



APRIL 2017

JOB OUTLOOK 2017 SPRING UPDATE



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ABOUT THE SURVEY

The *Job Outlook 2017 Spring Update* survey was conducted from February 14 – March 27, 2017, when it was sent to 957 NACE employer members; 160, or 16.7 percent, responded. The survey updates hiring projections for the Class of 2017 that were collected from NACE employer members from August 5 – October 4, 2016, and published in the *Job Outlook 2017* report in November 2016.

By region, 23.8 percent of respondents to the *Job Outlook 2017 Spring Update* survey are from the Northeast, 26.9 percent are from the Southeast, 31.3 percent are from the Midwest, and 18.1 percent are from the West. For additional information about the respondents, see the Appendix.

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

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COLLEGE HIRING TO INCREASE 5 PERCENT

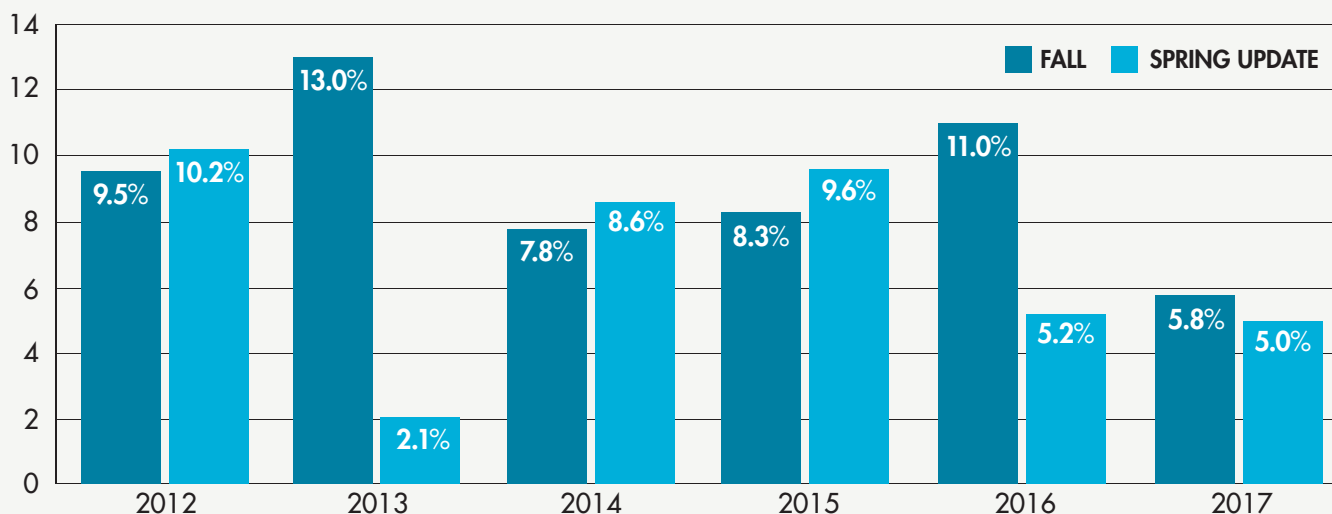
When it comes to the latest hiring outlook for Class of 2017 graduates, employers appear to be holding steady with the original hiring projections that they provided in the NACE *Job Outlook 2017* survey last fall. Their initial plans were to hire 5.8 percent more new college graduates from the Class of 2017 than they hired from the Class of 2016.

In this report, the revised projection indicates a hiring increase of 5 percent. Although the increase is down slightly from the original projection for the Class of 2017, it remains consistent with findings from the last three *Job Outlook* surveys, all of which revealed hiring projections within the 5 to 6 percent range. (See Figure 1.)

One factor to note is that the overall hiring projection includes both U.S. and international students who will be hired for U.S. positions only. An expected decrease in the hiring of international students for U.S. positions may be tempering the overall increase.

