This year marks the best initial hiring outlook since the Class of 2007.
It’s looking good for the Class of 2019...

Employers Rate the Job Market

- **16.8%** Excellent
- **8.9%** Fair
- **27.7%** Good
- **46.5%** Very Good
- **0.0%** Poor

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey
Courtesy of the National Association of Colleges and Employers | www.naceweb.org
That means...

Employers’ Hiring Plans

- **38.6%** Increase Hiring
- **57.4%** Maintain Hiring Levels
- **4%** Hire Fewer

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
So...

When do Employers Recruit?

71% FALL

29% SPRING

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey
Courtesy of the National Association of Colleges and Employers | www.naceweb.org
You’re not out of luck if you don’t have a job offer yet...

Employers plan to recruit in the spring

- **YES** 37.4%
- **MAYBE** 42.4%
- **NO** 1%

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
Here’s where you need to be...

Where Employers Find New Hires

- On-campus resources and activities *(career center, career fairs, information sessions)*
- Job listings on company and campus websites
- Campus clubs
- Faculty members

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
And what you need to know...

Top Degrees in Demand *(Bachelor’s Level)*

1. Finance
2. Accounting
3. Mechanical Engineering
4. Computer Science
5. Business Administration/Management
6. Electrical Engineering
7. Information Science
8. Logistics/Supply Chain
9. Management Information Systems
10. Computer Engineering

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey
Courtesy of the National Association of Colleges and Employers | www.naceweb.org
Here’s where you’ll find opportunities...

Who’s Hiring, by Industry (Bachelor’s Level)

01. Finance, Insurance, & Real Estate
02. Government
03. Retail Trade
04. Miscellaneous Manufacturing
05. Chemical (Pharmaceutical Manufacturing)
06. Computer & Electronics Manufacturing
07. Information
08. Miscellaneous Professional Services

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey
Courtesy of the National Association of Colleges and Employers | www.naceweb.org
Have you made the grade…
What’s Your GPA?

Looking for 3.0 or better

73.3% EMPLOYERS SCREEN BY GPA

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey
Courtesy of the National Association of Colleges and Employers | www.naceweb.org
Do you have what it takes...

What Employers Look for on a Candidate’s Resume

- Communication skills (written)
- Problem-solving skills
- Ability to work in a team
- Initiative
- Analytical/quantitative skills
- Strong work ethic
- Communication skills (verbal)
- Leadership
- Detail-oriented
- Technical skills

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey
Courtesy of the National Association of Colleges and Employers | www.naceweb.org
And one other thing...

Experience Is *(Almost)* Required

Many employers use their internship and co-op programs to recruit college graduates for full-time, entry-level positions.

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey
Courtesy of the National Association of Colleges and Employers | www.naceweb.org
You may not be as prepared as you think...

<table>
<thead>
<tr>
<th>Competencies Employers Want and How They Rate New Grads</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Critical Thinking/Problem Solving</td>
<td>3.64</td>
</tr>
<tr>
<td>Teamwork/Collaboration</td>
<td>3.83</td>
</tr>
<tr>
<td>Professionalism/Work Ethic</td>
<td>3.47</td>
</tr>
<tr>
<td>Oral/Written Communications</td>
<td>3.49</td>
</tr>
<tr>
<td>Information Technology Application</td>
<td>3.76</td>
</tr>
<tr>
<td>Leadership</td>
<td>3.31</td>
</tr>
<tr>
<td>Career Management</td>
<td>3.05</td>
</tr>
<tr>
<td>Global/Multi-cultural Fluency</td>
<td>3.13</td>
</tr>
</tbody>
</table>

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey
Courtesy of the National Association of Colleges and Employers | www.naceweb.org
Getting a job takes time, patience...

How Long Before You Get a Job Offer?

- Average time from job posting ➔ interview: 38 days
- Average time from interview ➔ offer: 24 days

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey
Courtesy of the National Association of Colleges and Employers | www.naceweb.org
And money...

What it Costs an Employer to Hire You

$6,275 (average)

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey
Courtesy of the National Association of Colleges and Employers | www.naceweb.org
How to be a Stand-Out Job Candidate

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey
Courtesy of the National Association of Colleges and Employers | www.naceweb.org
How to be a **Stand-Out Job Candidate**

**Start your job search today.**

It’s never too early… even freshmen should begin at the career center.

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
How to be a Stand-Out Job Candidate

Get FREE professional advice.

Practice interviews, resume critiques, networking strategies, employer and job database, and more are available in your career services office.

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
How to be a **Stand-Out Job Candidate**

*Research your target companies.*

The more you know about a potential employer, the better prepared you’ll be for the interview.

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey
Courtesy of the National Association of Colleges and Employers | www.naceweb.org
How to be a **Stand-Out Job Candidate**

**Get experience.**

Employers use internships/cooperative education to hire full-time.

Source: Job Outlook 2019, 2018 Internship & Co-op Report, and 2017 Recruiting Benchmarks Survey

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
How to be a **Stand-Out Job Candidate**

**Say yes or no to an offer?**

Do you want the job or are you afraid that it’s your only option? The more you know yourself and your goals, the better you can discern if the position is right. Talk to a career center professional if you’re still unsure.