Everyone Loves a PARTY!

College Labor Market: Good to Very Good
Industrial Sector: Very Good
97% Expect to hire at least one new graduate
40% Expect to increase hiring over last year
25% Have definite hiring targets as of September
TURNOVER

• Highest level of concern since 2007
• Poised to leave indices – high
• Job satisfaction numbers – so-so
## Hiring Targets for 2014-2015

<table>
<thead>
<tr>
<th></th>
<th>Number of Employers</th>
<th>Average Number of New Hires per Organization</th>
<th>Change from 2013-14 (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associates</td>
<td>698</td>
<td>12.3</td>
<td>19</td>
</tr>
<tr>
<td>Bachelors</td>
<td>2116</td>
<td>43.8</td>
<td>16</td>
</tr>
<tr>
<td>MBA</td>
<td>638</td>
<td>5.9</td>
<td>38</td>
</tr>
<tr>
<td>MS/MA</td>
<td>705</td>
<td>12.5</td>
<td>No Change</td>
</tr>
<tr>
<td>PhD</td>
<td>254</td>
<td>7.3</td>
<td>20</td>
</tr>
<tr>
<td>Professional</td>
<td>161</td>
<td>4.2</td>
<td>8</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2191</strong></td>
<td><strong>54.3</strong></td>
<td><strong>16</strong></td>
</tr>
</tbody>
</table>
Associate’s Degrees

• Continues to strengthen
• May out perform Bachelor’s market
• Starting Salaries outpace Bachelor’s salaries
MBA Degrees

• Recovery has been mixed
• Last year – wiped out by Financial Service Sector
• Largest percentage gain this decade (small numbers)
Bachelor’s Degrees

- Swinging in favor of students --- COMPETITIVE
- Skills and Competencies -- NECESSITY
- Not a free pass
- Stem mania
A Thirty Year Comparison: 1985 -- 2015

• 1985 Leading Sectors
  • Manufacturing
  • Retail
  • Finance/Insurance
  • Government

• 2015 Leading Sectors
  • Services – professional, business, science
  • Non-profits
  • Government
  • Health Services
  • Finance/Insurance
Biggest Challenge in Filling Positions

- Computer Science/IT
- Sales
- Analysts
- Insurance – all positions
- Agricultural scientists
- Customer & business services
- Engineering (EE & ME)
- Nurses
- Special Education
Starting Salary Offers

- 53% increased salaries in 2007
- 37% will increase salaries this year
- Average increase 5%
- Bonuses – 7%
- Performance Bonuses – 27%
- Small companies moving ahead faster
- Wage pressure – the ripple effect
Reaching Hiring Targets: The Obstacles

• Competition
• Lack of Qualified Candidates
  • Not prepared
  • Skills & Competencies
  • Expectations
• Internal resources
  • Insufficient staff
  • Budgets
• Issues with campuses
• Reneging
Internships: Numbers Increase

- 92% of organizations with internship/co-op will hire
- 40% will provide more opportunities than last year
- Paid internships rise
- Hourly salaries stay about the same
Florida – all full-time responses

• 493 full-time recruiters/HR responded
• Main sectors: PSBS – 23%; Manufacturing – 13%; Finance – 10%; Educational Services – 7%
• 88% -- hired a new graduate last year
• 13% -- did not hire in 2014
• Overall 98% intend to hire this year
• Core Colleges: 30
Florida – all continued

- 38% will increase starting salary
- Average increase: 5.4%
- 73% will seek interns
- 46% will increase number of interns over last year
- Average number of interns: 63
Florida Respondents only

- 244 respondents: 45% -- FT, 28% -- Exp.,
- 39% 100 or fewer employees (65% < 500)
- 7% 10,000 or more
- Manufacturing – 10%; PSBS – 19%; Finance – 12%; Non-profits – 7%; Health, Transportation, Ed. Serv., Gov’t – 5%
- Overall college market – 3.1
- Industrial Sector – 3.6
FL employers continued

- 81% hired one grad last year – this year 98% will
- 19% did not hire last year
- Overall – 98% expect to hire this year
- 35% expect to increase starting salaries
- 4.8% average increase
- 77% with intern programs expect to hire
- 50% expect to increase their intern pool
Benchmarking Recruiting Programs

• % of professional hires result of on-campus recruiting – 47%
• Acceptance rate of full-time offers – 75%
• % of new hires former interns – 26%
• One year retention – 84%
• Intern Acceptance – 79%
• Intern Conversion – 44%
Short-term Outlook

• Chaotic – competitive – will the best candidates even be at the party
• Length of the run – or back to normal
• Global economy
• Consumers – sustain confidence
• Inconsistent behaviors by all parties
  • Very young recruiting staff
  • Candidate drift
  • Demands from colleges
Innovations in College-to-Career

- CERI: [http://www.ceri.msu.edu/](http://www.ceri.msu.edu/)

- Phil Gardner -- Free Webinar
  - June 25 / 2:00 pm EST
- Key elements of a ‘T-Shaped’ professional
- Model used to advance student skillsets

- RSVP: [https://fullbridge.com/phil-gardner/](https://fullbridge.com/phil-gardner/)