



# NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS

# JOB OUTLOOK 2022 SPRING UPDATE



NATIONAL ASSOCIATION OF  
COLLEGES AND EMPLOYERS  
[www.naceweb.org](http://www.naceweb.org)

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# INTRODUCTION

Each year, NACE surveys employers regarding their hiring intentions for the graduating class, once in the fall to ascertain their plans and again in the spring to determine how their hiring plans may have changed.

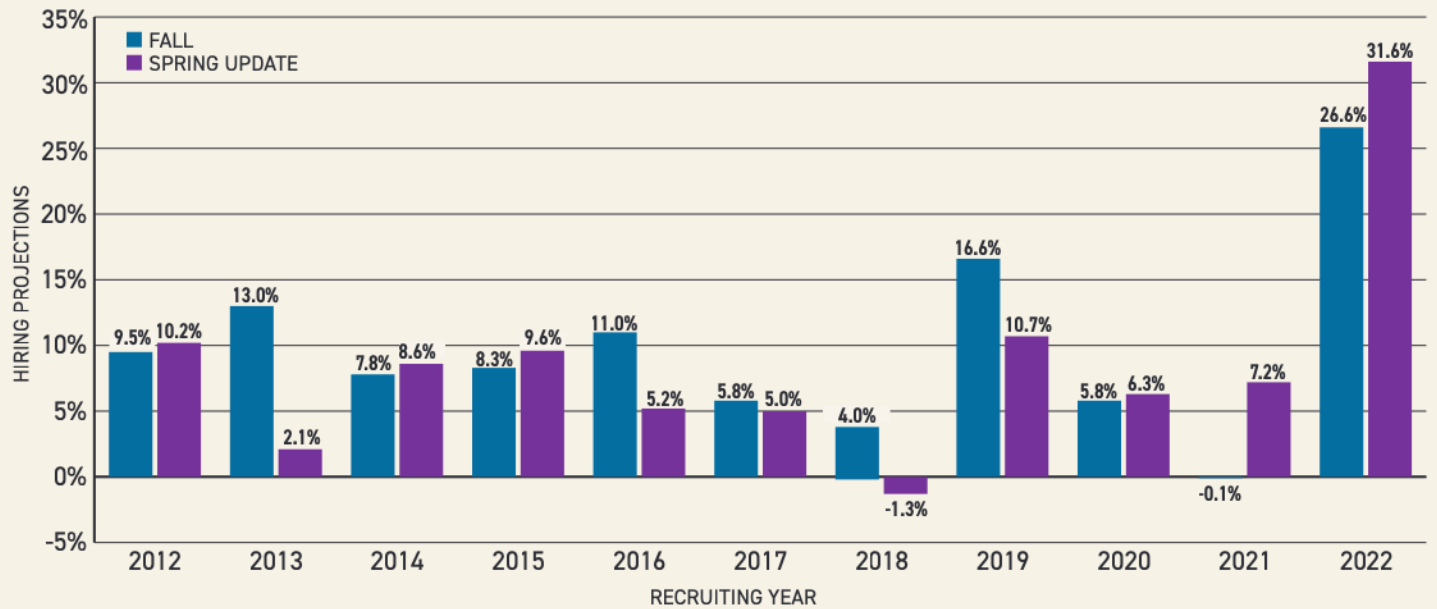
NACE's *Job Outlook 2022 Spring Update* report provides a formal update of employers' original hiring intentions for new college graduates contained in the *Job Outlook 2022* report that was published in November 2021. The *Job Outlook 2022 Spring Update* survey was conducted from February 2 – March 11, 2022. Of the 196 total respondents, 160 were NACE employer members, representing 19.8% of eligible member respondents, and 36 were nonmember companies.

