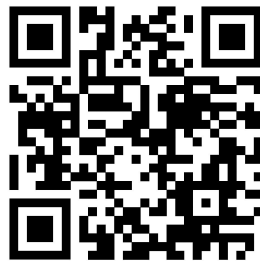


53rd Annual College Hiring Outlook 2024



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Background Information

College Recruiting 2020 - Present

Summer 2020:

Once students adjusted and graduated, the jobs had been filled or deleted.

Fall 2020:

Employers posted jobs, just fewer. Applications rose. Employers had more qualified applicants than in the past.

March-April 2020:

Employers were trying to fill jobs prior to the shut down, but students/job seekers were stunned and didn't apply.

Winter Break 2020:

Activities declined as we waited to see the impacts of budget resets, vaccines, elections, stimulus.

2023:

Resilient labor market offset Fed attempts to cool the economy with rising interest rates; Anticipated recession delayed.

Spring 2022:

Wage inflation continued; Job seekers reset their priorities, hybrid work embraced and is demanded by job seekers.

Fall 2021:

Applications spiked to companies with strong employer brands. Smaller companies struggled to find candidates.

Summer 2021:

Employers/job seekers adjusted to a hybrid in-person/virtual norm to operations post-Covid.

March 2021:

Virtual recruiting and remote starts help fill jobs immediately to meet pent-up demand; Wage escalation.



Current Factors Shaping College Recruiting

- Inflation reduction strategies continues.
- High demand for talent across all levels, but lower than the peak of 2021.
- Advances in GenAI + the year of corporate efficiency.
- Geopolitical events
 - Ukraine/Israel wars, China's contraction, US politics, natural disasters



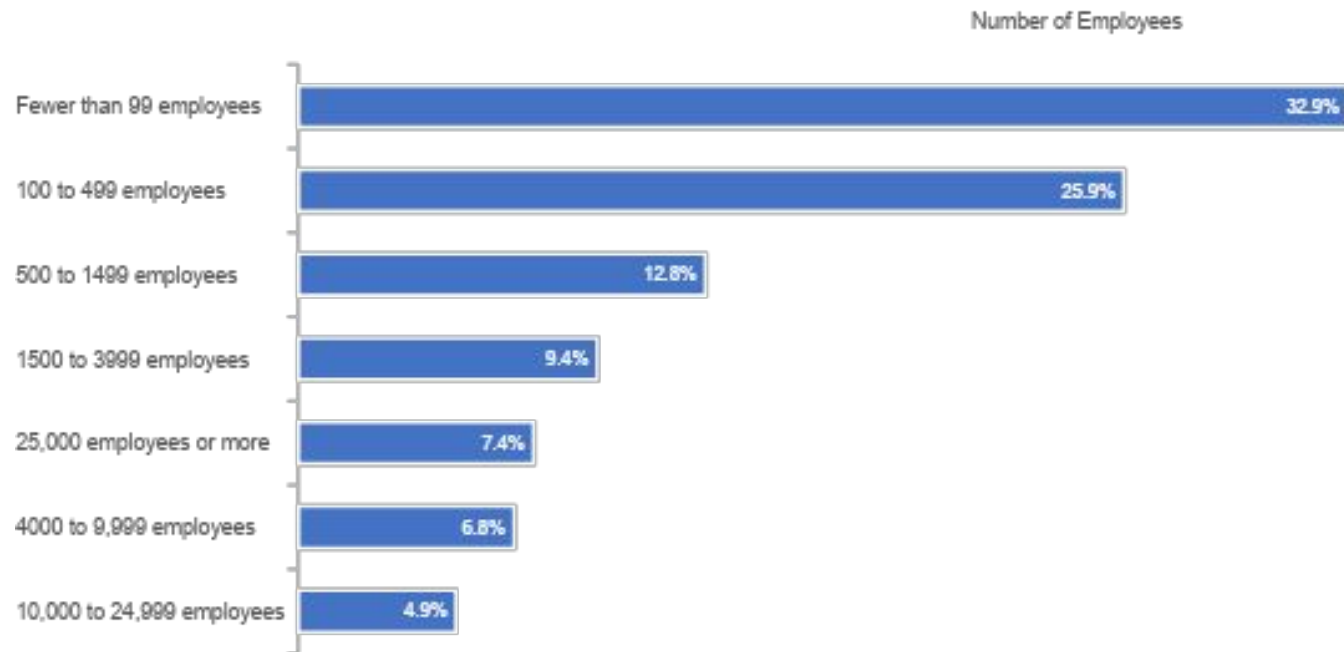


Methodology and Demographics

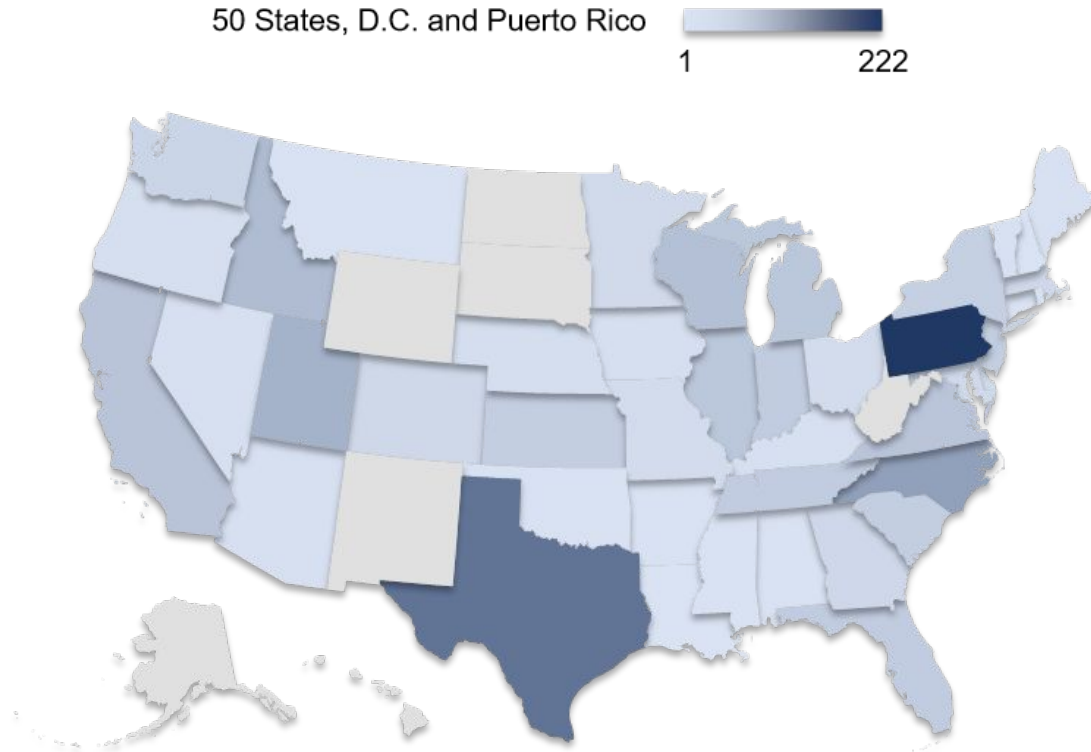
**College Hiring Outlook
2023-2024:
53rd Annual Report**

- Prepared by
 - Dr. Phil Gardner
 - Drexel University, LeBow College of Business
 - ROCS Grad Staffing
 - Distribution assistance of hundreds of college career center professionals nationwide (US)
 - Survey completion by employer partners around the country
- We seek partnerships that will ensure the continuance of this report and its benefits to colleges and employers. Please join us in our project for 2025!

