



JOB OUTLOOK

for the Class of 2020



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NOVEMBER 2019

JOB OUTLOOK 2020

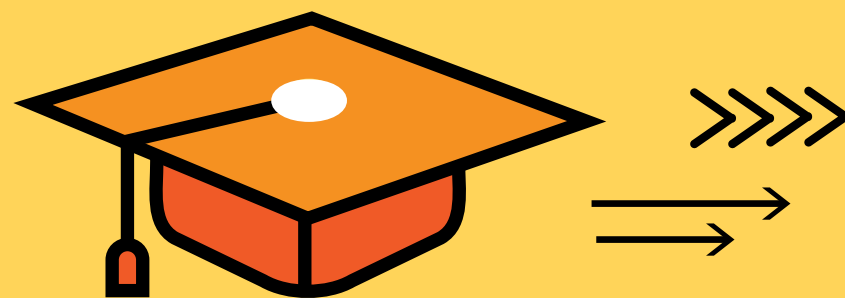


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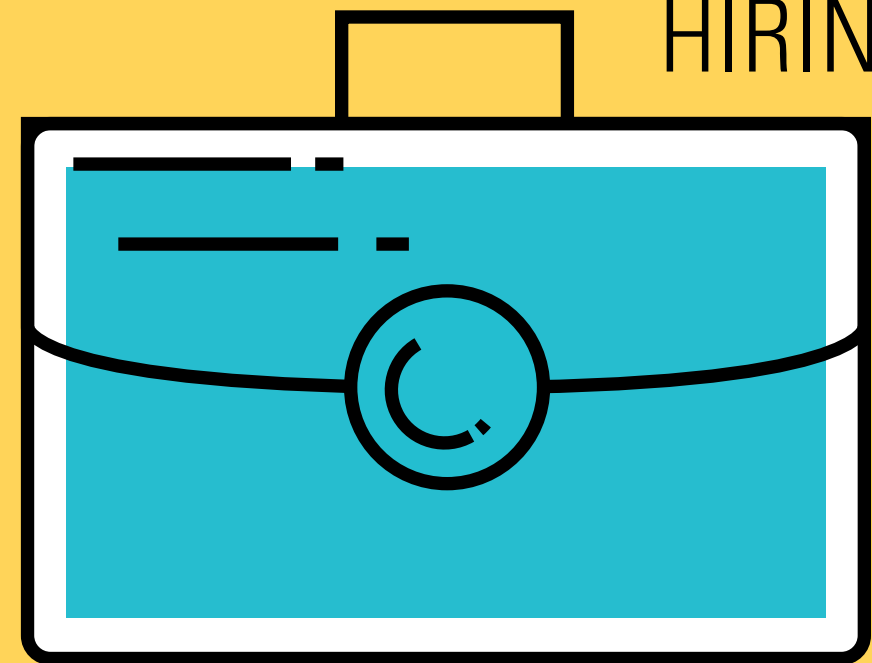
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THE JOB MARKET LOOKS GOOD FOR THE CLASS OF 2020

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.



