JOB OUTLOOK 2018 FOR STUDENTS

EMPLOYERS PLAN TO INCREASE THEIR HIRING FOR U.S. OPERATIONS FOR THE CLASS OF 2018.

EMPLOYERS RATE THE JOB MARKET

- Excellent: 38.2%
- Very Good: 46.3%
- Good: 9.6%
- Fair: 43.7%

8.1% of employers rate the job market as Excellent.

EMPLOYERS’ HIRING PLANS

- Increase Hiring: 43.7%
- Maintain Hiring Levels: 38.6%
- Hire Fewer: 18.2%

WHEN DO EMPLOYERS RECRUIT?

- Fall: 30%
- Spring: 70%

EMPLOYERS PLAN TO RECRUIT IN THE SPRING

- 32.6% of employers plan to recruit in the spring.
- 37.1% of employers plan to recruit in the fall.
- 18.2% of employers plan to recruit in the summer.

WHERE DO EMPLOYERS FIND NEW HIRES

- On-campus activities (career fairs, information sessions, interviews): 31.6%
- Career centers: 55.3%
- Campus and company websites: 20.1%

EMPLOYERS USE VIDEO INTERVIEWING

- 31.6% of employers use video interviewing.
- 55.3% of employers do not use video interviewing.

TOP DEGREES IN DEMAND

- Business
- Engineering
- Computer & Information Sciences
- Math & Sciences
- Communications
- Social Sciences
- Humanities
- Agriculture & Natural Resources
- Healthcare
- Education
- Accounting Services
- Information
- Computer & Electronics
- Manufacturing
- Finance, Insurance & Real Estate
- Chemical (Pharmaceutical)
- Manufacturing
- Retail Trade
- Construction
- Management Consulting
- Miscellaneous Manufacturing

EMPLOYERS INTERESTED IN INTERNATIONAL STUDENTS

- Yes: 39.2%
- No: 51.3%
- Maybe: 9.4%

DO YOU HAVE WHAT IT TAKES?

Attributes Employers Look for on a Candidate’s Resume

- Problem-solving
- Ability to work in a team
- Written communication
- Leadership
- Strong work ethic
- Analytical/quantitative
- Verbal communication
- Initiative
- Detail-oriented
- Flexibility/adaptability

EMPLOYERS SCREEN BY GPA

- 67.5% of employers screen by GPA.
- 32.5% of employers do not screen by GPA.

EXPERIENCE IS EXPECTED

Majority of employers use internship/co-op programs to recruit college graduates for full-time, entry-level positions.

COMPETENCIES EMPLOYERS WANT AND HOW THEY RATE NEW GRADS

<table>
<thead>
<tr>
<th>Competency</th>
<th>Employers</th>
<th>New Grads</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical Thinking/Problem Solving</td>
<td>4.62</td>
<td>3.58</td>
</tr>
<tr>
<td>Teamwork/Collaboration</td>
<td>4.56</td>
<td>3.82</td>
</tr>
<tr>
<td>Professionalism/Work Ethic</td>
<td>4.46</td>
<td>3.35</td>
</tr>
<tr>
<td>Oral/Written Communications</td>
<td>4.30</td>
<td>3.39</td>
</tr>
<tr>
<td>Leadership</td>
<td>3.82</td>
<td>3.28</td>
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<tr>
<td>Information Technology</td>
<td>3.73</td>
<td>3.71</td>
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<tr>
<td>Career Management</td>
<td>3.46</td>
<td>3.01</td>
</tr>
<tr>
<td>Global/Multicultural Fluency</td>
<td>3.01</td>
<td>2.94</td>
</tr>
</tbody>
</table>

*5-point scale, where 1=Not essential, 2=Not very essential, 3=Somewhat essential, 4=Essential, 5=Absolutely essential

FIVE KEY BENEFITS EMPLOYERS OFFER

1. Life Insurance
2. Dental Insurance
3. Company-matched 401(k)
4. Employee Assistance Counseling
5. Tuition Reimbursement

HOW LONG BEFORE YOU GET A JOB OFFER?

- Average time from job posting to interview: 3 weeks or more
- Average time from interview to offer: 2 weeks
- Average time offer to your acceptance: 2 weeks

HOW TO BE A STAND-OUT JOB CANDIDATE

1. Start your job-search today.
2. Begin at the career center.
3. Get experience.
4. Employers use internships/cooperative education to hire full-time.
5. Internships/cooperative education add value to your resume.
6. Practice makes perfect.
7. Practice interviewing so you’re comfortable answering questions.