Respondent Characteristics- Company Size



Respondent Characteristics- Geography of the Reporting Company



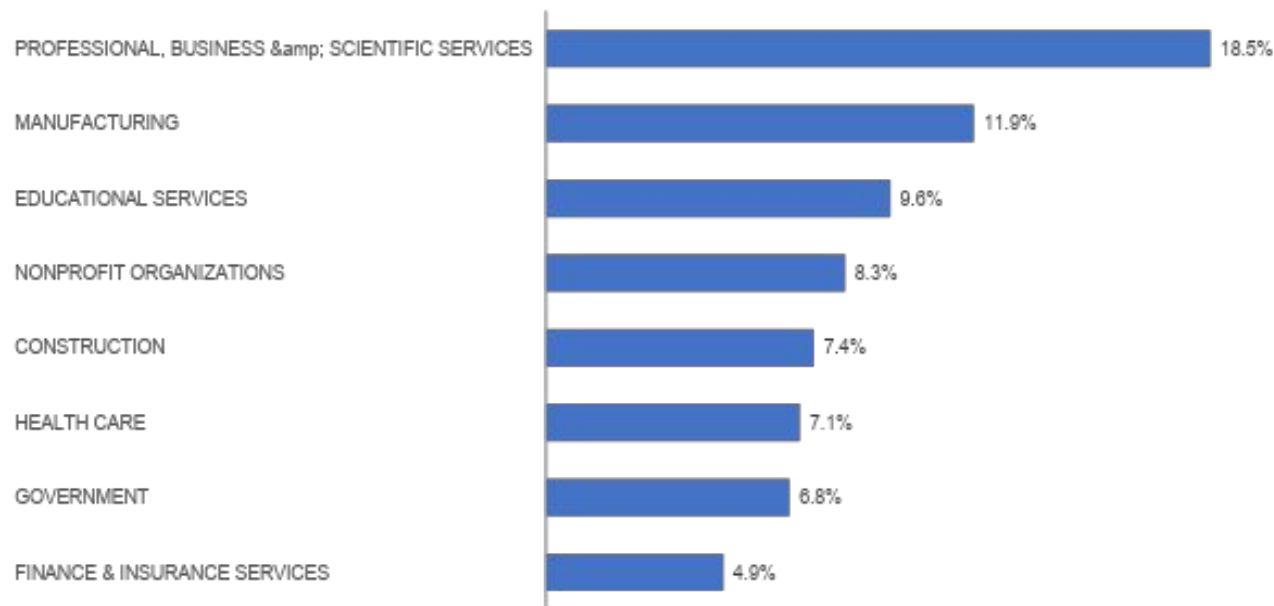
Respondent Characteristics- Geography of Recruitment

42% Recruited
throughout the
US

58% recruited
regionally or in
selected states

Respondent Characteristics- Industrial Sector

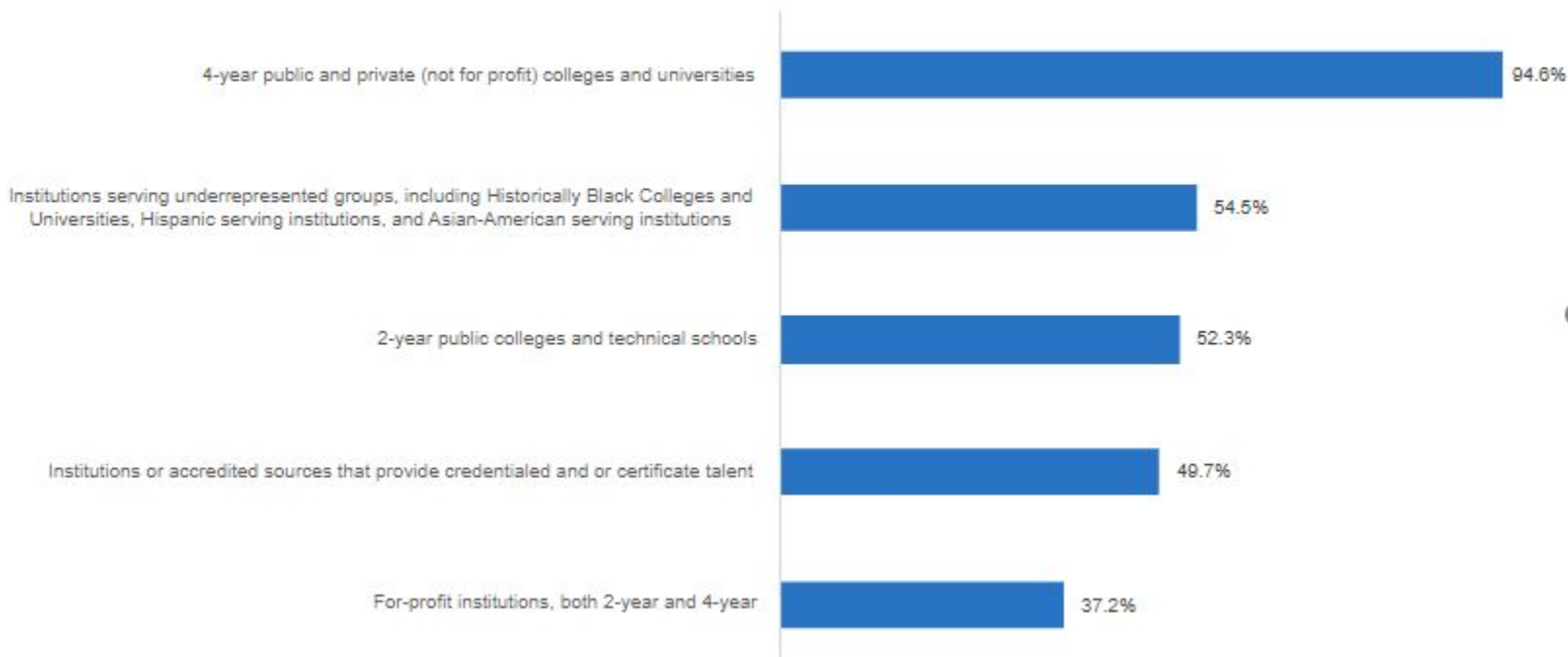
Please select the economic/industry sector which best represents your organization.



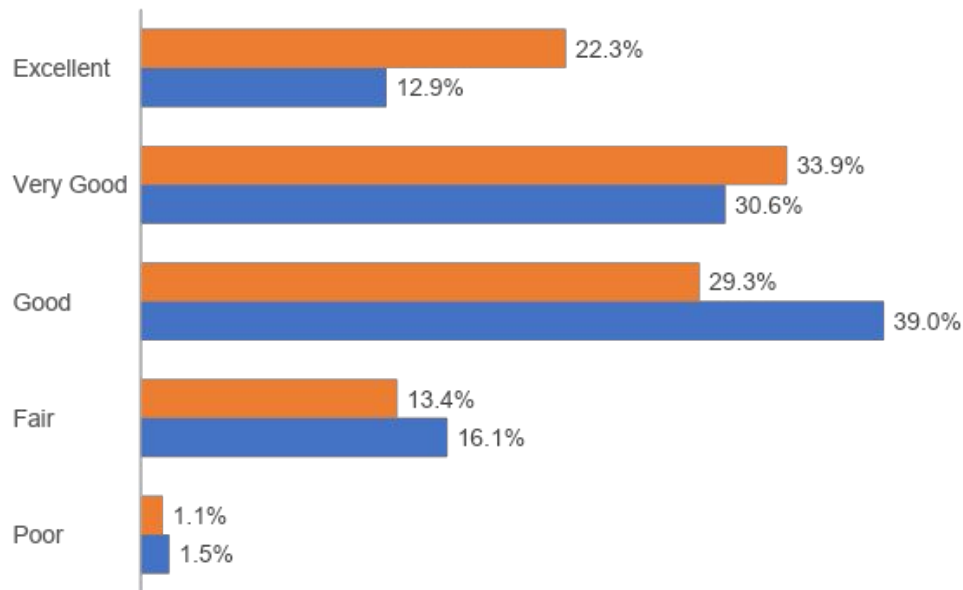
■ Industry or Economic Sector: The breakdown of firms, organizations and establishments in this section follows the North American Industrial Classification System (NAICS).