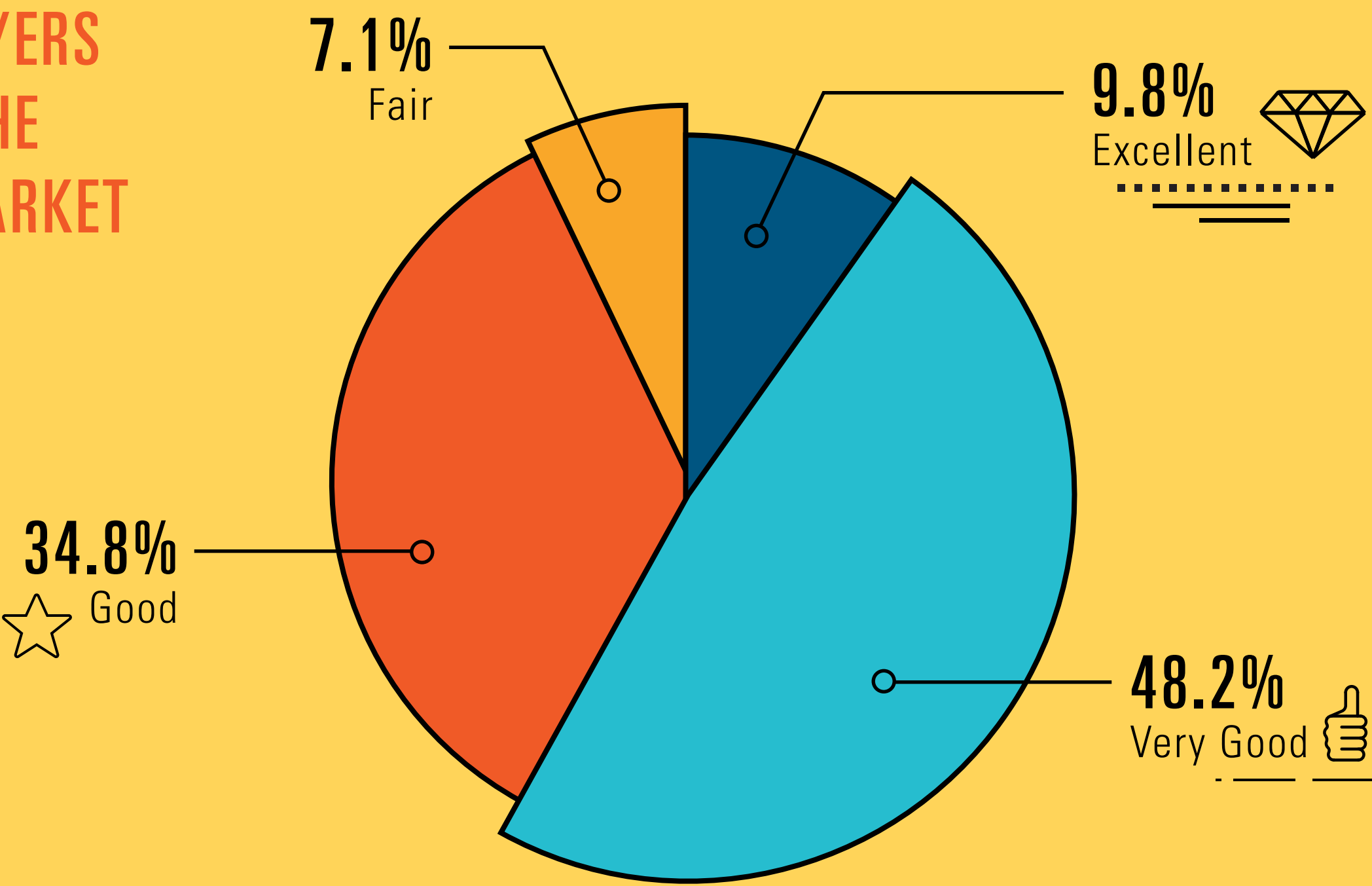
5.8% MORE
HIRING



JOB OUTLOOK FOR THE CLASS OF 2020

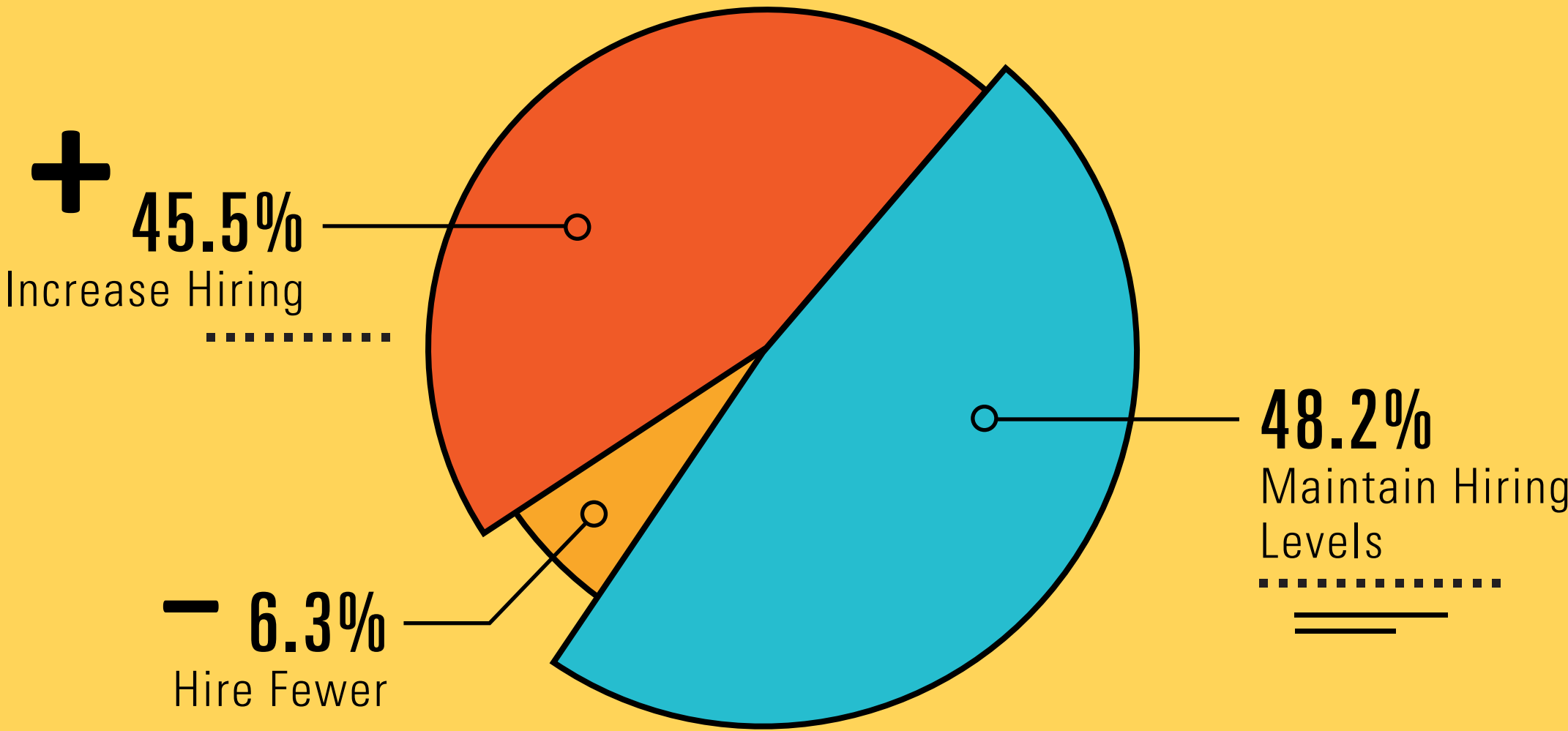


EMPLOYERS RATE THE JOB MARKET

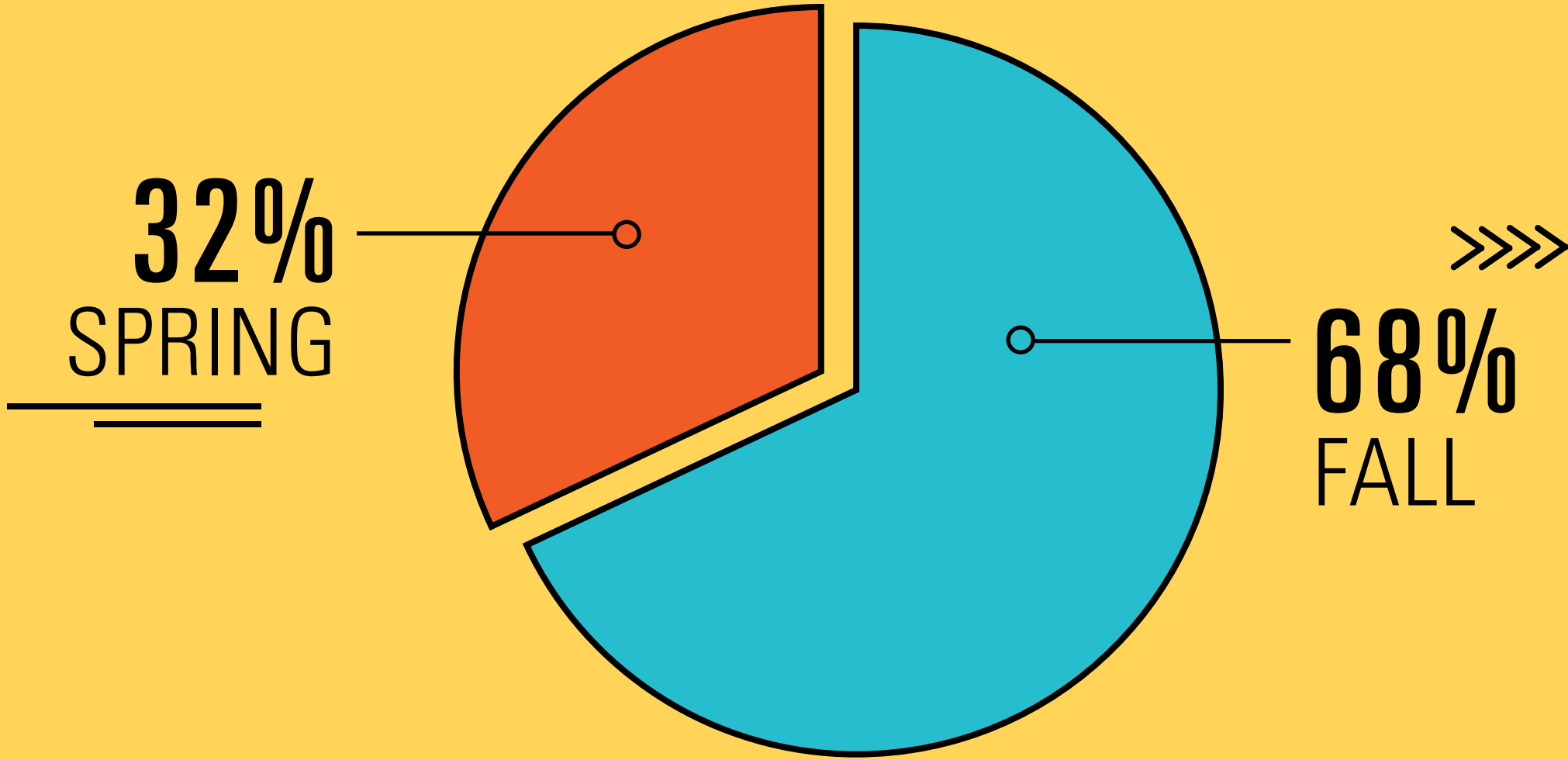


Source: *Job Outlook 2020, 2019 Internship & Co-op Report, and 2018 Recruiting Benchmarks Survey*
Courtesy of the National Association of Colleges and Employers | www.naceweb.org