Among respondents sharing their international student hiring plans, almost 46 percent are decreasing these hires, 30.3 percent are maintaining these hires, and just 24.2 percent are increasing their international student hires within the United States. This is not surprising as the *Job Outlook 2017* survey found that the percentage of respondents planning to hire international students dropped from 32.8 percent for the Class of 2016 to just 27.5 percent for the Class of 2017—the lowest level since the Class of 2012.

FIGURE 1 JOB OUTLOOK HIRING PROJECTIONS, 2012 – 2017*



* **Please note:** Projections for the Classes of 2014 - 2017 are for U.S. locations only. Prior years' projections are shown for informational purposes only and should not be compared to projections for 2014 – 2017.

Still, since last fall, the group of respondents that are planning to decrease their college hires has dropped below 10 percent. Meanwhile, the groups planning to increase or maintain their hiring numbers have grown slightly since last fall's report. (See Figure 2.)

Respondents with plans to increase their hires cited company growth, increased business needs, and/or increased interest in hiring entry-level talent. Of those respondents maintaining their hiring numbers, most indicated that their hiring needs have not changed so there is no need to increase hiring. Also, their growth and turnover rates remain the same. For the most part, those respondents that are decreasing their hires mentioned company reorganizations or mergers, and budget/cost reductions, but one respondent reported that it must decrease its hiring numbers as it is running out of physical space.

FIGURE 2 HIRING PLANS

JOB OUTLOOK	PERCENT INCREASING HIRES	PERCENT MAINTAINING HIRES	PERCENT DECREASING HIRES	TOTAL NUMBER OF RESPONDENTS
Spring Update 2017	37.3%	54.0%	8.7%	150
Job Outlook 2017 (Fall 2016)	36.3%	52.1%	11.6%	146
Spring Update 2016	40.9%	22.0%	37.1%	132

DEGREES AND MAJORS IN DEMAND

While nearly all respondents plan to hire graduates at the bachelor's-degree level, more than half expect to hire master's graduates, whether M.B.A.s or those with other master's degrees. [\(See Figure 3.\)](#) More than one-quarter of respondents plan to hire graduates with doctoral degrees, up from just 15.7 percent that had the same plans for the Class of 2016. The composition of hires by degree also remains nearly unchanged from last year, with more than 80 percent of new college hires having a bachelor's degree.

FIGURE 3 HIRING EXPECTATIONS BY DEGREE LEVEL FOR 2017

DEGREE LEVEL	AVERAGE PERCENT OF NEW COLLEGE HIRES	NUMBER OF RESPONDENTS HIRING	PERCENT OF TOTAL RESPONDENTS HIRING
Associate	13.4%	16	13.3%
Bachelor's	82.0%	119	99.2%
M.B.A.	10.8%	64	53.3%
Master's (Other than M.B.A.)	15.7%	70	58.3%
Ph.D.	7.9%	31	25.8%

Demand by academic discipline is also consistent with the *Job Outlook 2017* survey findings. Graduates with engineering, business, and computer science majors remain most in demand by survey respondents. [\(See Figure 4.\)](#)

FIGURE 4 HIRING EXPECTATIONS BY MAJOR

ACADEMIC DISCIPLINE	NUMBER OF RESPONDENTS HIRING DISCIPLINE	PERCENT OF TOTAL RESPONDENTS HIRING DISCIPLINE	AVERAGE PERCENT OF TOTAL NEW RECRUITS WITHIN DISCIPLINE
Engineering	85	75.9%	53.1%
Business	81	72.3%	30.3%
Computer Sciences	72	64.3%	23.0%
Accounting	64	57.1%	17.1%
Economics	32	28.6%	8.6%
Misc. Majors	24	21.4%	18.0%
Physical Sciences	23	20.5%	13.4%
Communications	20	17.9%	6.7%
Social Sciences	16	14.3%	11.6%
Humanities	13	11.6%	5.3%
Agriculture	5	4.5%	8.0%
Education	2	1.8%	4.5%
Health Sciences	2	1.8%	14.0%

FALL RECRUITING FOR THE CLASS OF 2018

Even though it's time to "think spring," fall recruiting is not too far off and employer hiring plans for the Class of 2018 look very promising. More than three-quarters of respondents plan to be on campus recruiting for both full-time and intern/co-op positions. Furthermore, less than 2 percent of respondents are either not hiring in the fall of 2017 or in the entire 2017-18 recruiting year. (See Figure 5.)