Respondent Characteristics- Sources of Talent (Institutions)

Which of these institutional groups you will be sourcing your new talent this year.



Perceptions of the College Labor Market (by the Employer/ Organization)



■ Overall job outlook for new college graduates

■ Job outlook for new college graduates in your economic / industry sector

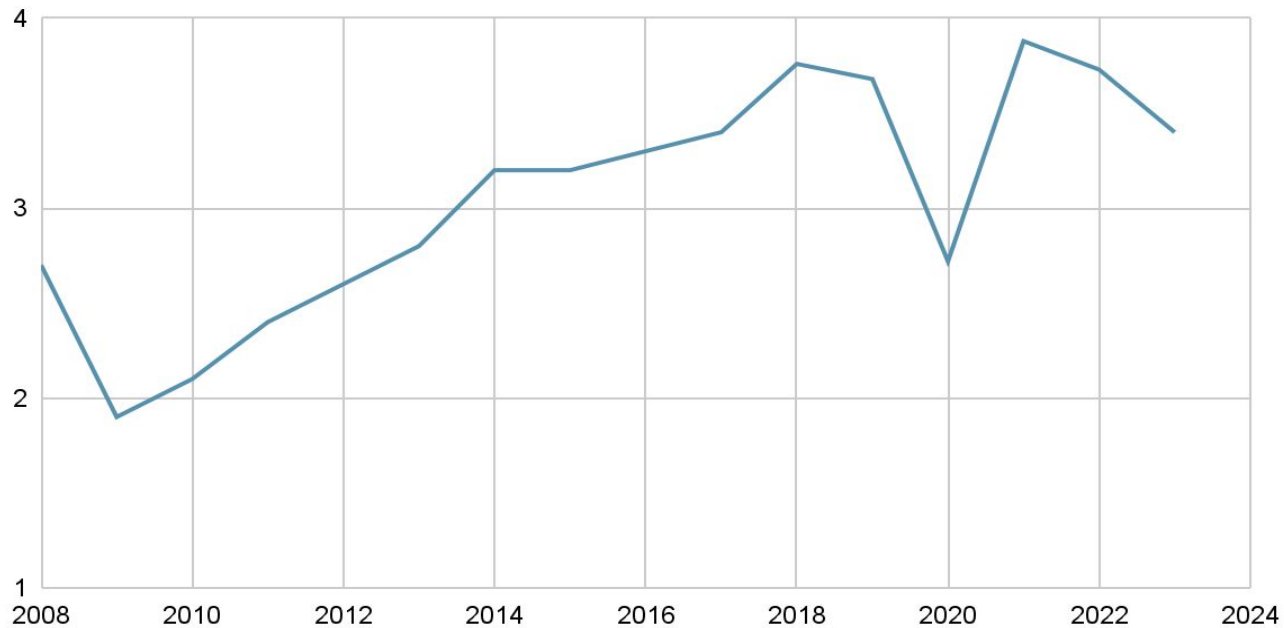
- This group's optimism about the current market is lower than last year.
 - Capturing the impact of interest rate adjustments to fight inflation.
 - This year hovers at pre-pandemic levels of college labor market confidence.

Recruiting Process Timeline

- In anticipation of a possible economic slowdown in early 2024 some organizations indicated that they planned to accelerate their recruiting process during the fall and pull back on spring activities. We asked employers their hiring timeline for this year.
- Timeline responses
 - Complete hiring in the fall of 2023, including extending and acceptance of offers: 13%
 - Conduct recruiting throughout the full academic year (fall through spring): 40%
 - Conduct recruiting between January 2024 and June 2024: 6%
 - “Just-in-time” hiring protocols” 37%
 - Following a different approach: 4%
- Most keeping to traditional process of recruiting throughout the entire academic year.
- “Just-in-time” hiring is still the preferred option of 1/3 of employers – fairly consistent finding in recent years.

Historical College Labor Market Trends

Employer Optimism for College Labor Market





What is in this Report?

- Hiring by Degree – Slide 16
- Hiring by Organizational Size – Slide 26
- Hiring by Industrial Sector – Slide 32
- Hiring by Geographic Region – Slide 44
- Hiring by Academic Discipline – Slide 48
- Salary & Other Compensation – Slide 60
- Internships, Co-ops and Entry-Level Talent – Slide 63
- AI in Recruiting – Slide 65
- Next Steps – Slide 75



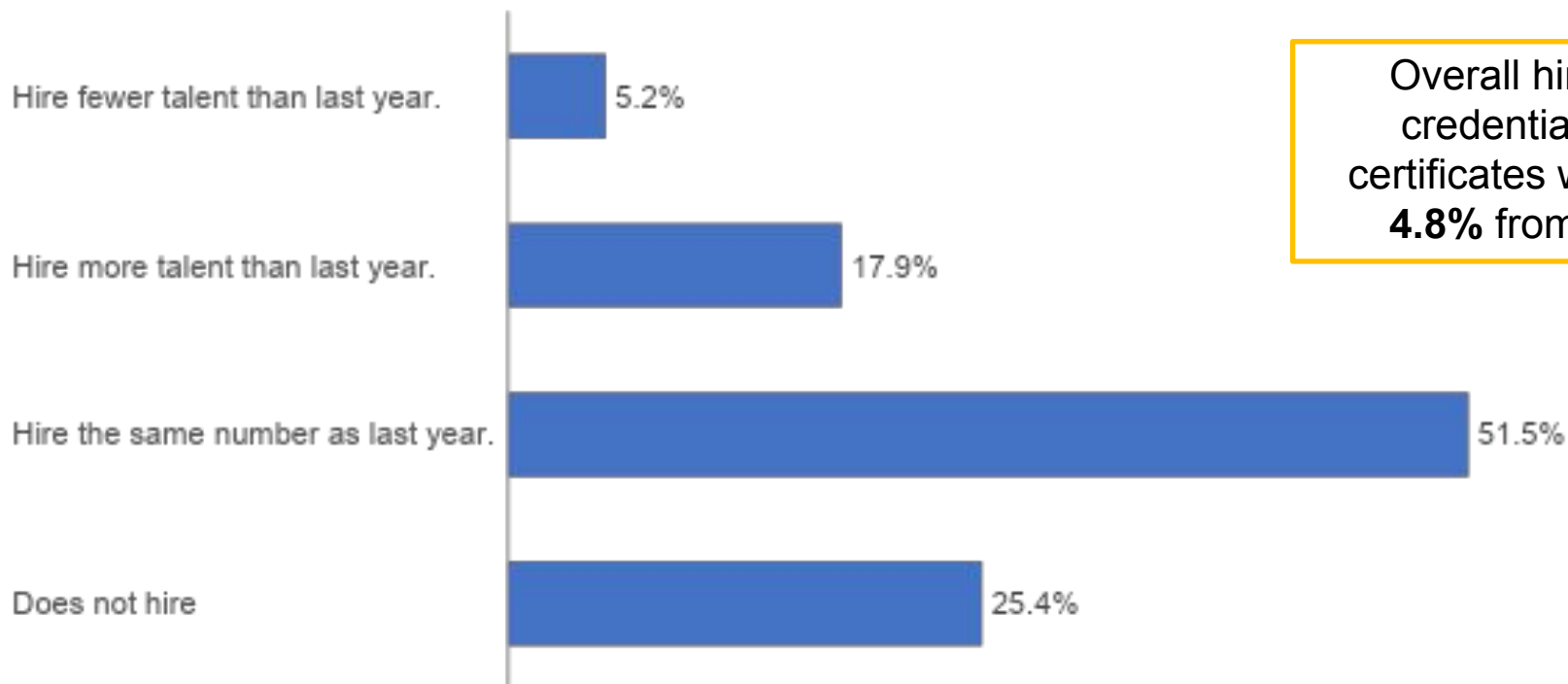
Hiring Outlook by Degree

Hiring Outlook by Degree

In this section employers were asked to offer their organization's hiring intentions for this academic year. Employers could indicate they did not hire this degree level, or they were hiring at the same level as last year, hiring more than last year or fewer than last year. For those hiring more or fewer, they were asked to estimate their percentage change in hiring compared to last year.

