JOB
OUTLOOK
FOR THE CLASS OF 2021
Although hiring plans are down, there are opportunities for 2021 grads

Some employers said their businesses are growing and others plan to hire new graduates because they don’t want to miss out on “great hires” or because they want to maintain their succession planning.

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
EMPLOYERS RATE
THE JOB MARKET

0.5% Excellent
3.9% Very Good
31% Good
51.7% Fair
12.8% Poor

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
**Employers’ Hiring Plans**

- **16.5%** Increase Hiring
- **31%** Hire Fewer
- **52.5%** Maintain Hiring Levels


Courtesy of the National Association of Colleges and Employers | www.naceweb.org
Employers plan to hire associate degree grads

34.8%

Percent of employers reported that they will hire associate degree graduates from the Class of 2021

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
WHEN WILL EMPLOYERS RECRUIT 2021 GRADS?

- 64% FALL
- 36% SPRING

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
MOST EMPLOYERS PLAN TO RECRUIT VIRTUALLY

54% OF EMPLOYERS SAY THEY WILL RECRUIT VIRTUALLY FOR THE ENTIRE ACADEMIC YEAR

16% OF EMPLOYERS SAY THEY WILL RECRUIT VIRTUALLY IN THE FALL AND IN PERSON IN SPRING 2021

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
EMPLOYERS LOOKING FOR DIVERSITY IN NEW HIRES

87% OF EMPLOYERS REPORT THAT THEY HAVE A DIVERSITY RECRUITING STRATEGY FOR THE CLASS OF 2021

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

63% of employers screen by GPA, looking for 3.0%+

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

1. Problem-solving skills
2. Ability to work in a team
3. Strong work ethic
4. Analytical/quantitative skills
5. Communication skills [written]
6. Leadership
7. Communication skills [verbal]
8. Initiative
9. Detail-oriented
10. Technical skills

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

Students with a paid internship received nearly 50% more job offers than those who had an unpaid internship or no internship.


Courtesy of the National Association of Colleges and Employers | www.naceweb.org
7 Things That Give You an Advantage in the Job Market

1. Internship with the organization
2. Internship within the industry
3. Major
4. Leadership position
5. General work experience
6. Extracurricular activities
7. High GPA (3.0 or above)

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
HOW LONG BEFORE YOU GET A JOB OFFER?

Average time from interview to offer: 23.5 days
Average time given to accept/reject a job offer: 14.3 days

Courtesy of the National Association of Colleges and Employers | www.naceweb.org
EMployers See You
On Social Media

96% use LinkedIn

64% use Glassdoor and Facebook

86% use social media to provide information to recruits

50% contact potential candidates through social media

55% Twitter

80% post ads on social media to market their organization

47% search social media to identify potential candidates


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 through your career services office.


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 more prepared you’ll be for the interview.

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

Get experience.
Employers use their internship/cooperative education programs to hire full-time.

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

YOUR JOB SEARCH TODAY

it’s never too early... explore what your career center offers.

Get FREE professional career advice.

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