EMPLOYERS' HIRING PLANS



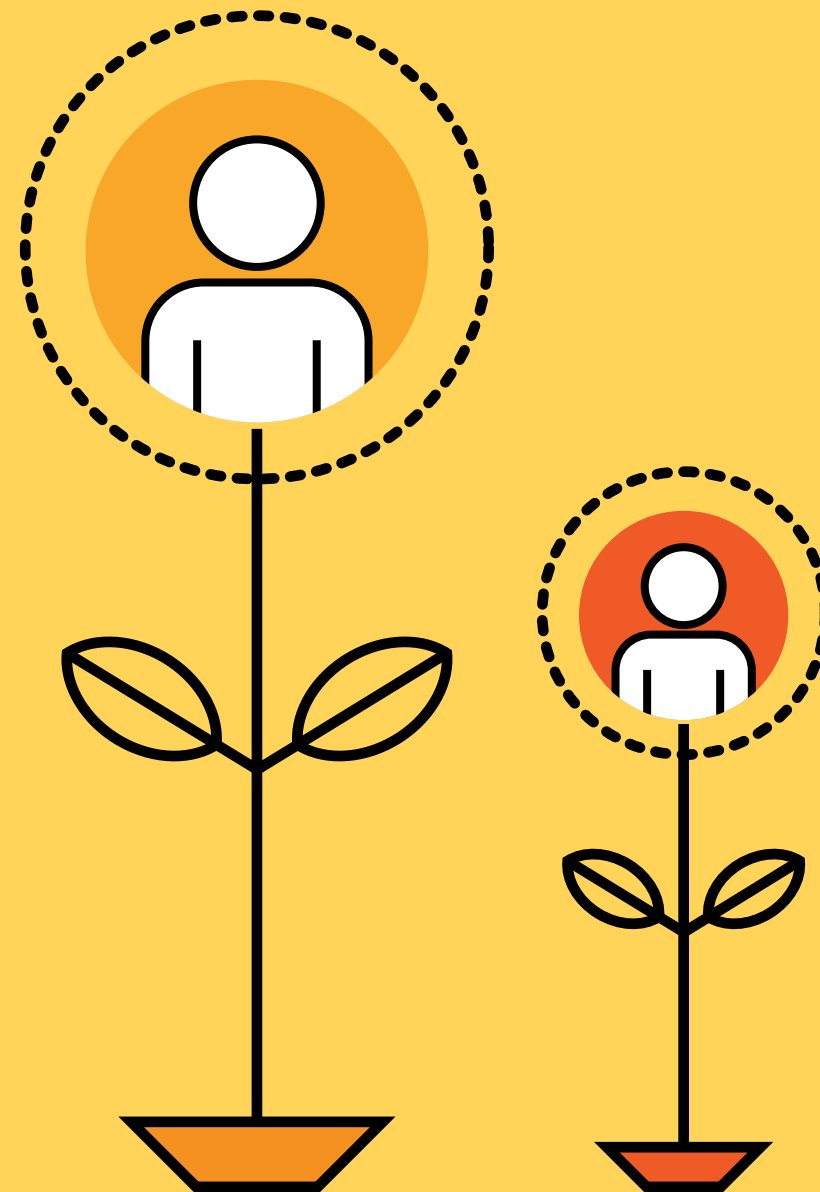
WHEN DO EMPLOYERS RECRUIT?