FIGURE 5 HIRING EXPECTATIONS FOR FALL 2017

	NUMBER OF 2017 RESPONDENTS	PERCENT OF 2017 RESPONDENTS
Full-time only	13	8.4%
Intern/Co-op only	18	11.7%
Both full-time and Intern/Co-op	118	76.6%
Maintain presence – not hiring in fall 2017	3	1.9%
Not on-campus – not hiring in 2017-18	2	1.3%

NACE will report on the first official hiring projections for the Class of 2018 in fall 2017.

APPENDIX

FIGURE 6 RESPONDENTS BY TYPE OF ORGANIZATION

ORGANIZATION TYPE	PERCENT OF RESPONDENTS
For Profit, Publicly Held	53.2%
For Profit, Private	38.3%
Nonprofit	5.2%
Government Agency	3.2%

FIGURE 7 RESPONDENTS BY SIZE OF COMPANY

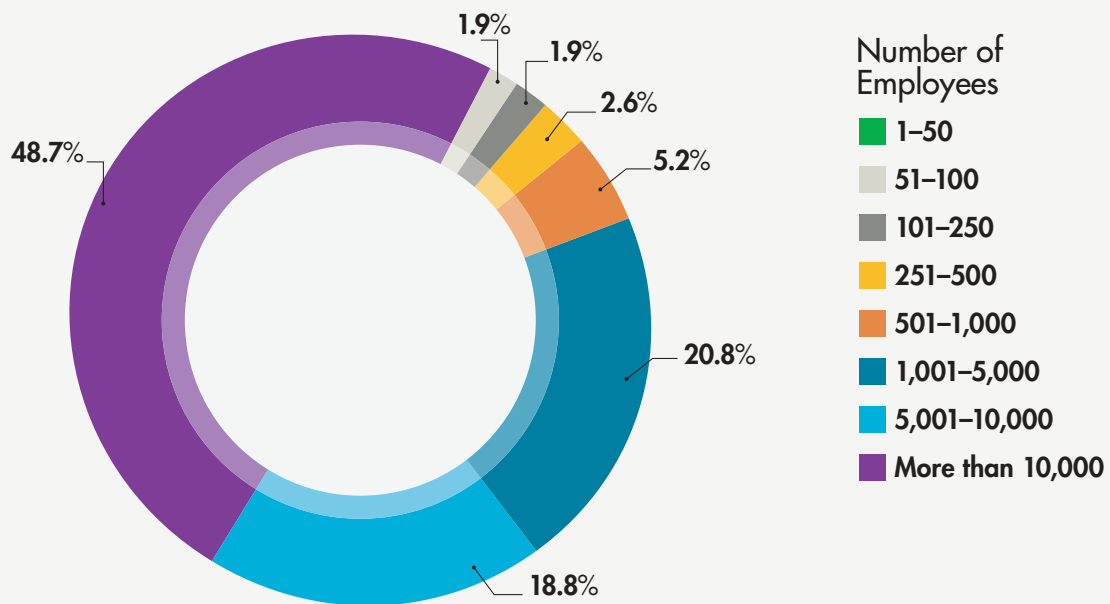


FIGURE 8 RESPONDENTS BY TYPE OF INDUSTRY

INDUSTRY	NUMBER OF RESPONDENTS	PERCENT OF RESPONDENTS
Oil & Gas Extraction	3	1.9%
Utilities	6	3.8%
Construction	7	4.4%
Food & Beverage Manufacturing	4	2.5%
Chemical (Pharmaceutical) Manufacturing	14	8.8%
Computer & Electronics Manufacturing	17	10.6%
Motor Vehicle Manufacturing	4	2.5%
Misc. Manufacturing	24	15.0%
Wholesale Trade	5	3.1%
Retail Trade	8	5.0%
Transportation	6	3.8%
Information	8	5.0%
Finance, Insurance, & Real Estate	17	10.6%
Accounting Services	5	3.1%
Engineering Services	4	2.5%
Management Consulting	4	2.5%
Misc. Prof. Services	11	6.9%
Social Services	2	1.3%
Recreation & Hospitality	5	3.1%
Misc. Support Services	1	0.6%
Government	5	3.1%
Total	160	100.0%

APPENDIX

SURVEY RESPONDENTS

The following organizations took part in the NACE *Job Outlook 2017 Spring Update* survey.

(Note: Although 160 organizations responded, the list below includes 113, as 47 organizations preferred not to be listed.)

Actuant Corporation	EY	Raymond James Financial Services, Inc.
AECOM	Fifth Third Bank	Raytheon Company
Akamai Technologies	GE Appliances, a Haier company	Robert W. Baird & Co. Inc.
ARAMARK	Georgia Tech Research Institute	SapientNitro
ArcelorMittal USA	Georgia-Pacific	Save-A-Lot
Arconic	Great Lakes Dredge & Dock Company	Seagate Technology