# KEY INSIGHTS

- Results of the Job Outlook 2022 Spring Update survey show that college hiring continues to surge. Employer respondents report that they plan to hire almost one-third (31.6%) more new college graduates from the Class of 2022 than they hired from the Class of 2021. This is a climb of 5% from last fall, when employers responding to the Job Outlook 2022 survey indicated plans to hire 26.6% more new graduates from the Class of 2022 than they did from the Class of 2021.
- Almost 56% of respondents to NACE's Job Outlook 2022 Spring Update survey indicate that they will increase their college hire numbers and an additional 41% will maintain them. Less than 4% will decrease their number of college hires.
- Driving the surge is the fact that hiring increases are not limited to several industries; rather, they are planned by all industries that had at least five respondents. Furthermore, while some data are limited within certain industries, 28 of the 174 total respondents that provided their hiring numbers also plan increases of 100% or more. The oil and gas extraction industry is doubling its college hires and has the largest projected increase at 105.9%.
- When asked about the modality of work for overall and entry-level job positions, respondents indicate that an average of 41% of their overall positions are performed in a hybrid manner and an average of 39% of their overall positions are fully in person. Only an average of 20% of overall positions are performed in a fully remote work environment.
- In regard to entry-level positions, 18% are fully remote (as compared to 20% for overall positions). Forty percent of respondents report that their entry-level positions are expected to be in a hybrid modality, and 42% report that their entry-level positions would be fully in person.
- As expected, the modality of work, whether for overall or entry-level positions, is highly dependent upon whether the work can physically be performed in a remote or hybrid manner. For example, construction firms have an average of 0.2% of their overall and entry-level positions performed in a fully remote manner. Additionally, engineering services report just an average of 1.3% of overall positions and no entry-level jobs that are fully remote.
- Respondents from the information industry report the highest average of overall (40%) and entry-level positions (38.7%) performed fully remote. On the other hand, accounting services respondents report the lowest average of overall (5%) and entry-level (2.9%) positions performed in-person.
- We continue to see a drop in the number of employers that use GPA screening as a method of choosing job candidates. The overall percentage of respondents that screen candidates by GPA has fallen to its all-time low of 43.5%. This is a significant drop from the high-point of 2019, when 73.3% of respondents were screening by GPA.
- Respondents in the accounting services and utilities sectors are most likely to use GPA screening, with both reporting at least three-quarters of respondents that screen their candidates by GPA.
- Fall 2022 recruiting looks extremely positive for the upcoming class of graduates. Almost 90% of respondents indicate that they will be hiring for both full-time and intern/co-op positions at that time. The remaining 10% of respondents will also be hiring, but either for full-time or intern/co-op positions only. There are no respondents that indicate they will not be hiring in Fall 2022.

# JOB OUTLOOK 2022 SPRING UPDATE

**FIGURE 1: JOB OUTLOOK HIRING PROJECTIONS, 2012 – 2022**



**FIGURE 2: HIRING PLANS**

JOB OUTLOOK	PERCENT INCREASING HIRES	PERCENT MAINTAINING HIRES	PERCENT DECREASING HIRES	TOTAL NUMBER OF RESPONDENTS
Spring Update 2022	55.8%	40.5%	3.7%	190
Job Outlook 2022 (Fall 2021)	59.9%	36.6%	3.5%	142
Spring Update 2021	29.0%	63.0%	8.0%	200
Job Outlook 2021 (Fall 2020)	16.5%	52.5%	31.0%	227
Spring Update 2020	35.0%	54.8%	10.2%	196
Job Outlook 2020 (Fall 2019)	45.5%	48.2%	6.3%	150
Spring Update 2019	40.1%	52.6%	7.2%	152
Job Outlook 2019 (Fall 2018)	38.6%	57.4%	4.0%	172
Spring Update 2018	42.6%	50.7%	6.8%	148
Job Outlook 2018 (Fall 2017)	43.7%	46.7%	9.6%	135
Spring Update 2017	37.3%	54.0%	8.7%	150

**FIGURE 3: TOTAL CHANGE IN HIRING, BY INDUSTRY**

INDUSTRY	NUMBER OF 2021 ACTUAL HIRES	NUMBER OF 2022 PROJECTED HIRES	PERCENT CHANGE	NUMBER OF RESPONDENTS
Oil & Gas Extraction	153	315	105.9%	6
Engineering Services	533	1,034	94.0%	7
Information	1,656	3,087	86.4%	13
Misc. Prof. Services	485	847	74.5%	7
Social Services	70	102	45.7%	5
Computer & Electronics Mfg.	4,087	5,767	41.1%	16
Motor Vehicle Mfg.	890	1,235	38.8%	5
Food & Beverage Mfg.	430	575	33.7%	5
Accounting Services	5,714	7,239	26.7%	8
Finance, Insurance, & Real Estate	5,552	6,893	24.2%	23
Misc. Mfg.	1,582	1,939	22.6%	22
Chemical (Pharmaceutical) Mfg.	588	691	17.5%	11
Retail Trade	4,610	5,417	17.5%	7
Utilities	300	334	11.5%	7
Construction	1,814	1,957	7.9%	9