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.**

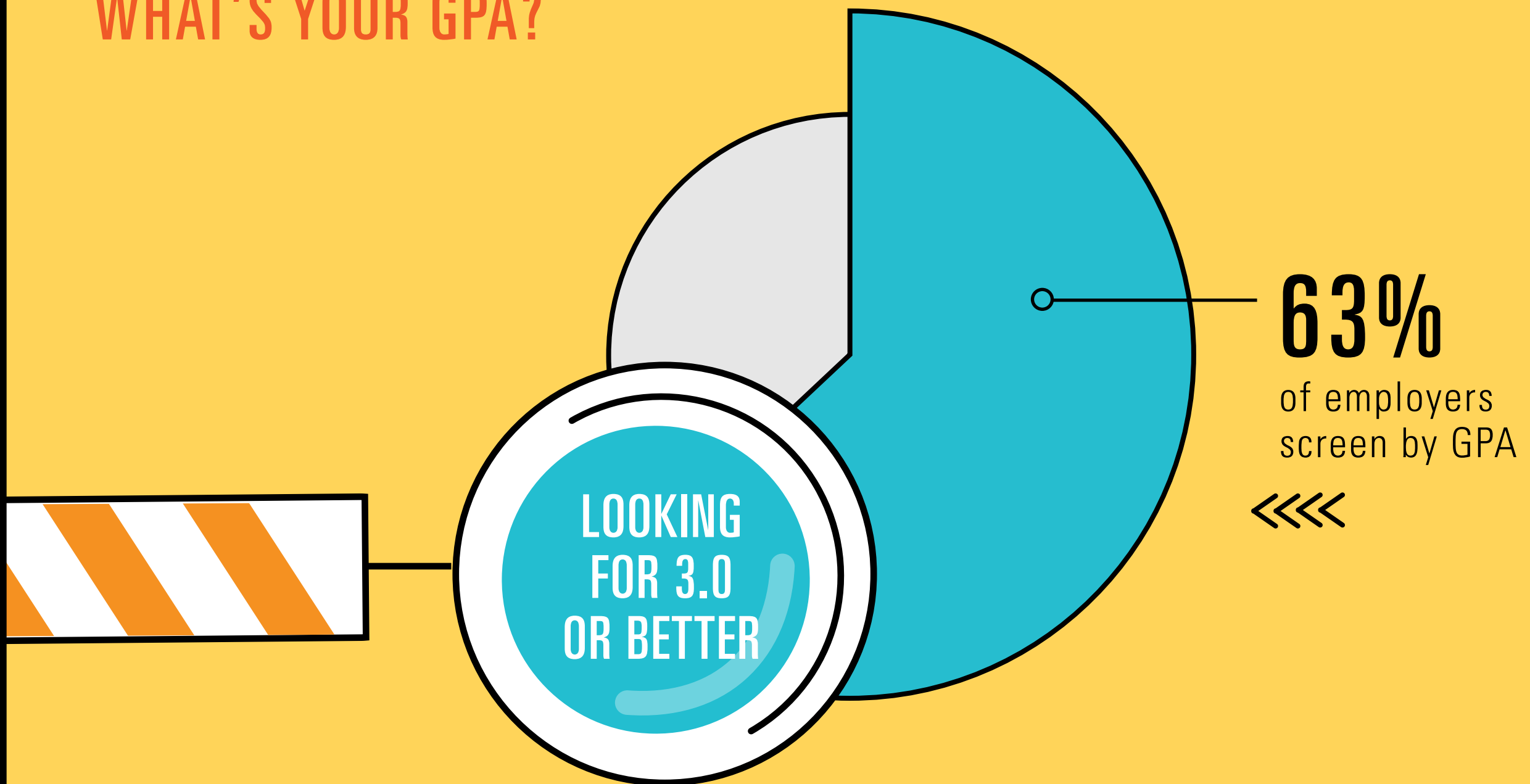


WHERE EMPLOYERS FIND NEW HIRES

- 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**



WHAT'S YOUR GPA?