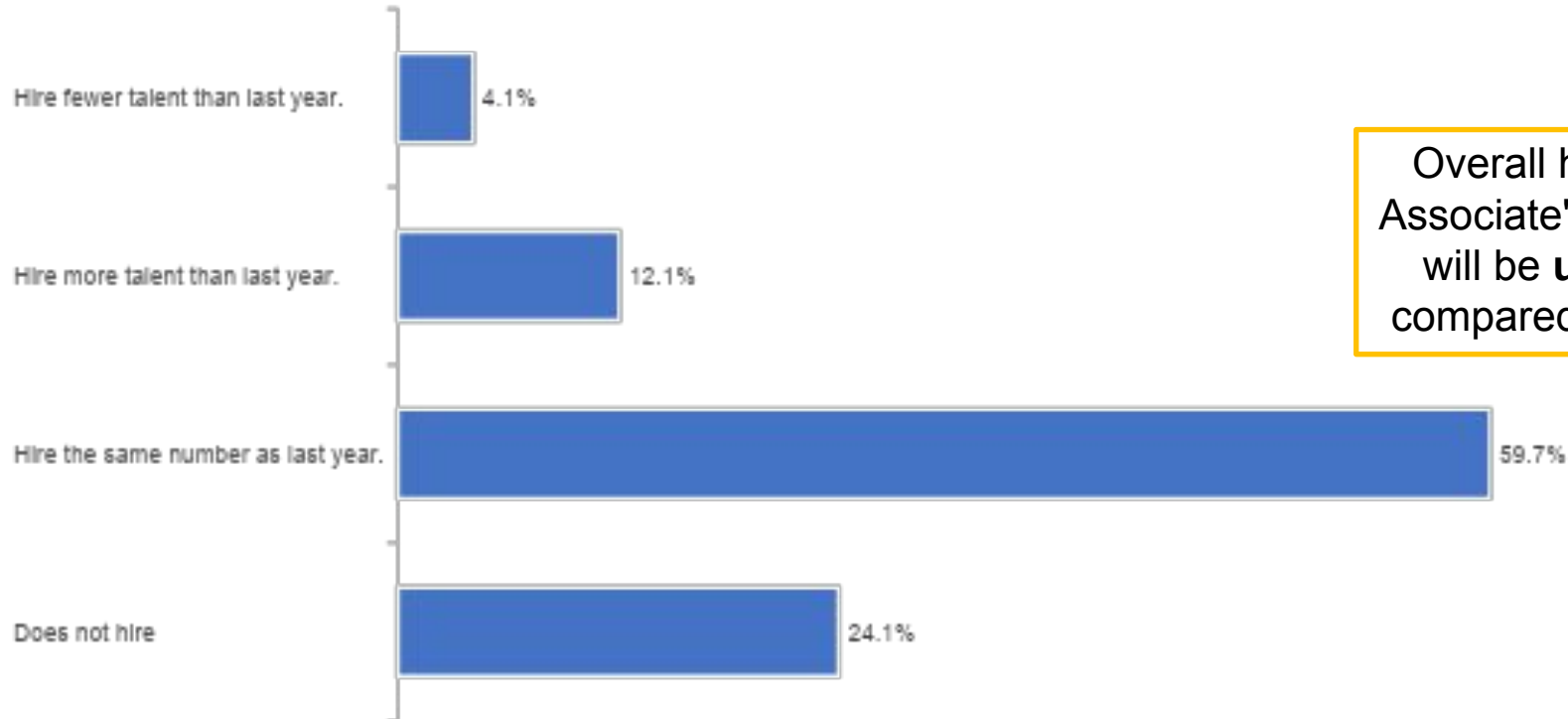
Hiring Outlook For Credentials & Certificates

■ At the present time, which of the following statements best describes your hiring intentions for candidates who only have an apprenticeship, credential or certificate?



Overall hiring for
credentials and
certificates will be **up**
4.8% from 2023.

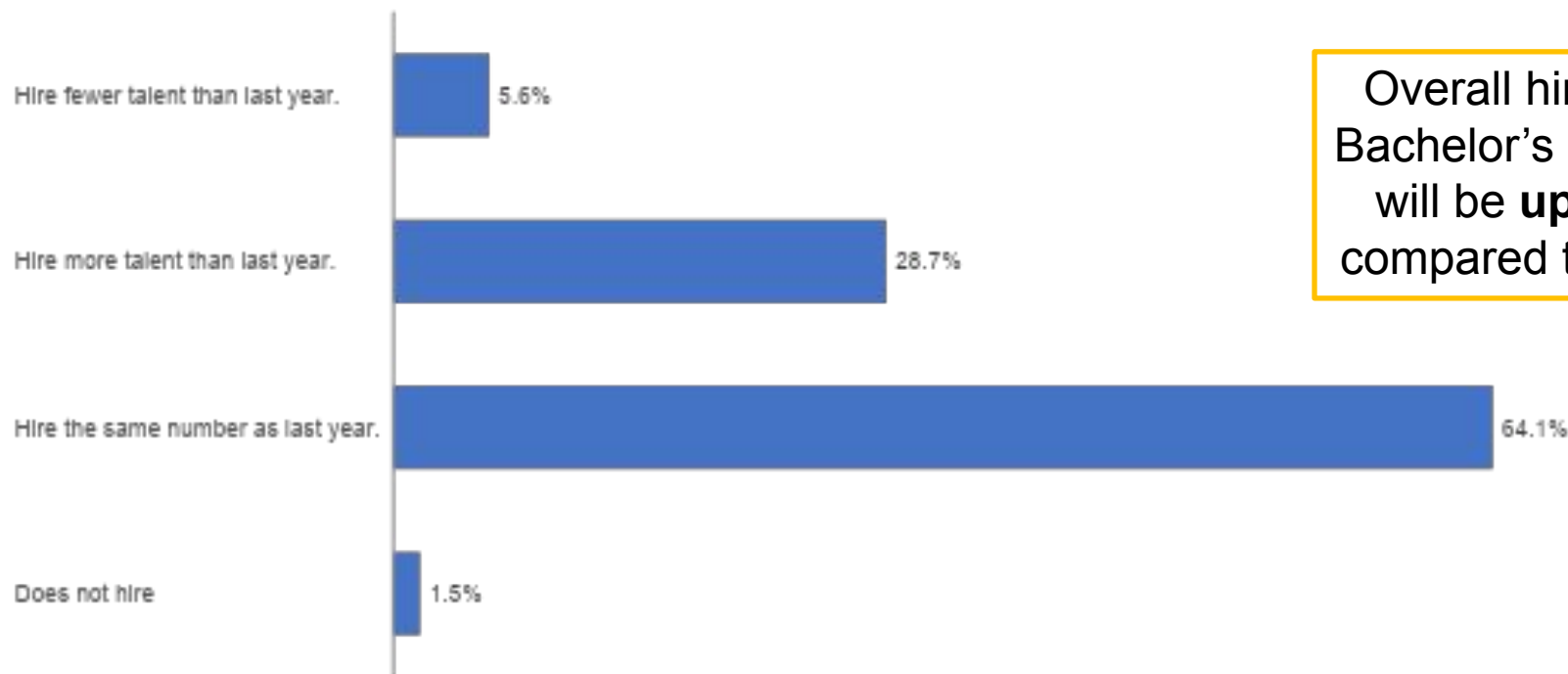
Hiring Outlook For Associate's Degrees



Overall hiring for Associate's degrees will be **up 2.5%** compared to 2023.

