedule
- It depends, we are waiting to see if our target schools return to on-campus activities
- Uncertain, waiting to see how things develop
- Other (please specify):
  
15. Which of the following scenarios best describes your organization’s planning for the 2020-21 recruiting season?

- Virtual recruiting for the 2020-21 academic year
- Virtual recruiting for Fall 2020, in-person for Spring 2021
- Hybrid (virtual/in-person) recruiting for Fall 2020 semester, in-person for Spring 2021
- In-person recruiting for the 2020-21 academic year
- Planning process has not yet been initiated
- Planning initiated, but still to be decided
- Other (please specify):
### Diversity Recruiting

16. Do you have a diversity recruiting strategy that is part of your overall college recruiting program?
- [ ] Yes
- [ ] No

17. Which of the following groups are a current priority in your diversity recruiting effort/strategy? (Check all that apply.)
- [ ] Women
- [ ] African-Americans
- [ ] Hispanic-Americans
- [ ] Asian-Americans
- [ ] Native Americans
- [ ] Multi-racial
- [ ] Students with Disabilities
- [ ] Military Veterans
- [ ] LGBTQIA

18. In your diversity recruiting strategy, do you focus on specific schools/organizations?
- [ ] Yes
- [ ] No
19. If you focus on specific schools/organizations, which of the following are part of your diversity recruiting strategy? (Check all that apply.)

- HBCUs (Historically Black Colleges and Universities)
- HSI (Hispanic-Serving Institutions)
- Tribal Colleges
- INROADS
- Women only Colleges
- National Society of Black Engineers (NBSE)
- National Action Council for Minorities in Engineering (NACME)
- Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS)
- American Indian Science and Engineering Society (AISES)
- Society of Mexican American Engineers and Scientists (Latinos in Science and Engineering)
- Society of Hispanic Professional Engineers (SHPE)
- Society of Asian Scientists and Engineers (SASE)
- National Association of Mathematicians (NAM)
- Other (please specify):

20. What percentage of your college recruits from the Class of 2019-20 came from each of the following?

Women
African-Americans
Hispanic-Americans
Asian-Americans
Native Americans
Multi-racial
Students with Disabilities
Military Veterans
LGBTQIA
21. What percentage of your college recruiting for the Class of 2020-21 will be from each of the following?

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td></td>
</tr>
<tr>
<td>African-Americans</td>
<td></td>
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<tr>
<td>Hispanic-Americans</td>
<td></td>
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<tr>
<td>LGBTQIA</td>
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</tbody>
</table>
### Salary Increases

22. Compared with 2019-20 what is the overall percentage increase in starting salaries your organization plans to offer to new **bachelor's degree** graduates this year?

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23. Compared with 2019-20 what is the overall percentage increase in starting salaries your organization plans to offer to new **master's degree** graduates this year?

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24. As part of the survey results, NACE will provide a list of respondents. Please indicate your preference below (note: this will not affect the confidentiality of your responses).

- [ ] Yes, please list my organization as a survey respondent.
- [ ] No, please do NOT list my organization as a survey respondent.