TOP 10 THINGS EMPLOYERS LOOK FOR ON YOUR RESUME

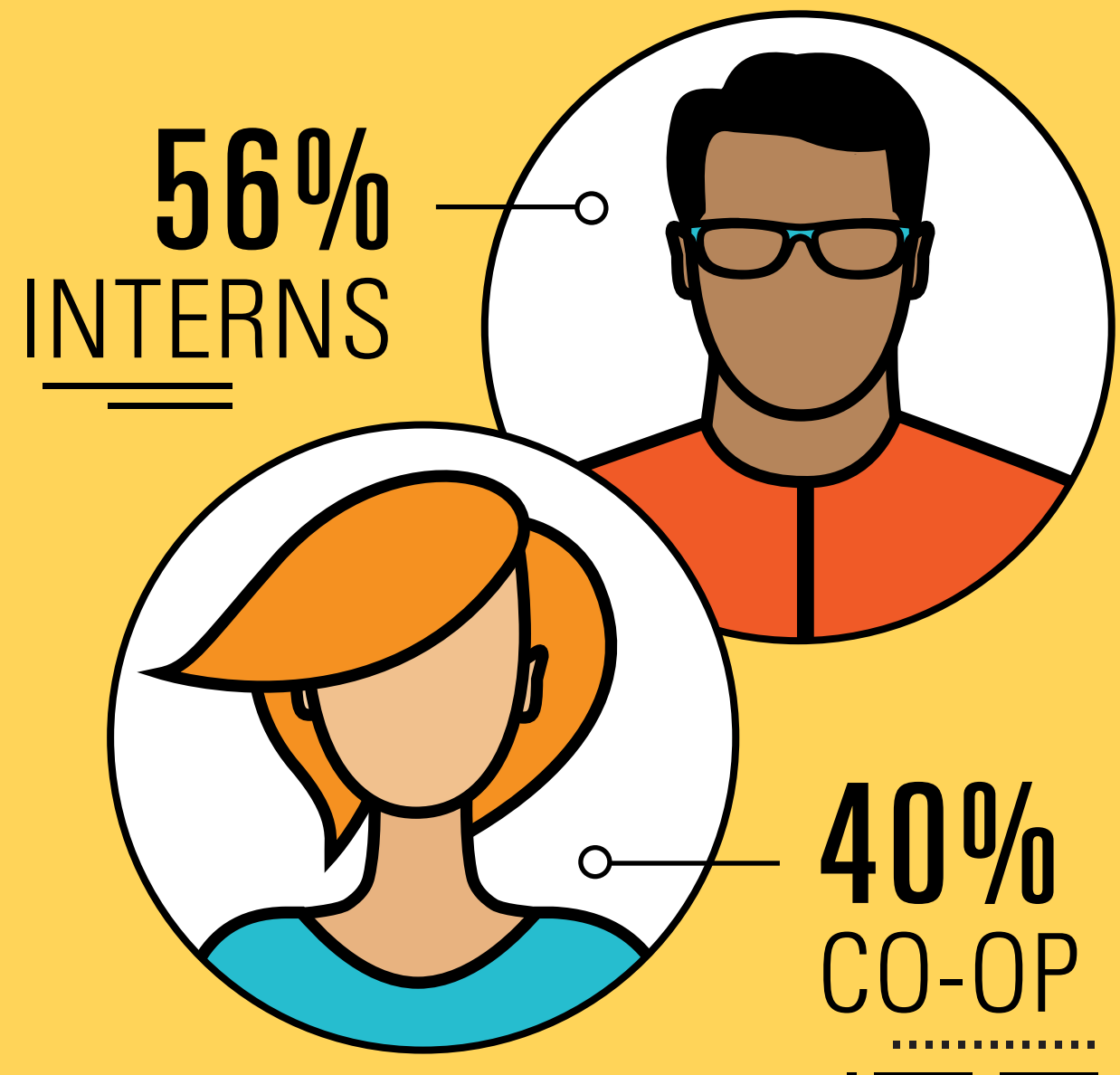


- ✓ Problem-solving skills
- ✓ Ability to work in a team
- ✓ Strong work ethic
- ✓ Analytical/quantitative skills
- ✓ Communication skills (written)
- ✓ Leadership
- ✓ Communication skills (verbal)
- ✓ Initiative
- ✓ Detail-oriented
- ✓ Technical skills

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.

