

RECRUITING TRENDS 2019-20 49th Edition

Executive Summary

Employers, responding to our annual survey, report strong growth in job opportunities for new college graduates for the tenth year running! This growth comes despite dark clouds blowing in over the economy.

Spurred by business growth, employee turnover, and retirements, job opportunities will expand by 12 percent across all degree levels. Jobs for associate's degrees are plentiful for applied engineering, computer/IT, health, and applied technicians with opportunities increasing by 29 percent. Bachelor's degree opportunities will contribute 10 percent to growth. Employers appear reluctant to hire more costly MBAs and master's degree graduates as employers expect to cut hiring for these degrees.

Larger firms (over 500 employees) slowed their pace of hiring slightly this year to between 7 percent and 9 percent. Small organizations are hiring at a brisker pace. Globally oriented organizations appear more cautious in their hiring outlook as do firms that recruit throughout the U.S. Regionally-focused employers report more robust hiring.

While hiring in Government, Non-profits, Transportation and Accommodation & Food Services is very low, Educational Services and Health Care & Social Assistance are picking up the slack. These two sectors are key to recent job growth nationally.

Employers are interested in all types of majors with strong interest in those majors typically recruited on many college campuses: engineering, computer science/IT, and accounting. Employers who seek all types of new college graduates, regardless of academic major, are leaders in providing job opportunities.

Nearly 40 percent of employers will increase starting salaries this year, a noticeable decline from last year. Starting salary offers for these organizations will increase and average of 4 percent. The number of organizations offering signing bonuses doubled over last year.

This year 2,800 employers provided information to be included in Recruiting Trends 2019-20. Of the respondents who were seeking to fill full-time positions (1,990), approximately 1550 provided complete hiring data. Nearly 100 career service offices assisted the Collegiate Employment Research Institute in obtaining participation from employers.

Recruiting Trends 2019-2020 is available to download at www.ceri.msu.edu the week of October 21, 2019.