Hiring Outlook For Bachelor's Degrees

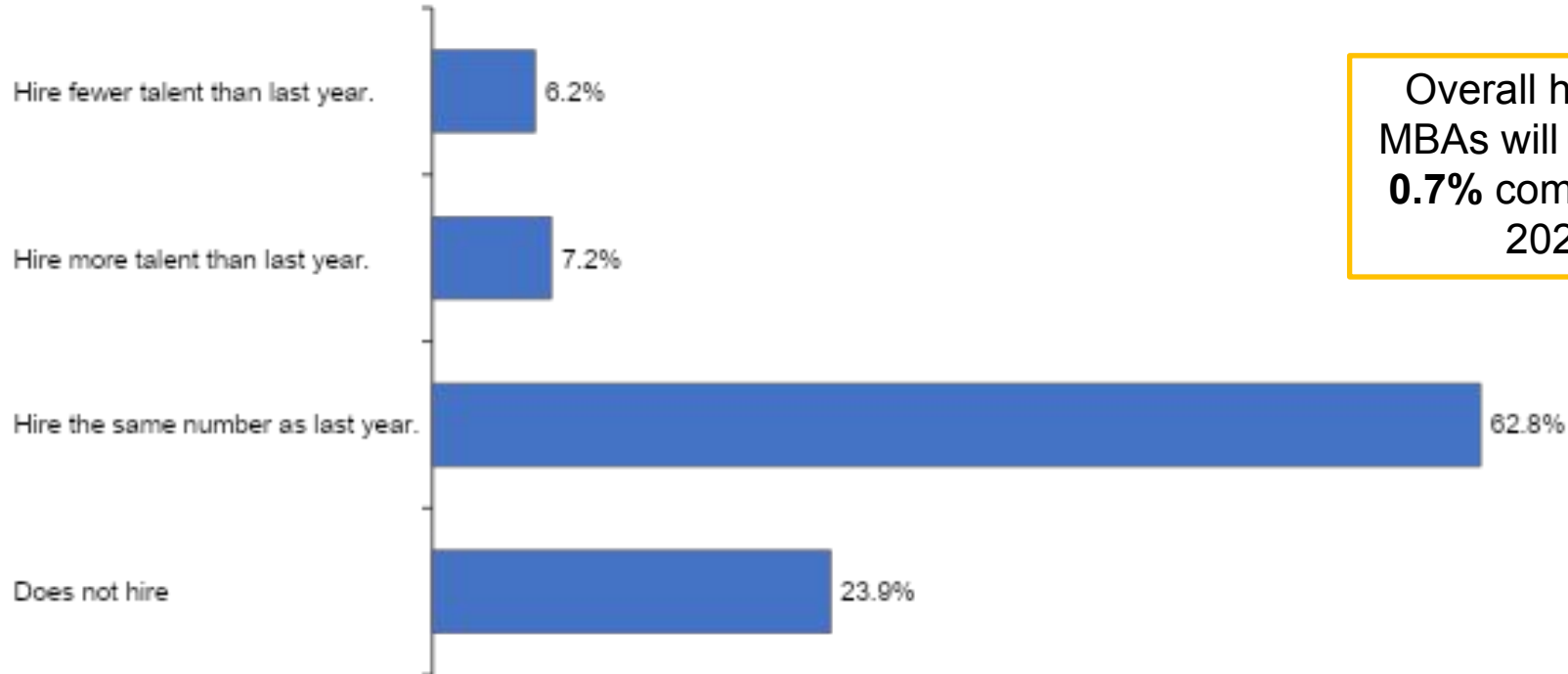
■ At the present time, which of the following statements best describes your hiring intentions for candidates who will receive a bachelor's degree this year?



Overall hiring for Bachelor's degrees will be **up 5.3%** compared to 2023.

Hiring Outlook For MBAs

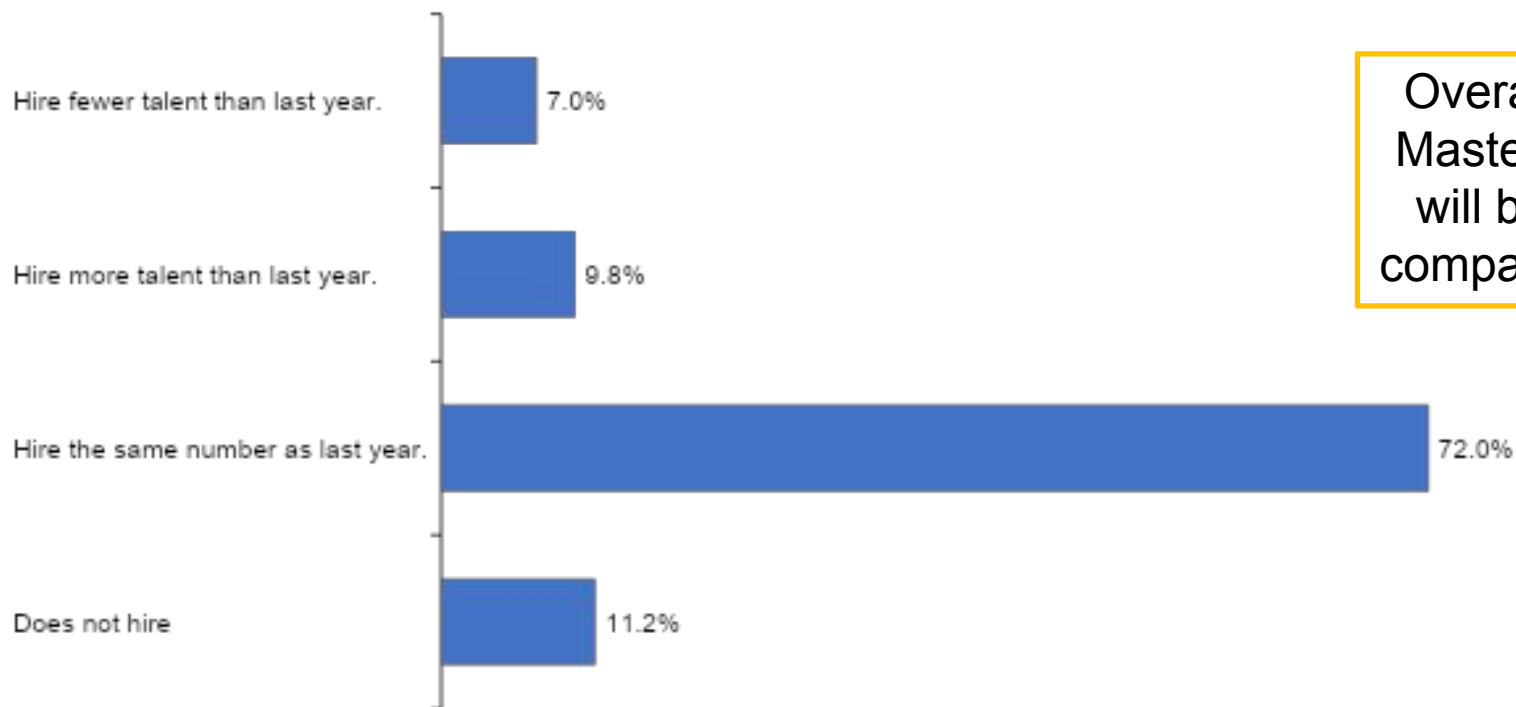
■ At the present time, which of the following statements best describes your hiring intentions for candidates who will receive a MBA degree this year?



