# 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: 7.4%
* very good: 38.2%
* good: 46.3%
* fair: 8.1%

## EMPLOYERS’ HIRING PLANS

* 43.7%: Increase hiring
* 46.7%: Maintain hiring levels
* 9.6%: Hire Fewer

## WHEN DO EMPLOYERS RECRUIT

* 70%: Fall
* 30%: Spring

## EMPLOYERS PLAN TO RECRUIT IN THE SPRING

* 37.1%: Yes
* 32.6%: Maybe
* 18.2%: No

## WHERE DO EMPLOYERS FIND NEW HIRES

* On-campus activities (career fairs, information sessions, interviews)
* Campus and company websites
* Career centers

## EMPLOYERS USE VIDEO INTERVIEWING

* 2015: 31.6%
* 2016: 55.3%

## TOP DEGREES IN DEMAND

* Business
* Engineering
* Computer & Information Sciences
* Match & Sciences
* Communications
* Social Sciences
* Humanities
* Agriculture & Natural Resources
* Healthcare
* Education

## EMPLOYERS INTERESTED IN INTERNATIONAL STUDENTS

* Accounting Services
* Information
* Computer & Electronics Manufacturing
* Finance, Insurance & Real Estate
* Chemical (Pharmaceutical Manufacturing)
* Retail Trade
* Construction
* Management Consulting
* Miscellaneous Manufacturing

## 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-orientated
* Flexibility/adaptability
* 67.5% of employers 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

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

* Critical Thinking/Problem Solving: 4.62 Employers, 3.58 New Grads
* Teamwork/Collaboration: 4.56 Employers, 3.82 New Grads
* Professionalism/Work Ethics: 4.46 Employers, 3.35 New Grads
* Oral/Written Communication: 4.30 Employers, 3.39 New Grads
* Leadership: 3.82 Employers, 3.28 New Grads
* Information Technology Application: 3.73 Employers, 3.71 New Grads
* Career Management: 3.46 Employers, 3.01 New Grads
* Global/Multi-cultural Fluency: 3.01 Employers, 2.94 New Grads

## FIVE KEY BENEFITS EMPLOYERS OFFER

1. Life Insurance
2. Dental Insurance
3. Company-matched 401(k)
4. Employees 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

* Start your job-search today. Begin at the career center.
* Get experience. Employers use internships/cooperative education to hire full-time. Internships/cooperative education add value to your resume.
* Practice makes perfect. Practice interviewing so you’re comfortable asking questions

Source: Job Outlook 2018, 2017 Internship & Co-op Report, and 2016 Recruiting Benchmarks Survey. National Association of Colleges and Employers, copyright holder.

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