**FIGURE 4: MODALITY OF WORK, OVERALL AND ENTRY-LEVEL POSITIONS**

MODALITY OF JOB POSITIONS	OVERALL	ENTRY-LEVEL
Average % Fully Remote	20%	18%
Average % Fully Hybrid	41%	40%
Average % Fully In-Person	39%	42%

**FIGURE 5: MODALITY OF WORK – OVERALL POSITIONS, BY INDUSTRY**

INDUSTRY	AVERAGE % FULLY REMOTE	AVERAGE % FULLY HYBRID	AVERAGE % FULLY IN-PERSON	NUMBER OF RESPONDENTS
Oil & Gas Extraction	1.4%	34.3%	64.3%	7
Utilities	21.4%	54.3%	24.3%	7
Construction	0.2%	28.3%	71.4%	9
Chemical (Pharmaceutical) Mfg.	12.3%	30.6%	57.1%	12
Computer & Electronics Mfg.	19.4%	43.1%	37.6%	14
Motor Vehicle Mfg.	15.5%	16.2%	68.3%	6
Misc. Mfg.	10.3%	34.7%	55.0%	19
Wholesale Trade	34.0%	31.0%	35.0%	5
Retail Trade	38.3%	52.4%	9.3%	7
Information	40.0%	38.7%	21.3%	15
Finance, Insurance, & Real Estate	35.0%	43.0%	22.0%	22
Accounting Services	13.6%	81.4%	5.0%	7
Engineering Services	1.3%	34.4%	64.4%	8
Misc. Prof. Services	32.3%	57.9%	9.9%	7
<b>Overall</b>	<b>20.0%</b>	<b>41.0%</b>	<b>39.0%</b>	<b>173*</b>

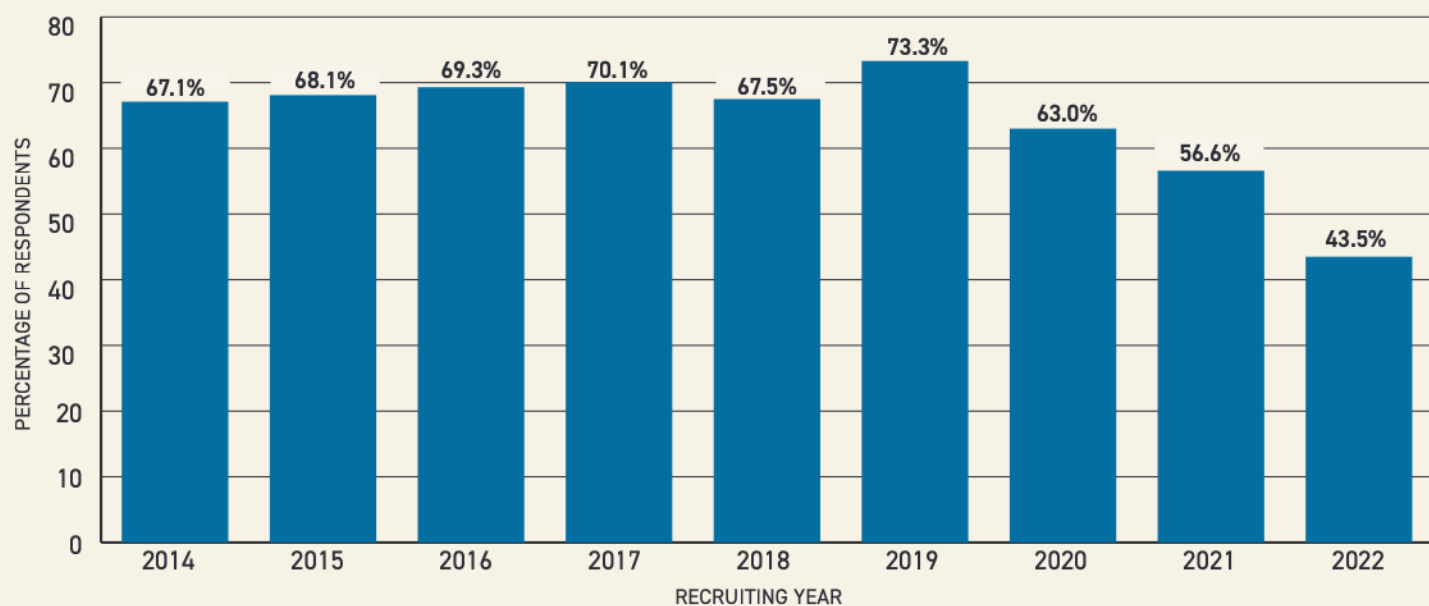
\*Only industries with five or more respondents are reported here, so total does not include all industries.

