



RECRUITING TRENDS 2020/21

Regional Report
Michigan

Conducted by the

COLLEGIATE EMPLOYMENT RESEARCH INSTITUTE

MICHIGAN STATE UNIVERSITY

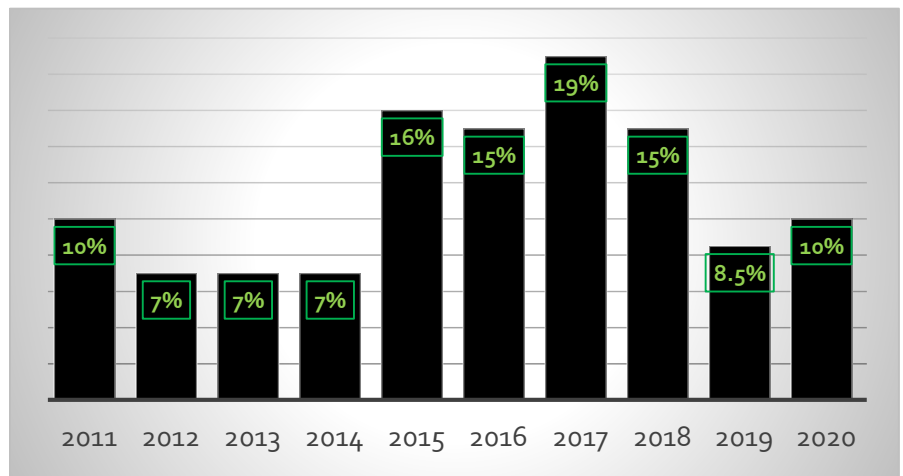
Dr. Phil Gardner, Executive Director

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470
Michigan
Employers

Year Over Year Change in BA/BS Hiring



Historical review of national hiring trends for last 10 years. 2019-2020 failed to reach its projected target due to COVID-19.

Michigan Organizational Profile

Size:

51% < 100
22% 100 – 499
13% 500 -3,999
14% > 4,000

Key Sectors:

18% PB&SS
17% Manufacturing
12% Education
8% Health Services
7% Non-profits
6% Government

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Adjustments in recruiting:2020

Suspended Recruiting: No hiring

No offers made 28%

Offers rescinded 4%

Suspended Recruiting: Hiring

Hiring as planned 9%

Hired fewer 5%

Hire but also rescinded 2%

Continued Recruiting: Hiring

Hired as planned 46%

Approach to fall recruiting 2020

9% Not engage in college recruiting this year

20% Delay decision to recruit until early 2021

18% In-house but not on campus

33% Completely virtual with partners

16% On campus if possible & virtual

28%

Did not hire any graduates in 2020

61%

Rated overall college labor market GOOD to EXCELLENT

71%

Rated their industry sector GOOD to EXCELLENT

37%
Actively
recruiting
but plans
are TBD

Hiring Intentions for 2020-21

- 6% Do not plan to hire
- 29% Established preliminary plans
- 22% Established definite plans
- 37% Plans To Be Decided

Regional Hiring Outlook

Degree Level	New Hires 2019/20 (avg.)	New Hires Anticipated 2020/21 (avg.)	Change from 2019/20 (%)
Associate	17.2	23.0	34
Bachelor	16.9	17.2	1
MBA	20.3	18.2	-10
Master	20.1	20.2	1
Total Hires	32.3	34.7	7

Size Matters: Bachelor Example

Employees	New Hires 2019/20 (avg.)	New Hires Anticipated 2020/21 (avg.)	Change from 2019/20 (%)
< 100	3.1	3.2	5
100 to 499	4.2	4.3	2
500 to 3,999	17.9	19.5	9
> 4,000	164.7	163.8	-1

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51%

Seeking interns
this year

Michigan lags
other regions
in shifting to
virtual work
assignments
due to heavier
manufacturing
focus

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Internships: Outlook

No seeking interns

No interns this year 13%

Delayed decision 28%

Seeking interns

Fewer than last year 7%

Same as last year 33%

More than last year 11%

Different option than interns 8%

Looking Ahead

Would like to return to campus in spring 40%

Virtual recruiting is the new norm 54%

Closely look at credentials/certificates rather
than degree 36%

Remote work assignment highly possible 42%

When will hiring return to 2019

5% It is there right now

24% In one year

37% In two years

20% In three years

16% In four to five years