Armstrong World Industries	Hajoca Corporation	Selden Fox LTD
Ascend Performance Materials	HM Clause	Shawmut Design and Construction
Barilla America Inc.	Honda R&D Americas, Inc. - California	South Jersey Industries
Bechtel Global Corporation	INEOS	Southwest Airlines Co.
Becton Dickinson & Company	Infineum USA L.P.	Spectra Energy Corp.
Berry Plastics Corporation	Insight2Profit	Teradata Corporation
Blount International, Inc.	Irvine Company	Terracon
Brady Corp.	Jabil Circuit Inc.	Texas Instruments Incorporated
Briggs & Stratton Corporation	JLL	Textron Inc.
California State Auditor	Johnson & Johnson	The Capital Group Companies, Inc.
Carbon Black	Kearney & Company	The Chamberlain Group, Inc.
CenterPoint Energy, Inc.	Kimberly-Clark Corporation	The Estee Lauder Companies
CH2M HILL	KPMG LLP	The Johns Hopkins University - Applied Physics Laboratory
Charter Manufacturing Company, Inc.	Land O'Lakes Inc.	The Travelers Companies, Inc.
Chevron Corporation	Level 3 Communications	The Walsh Group
Chicago Trading Company	Liberty Mutual Insurance Company	TIBCO Software Inc.
Chick-fil-A, Inc.	Linde	Toyota Motor North America
Con Edison	Link-Belt Construction Equipment Co.	U.S. Cellular Corporation
ConocoPhillips Company	Macy's, Inc.	U.S. Comptroller of the Currency
Continental AG	Medical Mutual	Union Pacific Railroad Company
CoreLogic	MGM Resorts International	United Network for Organ Sharing
Cree, Inc.	National Renewable Energy Laboratory	Valero Energy Corporation
Crown Cork & Seal Company USA, Inc.	ONEOK, Inc.	Vertex, Inc.
Dell, Inc.	Owens Corning	Wawa Inc.
Delta Air Lines, Inc.	Parsons Corporation	Westat Inc.
Dick's Sporting Goods	Pella Corporation	Workday
DTE Energy	Phillips 66	Zynga, Inc.
Duff & Phelps LLC	Polaris Industries, Inc.	
E. & J. Gallo Winery	Premier Inc.	
Ecolab Inc.	Procter & Gamble Co.	
Edward Jones	Progressive Insurance	
Edwards Lifesciences	PVH	
ellucian	Questar Corporation	
EthosEnergy	QVC Inc.	



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