**FIGURE 6: MODALITY OF WORK – ENTRY-LEVEL POSITIONS, BY INDUSTRY**

INDUSTRY	AVERAGE % FULLY REMOTE	AVERAGE % FULLY HYBRID	AVERAGE % FULLY IN-PERSON	NUMBER OF RESPONDENTS
Oil & Gas Extraction	1.4%	34.3%	64.3%	7
Utilities	22.2%	56.4%	21.4%	7
Construction	0.2%	22.2%	77.6%	9
Chemical (Pharmaceutical) Mfg.	8.2%	28.6%	63.2%	11
Computer & Electronics Mfg.	17.8%	38.2%	44.0%	14
Motor Vehicle Mfg.	13.3%	12.5%	74.2%	6
Misc. Mfg.	8.0%	36.5%	55.5%	20
Wholesale Trade	34.0%	33.0%	33.0%	5
Retail Trade	27.5%	43.9%	28.6%	7
Information	38.7%	39.4%	21.9%	15
Finance, Insurance, & Real Estate	35.6%	37.0%	27.4%	23
Accounting Services	3.5%	93.6%	2.9%	7
Engineering Services	0.0%	17.5%	82.5%	8
Misc. Prof. Services	26.3%	56.3%	17.4%	8
<b>Overall</b>	<b>18.0%</b>	<b>40.0%</b>	<b>42.0%</b>	<b>174*</b>

\*Only industries with five or more respondents are reported here, so total does not include all industries.

**FIGURE 7: SCREEN CANDIDATES BY GPA, BY PERCENTAGE OF RESPONDENTS**



**FIGURE 8: SCREEN CANDIDATES BY GPA, BY INDUSTRY**

INDUSTRY	PERCENT OF RESPONDENTS	GPA CUTOFF (REPORTED MEDIAN)	NUMBER OF RESPONDENTS
Accounting Services	87.5%	3.0	8
Oil & Gas Extraction	85.7%	3.0	7
Utilities	75.0%	2.9	8
Motor Vehicle Mfg.	66.7%	2.8	6
Engineering Services	62.5%	3.0	8
Food & Beverage Mfg.	60.0%	2.9	5
Computer & Electronics Mfg.	50.0%	3.0	16
Retail Trade	50.0%	3.0	8
Misc. Mfg.	44.0%	3.0	25
Finance, Insurance, & Real Estate	44.0%	3.0	25
Wholesale Trade	40.0%	3.0	5
Construction	33.3%	3.0	9
Chemical (Pharmaceutical) Mfg.	23.1%	3.0	13
Information	20.0%	3.0	15
Social Services	20.0%	2.8	5
Misc. Prof. Services	12.5%	3.0	8



**FIGURE 9:** HIRING EXPECTATIONS FOR FALL 2022

	NUMBER OF 2022 RESPONDENTS	PERCENT OF 2022 RESPONDENTS	NUMBER OF 2021 RESPONDENT	PERCENT OF 2021 RESPONDENTS
Full-time Only	7	3.7%	13	6.4%
Intern/Co-op Only	13	6.8%	19	9.4%
Both Full-Time and Intern/Co-op	171	89.5%	169	83.3%
Not On-campus – Not Hiring in 2021-22	0	0.0%	2	1.0%

# APPENDIX

## ABOUT THE SURVEY

Each year, NACE surveys employers regarding their hiring intentions for the graduating class; this is conducted in two parts—fall (Job Outlook 2022) and spring (Job Outlook 2022 Spring Update).

The spring survey was conducted from February 2 – March 11, 2022. Of the 196 total respondents, 160 were NACE employer members, representing 19.8% of eligible member respondents, and 36 were nonmember companies.

