

RECRUITING TRENDS 2016-17 46th Edition

Executive Summary

College students are enjoying the longest run in job growth in decades. The current stretch of seven continuous years of bachelor's degree growth surpasses the chaotic run between 1996 and 2000. Spurred on by business growth, turnover, and retirements this year, job opportunities will expand by 23 percent across all degree levels. The labor market for bachelor's degrees is usually the leadoff for other degrees; this year, however, jobs for associate's, MBAs, and master's degrees are also pushing ahead. Business cycles always make corrections, but for now those preparing to graduate have opportunities.

The college labor market can only be described as fast, churned up, and competitive. Companies are competing for qualified candidates, and graduates are competing for jobs. The expanding labor market does not mean graduates will automatically receive "get a job free" cards with their diplomas. The available positions will go to those who demonstrate the skills, competencies, attitude, and professional behavior employers want. Those who lack experience and are unprepared will miss out on this year's opportunities.

Employers label this year's labor situation as "very good." Eighty-seven percent of respondents hired a new graduate last year; 97 percent of this group expects to hire again this year. Over 50 percent of employers hiring bachelor's candidates expect to increase hiring. This will be the third consecutive year with double digit growth for new bachelor graduates. Employers are leaping onto campus to snag accounting, computer science, and engineering graduates because demand exceeds supply. But all majors groups, especially in liberal arts, will see nice gains.

Nearly 50 percent of employers will increase starting salary offers this year, the largest number since 2007. Salaries are expected to increase from 4-5 percent.

This year 4,350 employers provided information for *Recruiting Trends 2016-17*. Approximately 2,000 from this group provided complete hiring data. Nearly 200 college and university career offices helped the Collegiate Employment Research Institute to obtain this information. Each brief examines the survey results according to one specific aspect of hiring for the new college labor market. *Recruiting Trends* information is released through eight short briefs. The first three briefs covering hiring outlook, economic sector hiring, and starting salaries will be available at www.ceri.msu.edu on October 5, 2016.