Overall hiring for MBAs will be **down 0.7%** compared to 2023.

Hiring Outlook For Master's Degrees (All Disciplines Except MBA)

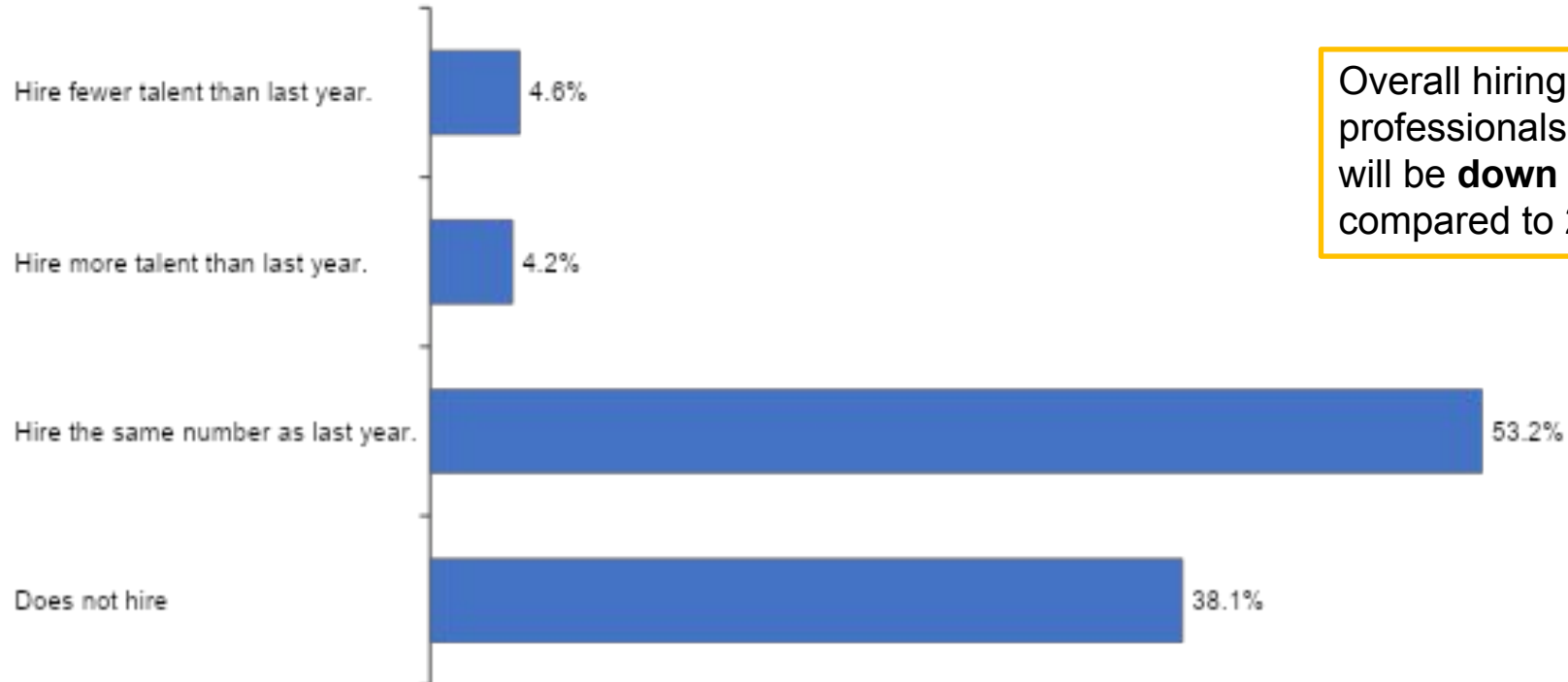
■ At the present time, which of the following statements best describes your hiring intentions for candidates who will receive a master's degree (all fields, except MBA) this year?



Overall hiring for Master's degrees will be **up 0.4%** compared to 2023.

Hiring Outlook For PhD, Law & Professional Degrees

■ At the present time, which of the following statements best describes your hiring intentions for candidates who will receive a PhD (doctoral) or professional degree (i.e. law) this year?



Overall hiring for professionals or PhDs will be **down 0.8%** compared to 2023.

Hiring Outlook Degree Summary

	Do not Hire	Hire Same	Hire More	Hire Fewer	Change YoY
Credential/Certs	26%	69	24	7	4.8
Associates	24	78	17	5	2.5
Bachelors	2	65	29	6	5.3
MBA	24	82	9	9	-0.7
Masters	11	81	11	8	0.4
PhD/Professional	38	85	6	8	-0.8

Role of Credentials in Job Realignment

- The expressed demand for credentialed talent raises questions about the impact on positions designated for bachelor level graduates. Employers were asked how their credential hiring will impact positions currently held by bachelor degree holders. Approximately 15% indicated that bachelor positions would be impacted.
- Impact of credentials:
 - Organization does not hire credentials: 24%
 - Will not replace any BA positions with credentials only: 44%
 - Credential hires will impact 10% or fewer of positions held by BAs: 10%
 - Credential hires will impact 11% - 25% of BA positions: 3%
 - Credential hires will impact 26% or more of BA positions: 2%
 - Above statements do not match organization's position on credentials: 18%

Key Observations

- Despite rough winds throughout the economy, these organizations remain **confident in their hiring outlook** for those graduating in 2023-2024.
- 2/3-3/4 of organizations plan to **hire at the same level as last year**.
- Organizations seeking **new talent with BA/BS degrees are the most active** with a 29% increase in hiring, resulting in a 5% overall increase hiring from the previous year.
- The **demand among these organizations for credentials and certificates (while not necessarily holding a degree) is strong** with 24% increasing their hires over last year, contributing to an 4.8% over last year.
 - *Note – the percentage of organizations seeking credential(s) continues to grow and comprise a key presence in the new credential labor market.*
- The outlook for MBA, masters' degrees and higher or professional degrees suggest **sustained hiring at last year's hiring pace** with change expected this year.

A group of diverse business professionals are gathered around a table in a modern office setting, engaged in a collaborative meeting. A blue semi-transparent overlay covers the entire image, and the title text is centered in a bold yellow font.

Hiring Outlook by Organizational Size



Hiring Outlook By Organizational Size

This section presents the hiring outlook for each degree level compared by the size of the organization. Organizations were sorted into three groups: small (499 or fewer employees), mid-size (500 to 3,999 employees) and large (4,000 or more employees).