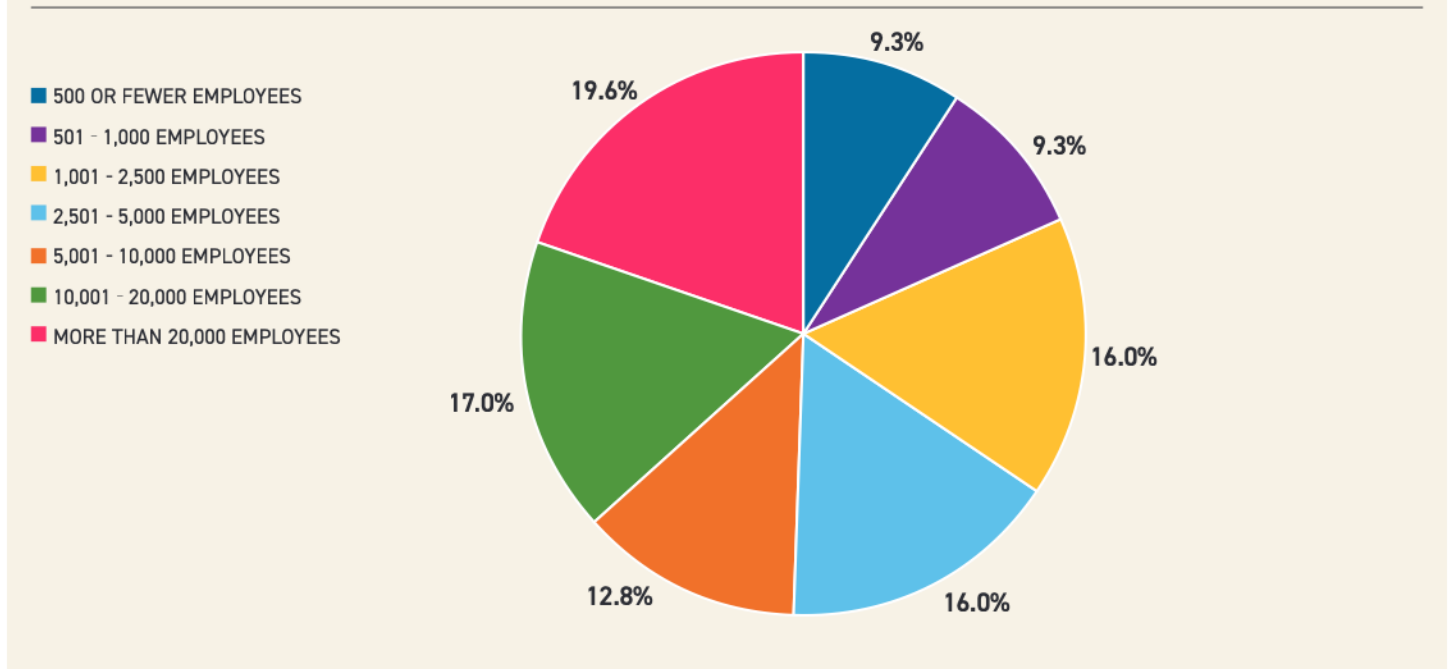
By region, 7.1% of respondents are from New England, 14.8% are from the Mideast, 28.1% are from the Great Lakes, 7.1% are from the Plains, 18.9% are from the Southeast, 10.7% are from the Southwest, and 13.3% are from the Rocky Mountains/Far West.

Data are calculated based on the number of respondents to each specific question. Totals may not equal 100% due to rounding.

**FIGURE 10: RESPONDENTS BY TYPE OF ORGANIZATION**

ORGANIZATION TYPE	PERCENT OF RESPONDENTS
For Profit, Publicly Held	52.1%
For Profit, Private	39.2%
Nonprofit	5.7%
Government Agency	3.1%

**FIGURE 11: RESPONDENTS BY SIZE OF COMPANY**



**FIGURE 12: RESPONDENTS BY INDUSTRY**

INDUSTRY	NUMBER OF RESPONDENTS	PERCENT OF RESPONDENTS
Agriculture	1	0.5%
Oil & Gas Extraction	7	3.6%
Utilities	8	4.1%
Construction	9	4.6%
Food & Beverage Manufacturing	5	2.6%
Chemical (Pharmaceutical) Manufacturing	13	6.6%
Computer & Electronics Manufacturing	17	8.7%
Motor Vehicle Manufacturing	6	3.1%
Misc. Manufacturing	25	12.8%
Wholesale Trade	6	3.1%
Retail Trade	8	4.1%
Transportation	4	2.0%
Messaging & Warehouse	4	2.0%
Information	15	7.7%
Finance, Insurance, & Real Estate	26	13.3%
Accounting Services	8	4.1%
Engineering Services	8	4.1%
Management Consulting	4	2.0%
Misc. Prof. Services	8	4.1%
Social Services	5	2.6%
Recreation & Hospitality	3	1.5%
Misc. Support Services	2	1.0%
Government	4	2.0%
<b>Total</b>	<b>196</b>	<b>100.0%</b>

## SURVEY RESPONDENTS

The following organizations took part in the NACE Job Outlook 2022 Spring Update survey. (Note: Although 196 organizations responded, the list below includes 144, as 52 organizations preferred not to be listed.)

