NACE Job Outlook 2023

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.

- Response to this question is required.

Contact ID: 

Please enter your Company Name.

- Response to this question is required.

Company Name: 

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


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

- Yes
- No

**Projections for the class of 2023**

In your opinion, what will the job market be like for 2022-23 college graduates?

- Poor
- Fair
- Good
- Very Good
- Excellent

In your opinion, what will the job market specific to your industry be like for 2022-23 college graduates?

- Poor
- Fair
- Good
- Very Good
- Excellent

Are you planning for a recession during the 2022-23 recruiting cycle?

- Yes
- No

How is a potential recession impacting your recruiting plans?
For the 2022-23 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.
- [x] 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 2022-23?


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


In what type of work environment (fully remote, fully in-person, or hybrid, e.g. partially in-person and partially remote) are your overall job positions currently performed?

- [% Fully Remote]:
- [% Fully Hybrid]:
- [% Fully In-person]:
In what type of work environment (fully remote, fully in-person, or hybrid, e.g. partially in-person and partially remote) are your full-time, **entry-level** job positions currently performed?

% Fully Remote: [ ]
% Fully Hybrid: [ ]
% Fully In-person: [ ]

Will your organization hire 2-year, associate degree students from the class of 2022-23 for full-time, entry-level positions?

- [ ] Yes
- [ ] No

What percentage of your college hiring in 2022-23 will be conducted during Fall 2022?

Full-time, entry-level [ ]
Intern/co-op [ ]

What percentage of your college hiring in 2022-23 will be conducted during Spring 2023?

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 2021-22 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 2022-23 for full-time, entry-level positions?

- [ ] Yes
- [ ] No
Which of the following best describes your signing bonus plans for 2022-23 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 2022-23.
- We will offer signing bonuses only to selected full-time, entry-level college hires from the class of 2022-23.

What is the average signing bonus you plan to offer all new entry-level college hires from the class of 2022-23? (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 2022-23. (Note: If the bonus will vary, please provide an average estimate or a range.)

<table>
<thead>
<tr>
<th>Major 1</th>
<th>Degree Level</th>
<th>Signing Bonus</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Major 2</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Degree Level</td>
<td>Signing Bonus</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Major 3</td>
<td>Degree Level</td>
<td>Signing Bonus</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Major 4</td>
<td>Degree Level</td>
<td>Signing Bonus</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Are you making any changes to the benefits, e.g. medical/dental, 401k, paid vacation, etc. you are offering to new college graduate hires?

- Yes
- No
Please indicate the manner in which you are changing your benefits package to new college graduate hires.

- We are INCREASING our benefits.
- We are DECREASING our benefits.
- Other - please explain.

Salary Increases

Compared with 2021-22, what is your organization's plan for starting salaries to 2022-23 bachelor's degree graduates?

- We plan to INCREASE bachelor's degree starting salaries.
- We plan to DECREASE bachelor's degree starting salaries.
- We plan NO CHANGE to bachelor's degree starting salaries.

Please indicate the average percentage increase planned to bachelor's degree starting salaries.

Please indicate the average percentage decrease planned to bachelor's degree starting salaries.

Compared with 2021-22, what is your organization's plan for starting salaries to 2022-23 master's degree graduates?

- We plan to INCREASE master's degree starting salaries.
- We plan to DECREASE master's degree starting salaries.
- We plan NO CHANGE to master's degree starting salaries.
Please indicate the average percentage increase planned to *master's* degree starting salaries.

Please indicate the average percentage decrease planned to *master's* degree starting salaries.

**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?

<table>
<thead>
<tr>
<th>Competency</th>
<th>Not at all important</th>
<th>Not very important</th>
<th>Somewhat important</th>
<th>Very important</th>
<th>Extremely important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical Thinking</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Communication</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Teamwork</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Technology</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Leadership</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Professionalism</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Career &amp; Self-development</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Equity &amp; Inclusion</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Competency</th>
<th>Not at all proficient</th>
<th>Not very proficient</th>
<th>Somewhat proficient</th>
<th>Very proficient</th>
<th>Extremely proficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical Thinking</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Communication</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Teamwork</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Technology</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Leadership</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
<tr>
<td>Professionalism</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
<td>o</td>
</tr>
</tbody>
</table>
Career & Self-development
- Not at all proficient
- Not very proficient
- Somewhat proficient
- Very proficient
- Extremely proficient

Equity & Inclusion
- Not at all proficient
- Not very proficient
- Somewhat proficient
- Very proficient
- Extremely proficient

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?

<table>
<thead>
<tr>
<th>Factor</th>
<th>No influence at all</th>
<th>Not much influence</th>
<th>Somewhat of an influence</th>
<th>Very much influence</th>
<th>Extreme influence</th>
</tr>
</thead>
<tbody>
<tr>
<td>School attended</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Major</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>High GPA (3.0 or above)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Has held leadership position</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Has studied abroad</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Has been involved in extracurricular activities (e.g. clubs/sports/student government, etc.)</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Has completed an internship with your organization</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Has internship experience in your industry</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Has general work experience</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
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<tr>
<td>Has no work experience</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Is fluent in a foreign language</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Has done volunteer work</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>Other</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>

**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.

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