Small Organizations (Fewer than 499 Employees)

	Not Hiring this degree (%)	Those hiring: same as last year (%)	Those hiring: more than last year (%)	Those hiring: fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	28	64	29	7	7.4
Associates	28	76	18	6	4.3
Bachelors	4	70	24	6	6.0
MBA	34	76	12	12	-1.6
Masters	17	77	11	11	.2
Professional & PhD	47	79	7	13	-1.7

**In this table and all following tables the “Those Hiring” columns have been adjusted to only consider those employers who will be hiring this year.*

Mid-Size Organizations (500-3,999 Employees)

	Not Hiring this degree (%)	Those hiring: same as last year (%)	Those hiring: more than last year (%)	Those hiring: fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	22	70	23	7	3.8
Associates	20	77	16	7	1.3
Bachelors	1	66	30	4	5.7
MBA	22	87	6	6	-.5
Masters	10	81	12	7	.9
Professional & PhD	37	87	6	6	-.6

*

Large Organizations (4,000+ Employees)

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	28	71	22	7	3.0
Associates	25	79	16	5	2.4
Bachelors	0	61	32	7	3.8
MBA	13	84	9	7	-.1
Masters	4	83	9	8	0.0
Professional & PhD	26	88	7	5	-.4

*

Key Observations

- Despite pressure to slow the economy, by reducing inflation, organizations across all size categories plan to **continue hiring new college graduates at the same pace as last year or slightly higher** at the **credentials, associates and bachelors' levels**.
- **Nearly all organizations reported in this study plan to hire new bachelor talent this year.** The rate of increase ranges between 3.8% and 6.0%, depending on size, with approximately 1/3 indicating they will hire more BA/BS graduates.
- **Credential and certificate bearing candidates (a degree not required) will find more opportunities as these organizations are planning to increase hiring.** It appears it will continue to grow.
- **MBA opportunities appear to be holding at last year's hiring levels.**

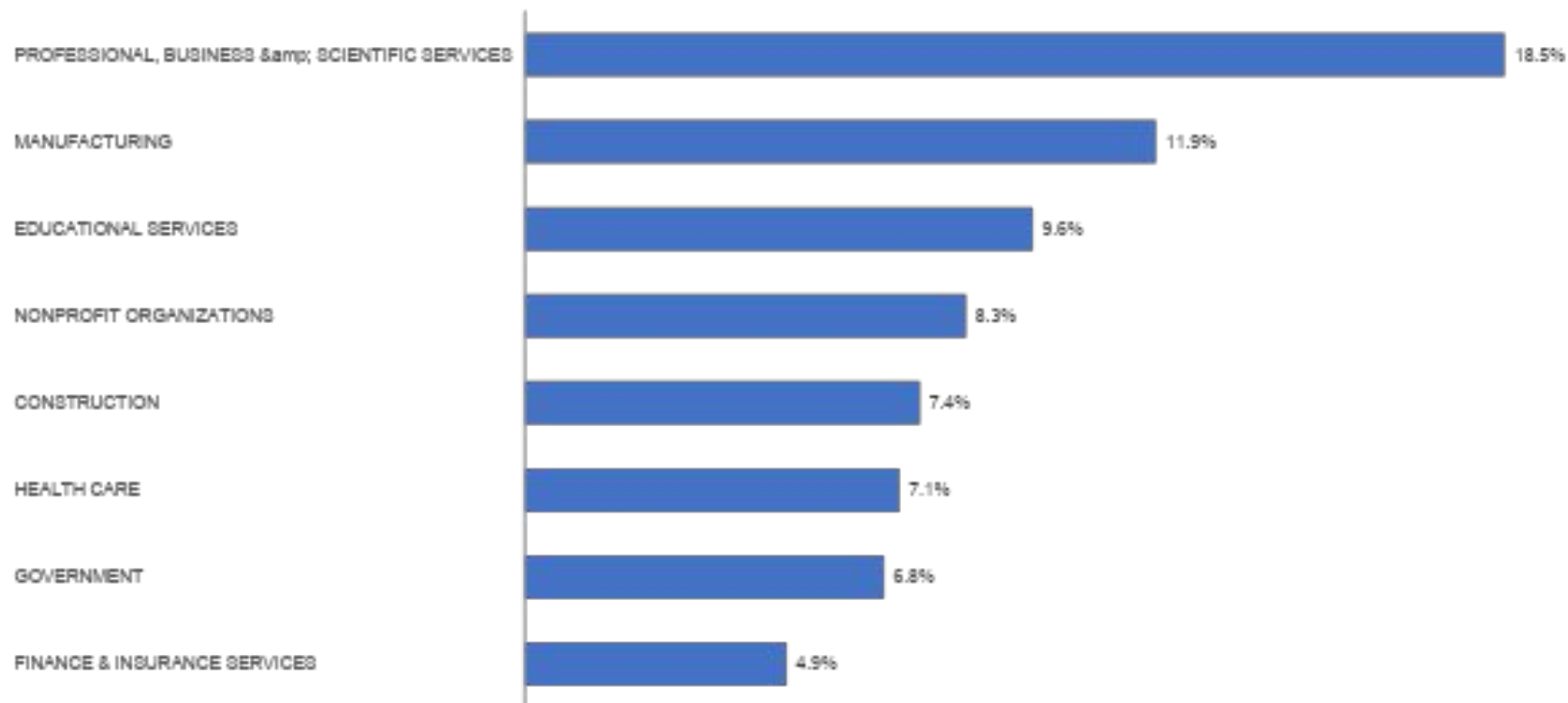


Hiring Outlook by Industrial Sector

Hiring Outlook By Industrial Sector

Each organization is categorized by their primary North American classification code (NAIC). To produce better statistics some sectors were combined.

Industrial Sectors



■ Industry or Economic Sector: The breakdown of firms, organizations and establishments in this section follows the North American Industrial Classification System (NAICS).

Construction

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	12	64	31	5	4.8
Associates	18	74	23	3	4.1
Bachelors	2	45	48	7	10.0
MBA	43	77	10	13	-.7
Masters	31	81	6	13	-.2
Professional & PhD	67	88	0	12	-.05

Manufacturing

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	16	70	17	13	1.8
Associates	13	78	11	11	.7
Bachelors	0	63	27	10	4.3
MBA	14	74	8	17	-3.4
Masters	9	82	5	13	-1.6
Professional & PhD	33	83	5	12	-5.5

Finance Insurance Services

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	34	77	17	6	3.3
Associates	42	79	21	0	7.3
Bachelors	0	64	25	11	-.5
MBA	3	76	12	12	-2.2
Masters	18	78	7	15	-5.2
Professional & PhD	58	86	0	6	-7.1

Professional, Business & Scientific Services

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	41	71	20	9	3.2
Associates	45	78	13	9	2.0
Bachelors	2	67	25	8	3.8
MBA	34	86	5	9	-.2
Masters	11	80	11	9	-.1
Professional & PhD	49	88	4	8	-1.4

Educational Services

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	22	74	24	2	4.6
Associates	22	77	18	5	2.7
Bachelors	1	65	35	0	9.3
MBA	20	85	12	3	1.1
Masters	3	79	17	4	3.1
Professional & PhD	16	87	10	3	1.7

Health & Social Services

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	14	59	37	4	7.3
Associates	10	69	24	7	1.7
Bachelors	5	63	34	3	5.7
MBA	35	80	15	5	.2
Masters	5	67	25	8	2.3
Professional & PhD	25	72	23	5	6.1

Non-profits

	Not Hiring this degree	Those hiring: same as last year (%)	Those hiring: more than last year (%)	Those hiring: fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	31	80	17	3	6.1
Associates	18	84	13	3	2.5
Bachelors	3	76	24	0	6.1
MBA	13	94	6	0	.3
Masters	2	92	6	2	.8
Professional & PhD	21	96	0	4	-1.4

Government

	Not Hiring this degree	Those hiring: same as last year (%)	Those hiring: more than last year (%)	Those hiring: fewer than last year (%)	Change from 2021-22 (%)
Credentials & Certificates	36	66	33	1	3.2
Associates	25	79	20	1	7.6
Bachelors	4	66	33	0	.6
MBA	14	87	13	0	.2
Masters	4	80	20	0	.2
Professional & PhD	12	90	10	0	2.5

Key Observations

- For **credentials/certificates, associate's and bachelor's degrees** the outlook **shared across most sectors appears solid with an expansion of opportunities.**
- **Sectors sensitive to interest rate changes**, including Financial & Insurance, appear to be **more cautious** entering the recruiting cycle for 2023.
- **Construction, Education Services and Health Services hiring outlook remains strong. Government, a leader in job growth in recent months** (BLS statistics), also remains a strong employer.
- **Credentials & certificates also experiencing strong demand, particularly with Health Services, Non-profits, Education, and Construction.**
- The hiring outlook, across nearly all sectors, for MBAs, masters and professional degrees will proceed at **last year's hiring levels.**

A group of diverse business professionals are gathered around a table in a modern office setting, engaged in a collaborative meeting. A blue semi-transparent overlay covers the entire image. The text "Hiring Outlook by Geographic Regions" is centered in a bold, yellow font.

