JOB OUTLOOK for the Class of 2020
THE JOB MARKET LOOKS GOOD FOR THE CLASS OF 2020

Employers plan to hire 5.8% more new college graduates from the Class of 2020 than they did from the Class of 2019. Employers cite company growth and the value of college hires as reasons for the good job market.

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
JOB OUTLOOK FOR THE CLASS OF 2020

EMPLOYERS RATE THE JOB MARKET

- 9.8% Excellent
- 48.2% Very Good
- 34.8% Good
- 7.1% Fair

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
EMPLOYERS’ HIRING PLANS

- 6.3% Hire Fewer
- 45.5% Increase Hiring
- 48.2% Maintain Hiring Levels

Courtesy of the National Association of Colleges and Employers | www.nacweb.org
WHEN DO EMPLOYERS RECRUIT?

- 32% Spring
- 68% Fall

Courtesy of the National Association of Colleges and Employers | www.nacweb.org
EMPLOYERS PLAN TO RECRUIT IN THE SPRING 2020

Only 14.8 percent of employers do all their recruiting in the fall.

**More than 70 percent have firm or tentative recruiting plans.**
WHERE EMPLOYERS FIND NEW HIRES

1. Internships/co-op student pools at their organization
2. On-campus resources and activities (career center, career/job fairs, information sessions)
3. Job listings on company and campus websites
4. Campus clubs
5. Faculty members

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
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WHAT'S YOUR GPA?

63% of employers screen by GPA

LOOKING FOR 3.0 OR BETTER

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
TOP 10 THINGS EMPLOYERS LOOK FOR ON YOUR RESUME

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

Courtesy of the National Association of Colleges and Employers | www.nacweb.org
EXPERIENCE IS (ALMOST) REQUIRED

When employers have equally qualified candidates, they choose the candidate with internship experience. In 2019, **56 percent of interns** and **40 percent of co-op students** became full-time, entry-level hires.

Courtesy of the National Association of Colleges and Employers | www.nacweb.org
7 THINGS THAT GIVE YOU AN ADVANTAGE IN THE JOB MARKET

- Internship with the organization
- Internship within the industry
- Major
- Leadership position
- General work experience
- Extracurricular activities (clubs, sports, student government, etc.)
- High GPA (3.0 or above)

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
JOB OUTLOOK FOR THE CLASS OF 2020

CAREER READINESS COMPETENCIES EMPLOYERS WANT VS HOW EMPLOYERS RATE RECENT GRADS

<table>
<thead>
<tr>
<th>Competency</th>
<th>Considered essential</th>
<th>Rated proficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professionalism/Work Ethic</td>
<td>95.1%</td>
<td>46.5%</td>
</tr>
<tr>
<td>Oral/Written Communications</td>
<td>93.2%</td>
<td>49.0%</td>
</tr>
<tr>
<td>Critical Thinking/Problem Solving</td>
<td>99.0%</td>
<td>60.4%</td>
</tr>
<tr>
<td>Teamwork/Collaboration</td>
<td>98.0%</td>
<td>85.1%</td>
</tr>
<tr>
<td>Leadership</td>
<td>56.3%</td>
<td>30.4%</td>
</tr>
<tr>
<td>Information Technology Application</td>
<td>68.6%</td>
<td>53.4%</td>
</tr>
<tr>
<td>Career Management</td>
<td>37.9%</td>
<td>20.6%</td>
</tr>
<tr>
<td>Global/Multi-cultural Fluency</td>
<td>25.3%</td>
<td>22.3%</td>
</tr>
</tbody>
</table>

Percent of Respondents

Courtesy of the National Association of Colleges and Employers | www.nacweb.org
JOB OUTLOOK FOR THE CLASS OF 2020

HOW LONG BEFORE YOU GET A JOB OFFER?

Average time from **job posting** to interview: 38 DAYS

Average time from **interview** to offer: 24 DAYS

Average time given to **accept**/**reject a job offer**: 14 DAYS


 Courtesy of the National Association of Colleges and Employers | www.naceweb.org
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EMPLOYERS SEE YOU ON SOCIAL MEDIA

- 89% Use LinkedIn during the recruiting process
- 83% Use social media to provide information to recruits
- 58% Post ads on social media to market their organization
- 45% Use social media to contact potential candidates
- 43% Use social media to identify potential candidates

Courtesy of the National Association of Colleges and Employers | www.nacweb.org
JOB OUTLOOK FOR THE CLASS OF 2020

HOW TO BE A STAND-OUT JOB CANDIDATE

START your job search today.

It’s never too early…

explore what the career center offers.

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
HOW TO BE A STAND-OUT JOB CANDIDATE

Get FREE professional career advice.

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

Note: Approximately 40 percent of interns and co-ops are found through the career center.

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
Research your TARGET companies.

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

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