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2020 On-site	DHL Express
AAA The Auto Club Group	Dick's Sporting Goods
ABEC	DISH Network Corporation
AHEAD	Divisions Maintenance Group
Alight Solutions	Dot Foods
Alliance Laundry Systems	Duane Reade
American Electric Power	Eaton Corporation
American Family Insurance	Ecolab Inc.
Amkor Technology	Fidelity Investments
Archer Daniels Midland Company	FirstEnergy Corporation
Armanino LLP	Flatiron Construction Corp.
Armstrong World Industries	Florida Auditor General
ATA Engineering, Inc.	Franklin International
Avery Dennison Corporation	Freeport-McMoRan, Inc.
Ball Aerospace	Freese and Nichols
Barnhart Crane & Rigging, Co.	GAP Inc.
BASF Corporation	Gartner, Inc.
Becton Dickinson & Company	GE Appliances, a Haier company
Burns & McDonnell Engineering Co. Inc.	General Dynamics - MS
Cambridge Associates LLC	General Dynamics Electric Boat
CEI Engineering Associates, Inc.	General Dynamics Information Technology
Cheniere Energy	General Electric Company
Chevron Corporation	Graphic Packaging International
Chevron Phillips Chemical Company LP	Holder Construction Company
CIGNA Corporation	Horizon Therapeutics
Cipla	Hormel Foods Corporation
Cleveland-Cliffs Inc.	Hubbell Incorporated
CNH Industrial	IGT
CNO Financial Group, Inc.	INEOS
Cohen & Company	Ingalls Shipbuilding
CohnReznick	Ingredion
Colliers Engineering & Design	Johnson Brother Liquor Distributing
Comerica Bank	Johnson Matthey Inc.
Consumers Credit Union	Kellogg Company
Crown Cork & Seal Company USA, Inc.	Kiewit Corporation
Cummins Inc.	KPMG LLP
Dell Technologies	LG&E and KU Energy, LLC

Liberty Mutual Insurance Company  
Lincoln Financial Group  
Link-Belt Construction Equipment Co.  
LPL Financial  
Lumentum Operations  
Marathon Oil Corporation  
MasterCard  
Maximus  
Mazars in US  
Medtronic, Inc.  
Meijer, Inc.  
Mercedes-Benz-Vans, LLC  
Merck & Co., Inc.  
Metro Transit Authority  
Milwaukee Electric Tool Corporation  
National Futures Association  
Nokia  
North Carolina Department of Public Safety  
Northrop Grumman Corporation  
NTT DATA Services  
NVR, Inc.  
Occidental Petroleum Corp.  
Olin Corporation  
Olympus Corporation of the Americas  
OMNOVA Solutions Inc.  
Otsuka Pharmaceuticals Inc.  
Owens Corning  
Paylocity  
Pendo  
PetSmart, Inc.  
Phillips 66  
Phillips Edison & Company  
Pioneer Natural Resources  
PPL Corporation  
RSM US LLP  
Ryan, LLC  
Selden Fox LTD  
SKYGEN  
Sound Transit  
Southern Company

Southern States Cooperative Inc.  
Steele Consulting Inc.  
STMicroelectronics, Inc.  
Stryker Corporation  
Synchrony  
T-Mobile USA, Inc.  
Terracon  
Textron Inc.  
The Aerospace Corporation  
The Bozzuto Group  
The Hartford Financial Services Group, Inc.  
The Landings Club  
The Timken Company  
The Travelers Companies, Inc.  
The Walsh Group  
The Williams Companies  
Thermo Fisher Scientific Inc.  
Topco Associates  
Uber  
UKG  
Uline  
Union Pacific Railroad Company  
UScellular  
Veeam Software  
Verizon  
Wells Fargo  
WGI  
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