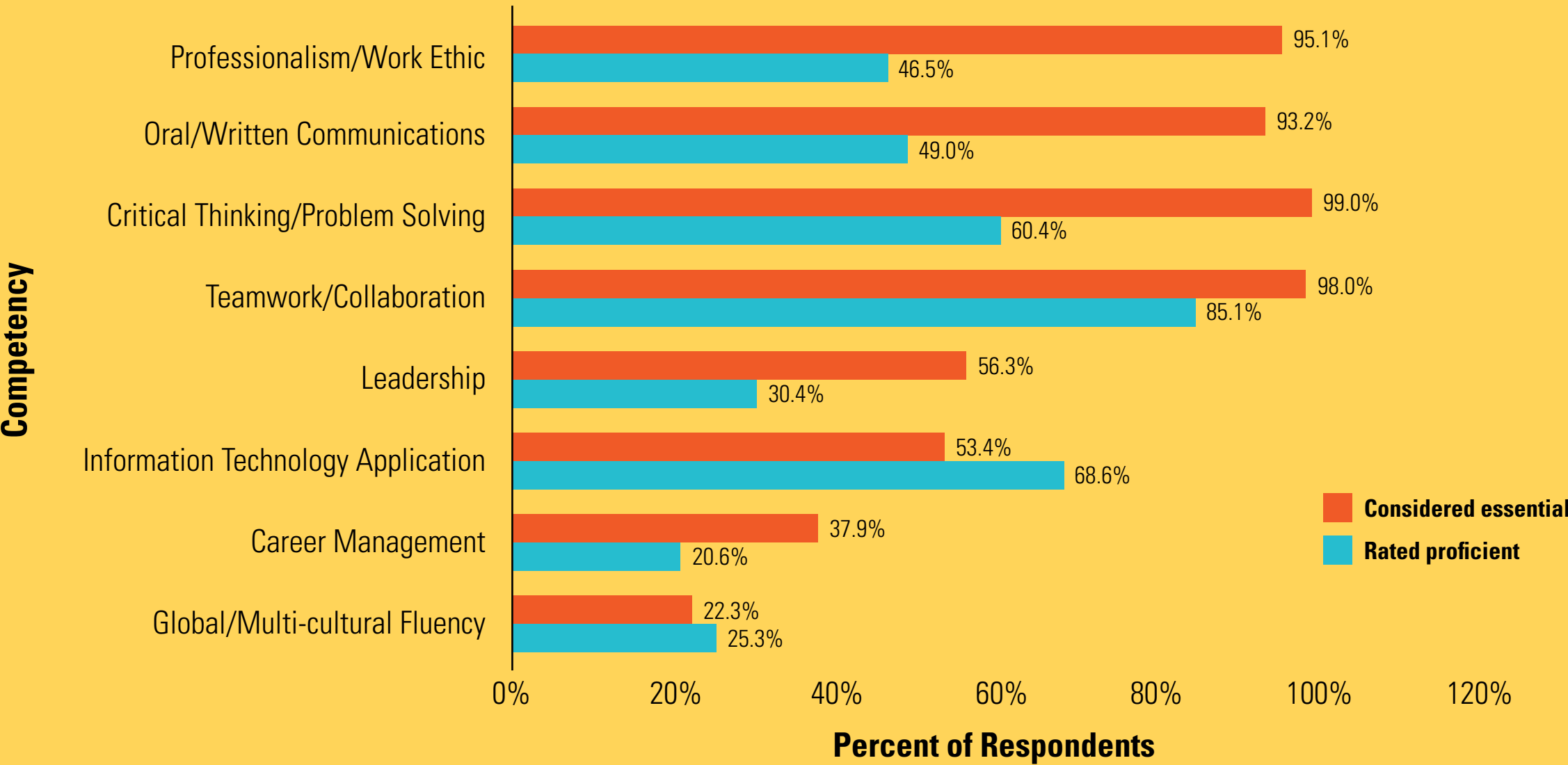


7 THINGS THAT GIVE YOU AN ADVANTAGE IN THE JOB MARKET

- ★ 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)



CAREER READINESS COMPETENCIES EMPLOYERS WANT VS HOW EMPLOYERS RATE RECENT GRADS



HOW LONG BEFORE YOU GET A JOB OFFER?



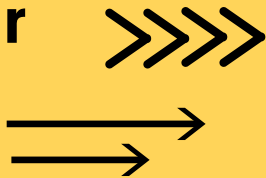
➤➤➤➤ Average time
from **job posting**
to **interview**



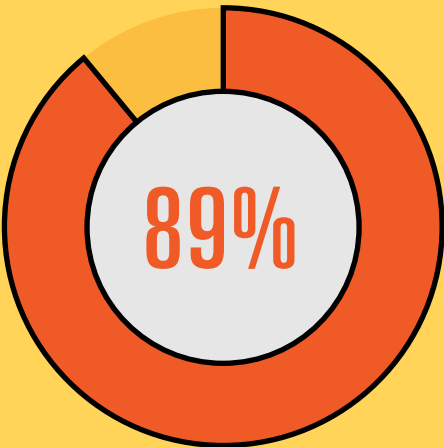
Average time
from **interview**
to **offer**



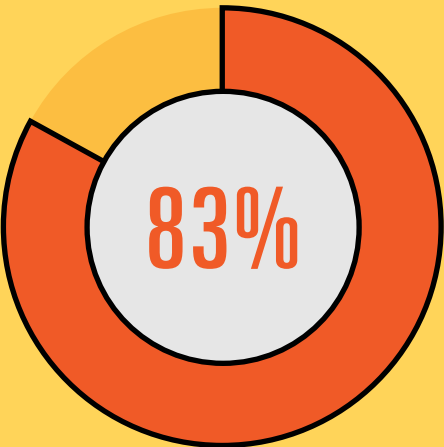
Average time
given to **accept/**
reject a job offer



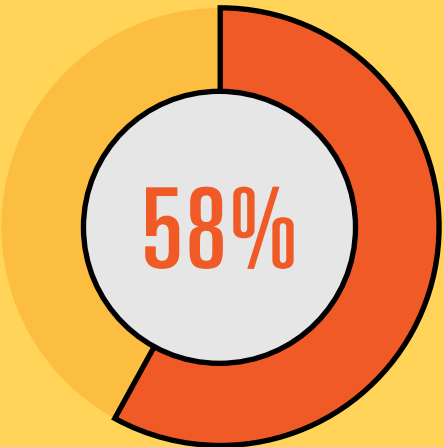
EMPLOYERS SEE YOU ON SOCIAL MEDIA



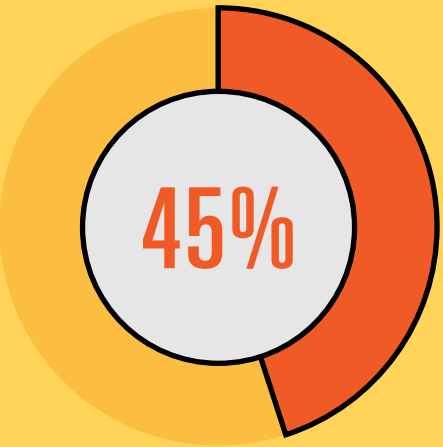
Use **LinkedIn**
during the
recruiting
process



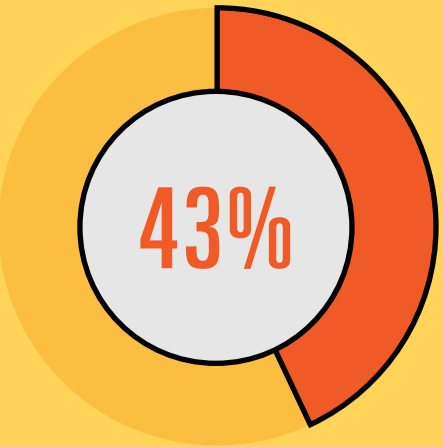
Use social media
to **provide**
information
to **recruits**



Post ads on
social media
to **market their**
organization



Use social media
to **contact**
potential
candidates



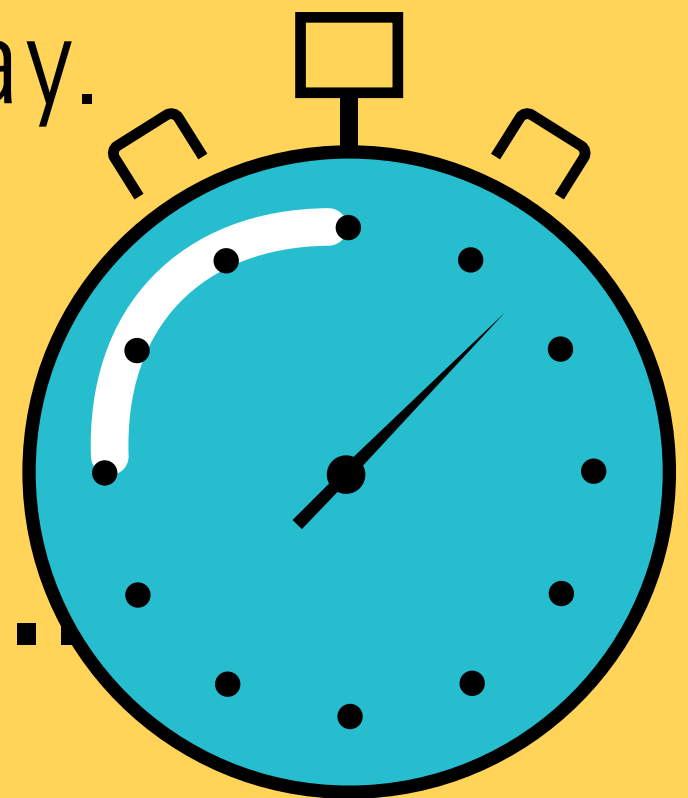
Use social media
to **identify**
potential
candidates

HOW TO BE A STAND-OUT JOB CANDIDATE

-----➤ **START** your job search today.

It's never too early...

explore what the career center offers.

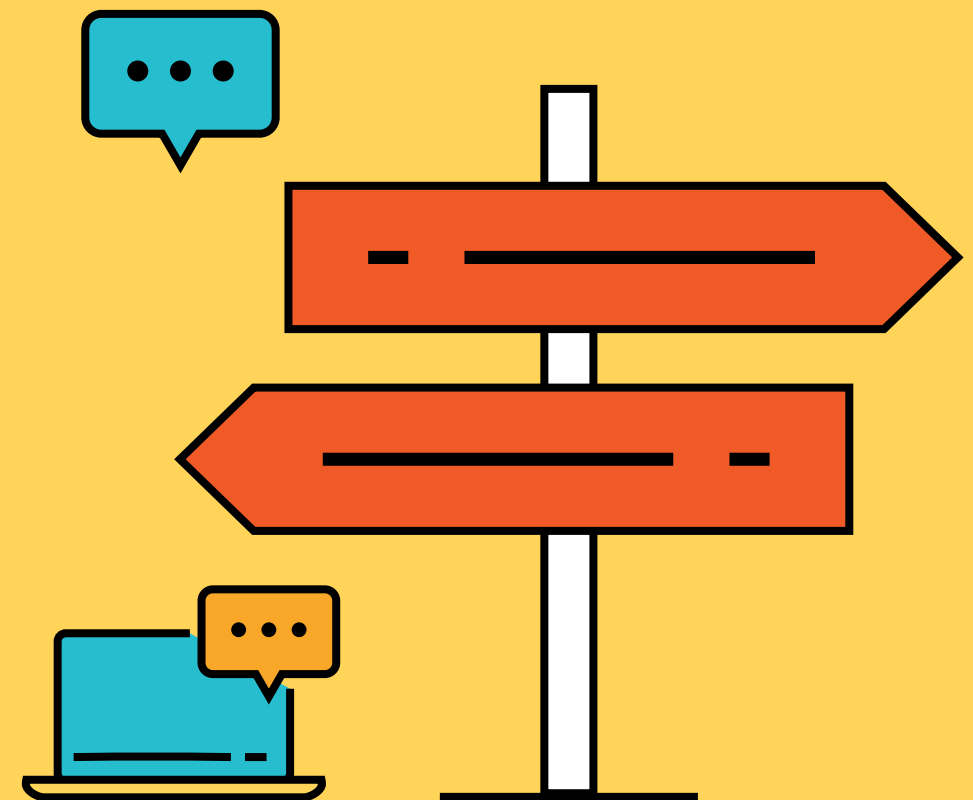


HOW TO BE A STAND-OUT JOB CANDIDATE

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.



HOW TO BE A STAND-OUT JOB CANDIDATE

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.