Hiring Outlook by Geographic Regions

Employers Who Recruit Talent Throughout the U.S.

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	29	66	25	9	4.3
Associates	26	73	19	8	1.6
Bachelors	2	61	33	6	5.3
MBA	18	79	11	10	-.8
Masters	7	80	13	7	.6
Professional & PhD	28	85	7	7	-1.1

Employers Who Recruit Talent Regionally

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	23	70	23	7	5.1
Associates	23	80	16	4	3.1
Bachelors	2	68	26	6	5.3
MBA	28	86	7	7	-.6
Masters	14	82	9	9	.3
Professional & PhD	45	48	3	4	-.6

Key Observations

- Both employer groups, hiring nationally and hiring regionally, reported **similar hiring outlooks**.
- Employers will be **more active at the credential, associate and bachelor levels** and more **restrained in seeking advanced degree candidates**.
- **Regionally employers will focus on credentials and associates degree with slightly higher increases in hiring.**

A woman with dark braided hair is shown from the chest up, looking down at a stack of papers she is holding. She is wearing a dark blazer over a light-colored blouse. The image is overlaid with a semi-transparent blue filter. The text "Hiring Outlook by Academic Discipline" is centered over the image in a bold, yellow font.

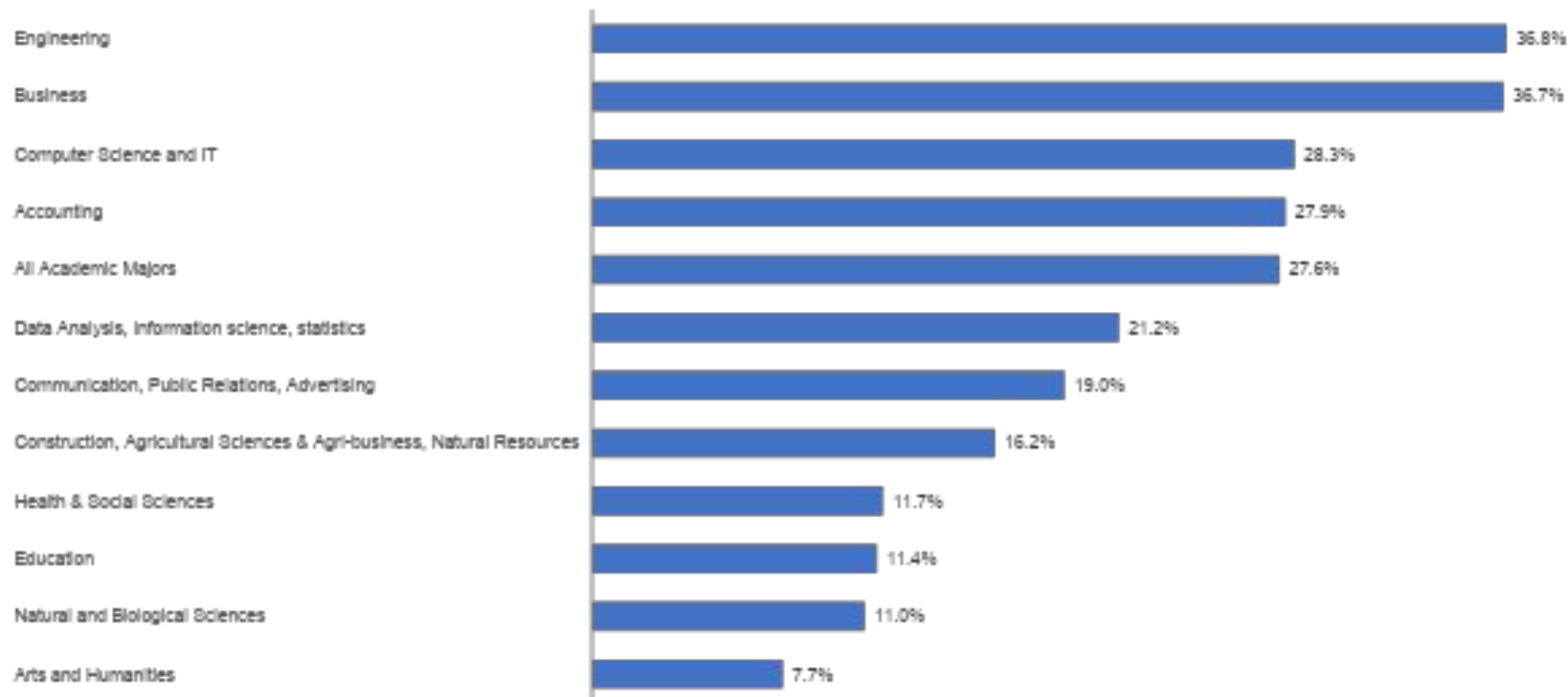
Hiring Outlook by Academic Discipline

Hiring Outlook By Academic Discipline

Respondents were asked to indicate which academic disciplines they expected to seek qualified talent. A respondent could select as many academic disciplines that matched their talent needs. Hiring outlook will be presented for only those academic groups with sufficient responses to provide reliable figures.

Employer Choices of Candidates' Disciplines

Please indicate all the academic major groups you will be considering as you build your talent pool this year.



Employer Seeking All Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	18	72	22	6	5.6
Associates	11	80	17	3	3.8
Bachelors	0	73	25	2	4.5
MBA	13	86	7	7	-1.6
Masters	8	85	10	5	.5
Professional & PhD	23	90	4	6	-1.2

Employers Seeking Accounting Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	30	70	24	6	5.7
Associates	30	80	16	4	1.9
Bachelors	0	68	28	4	3.9
MBA	9	86	8	6	-.5
Masters	7	84	7	9	-.3
Professional & PhD	42	88	5	7	-.5

Employers Seeking Business Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	27	71	23	6	6.1
Associates	26	81	15	4	2.6
Bachelors	0	66	30	4	6.3
MBA	11	84	9	7	.6
Masters	9	83	8	9	-.2
Professional & PhD	40	85	8	7	1.4

Employers Seeking Communication Sciences, Including PR & Advertising Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	25	67	24	9	1.0
Associates	19	70	20	10	-.2
Bachelors	1	59	33	8	3.4
MBA	17	82	9	9	-1.1
Masters	8	79	11	10	-.6
Professional & PhD	35	83	9	5	.4

Employers Seeking Computer Sciences & IT Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	27	67	22	11	4.0
Associates	24	75	17	8	.5
Bachelors	0	65	27	8	3.1
MBA	12	78	10	12	-1.7
Masters	4	80	10	10	-1.4
Professional & PhD	32	85	8	7	-1.0

Employers Seeking Data Analytics, Statistics, Applied Mathematics Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2021-22 (%)
Credentials & Certificates	29	70	21	9	4.6
Associates	26	80	13	7	-.2
Bachelors	0	63	29	8	4.2
MBA	13	82	10	8	-.6
Masters	3	80	11	9	.1
Professional & PhD	27	86	7	7	-.5

Employers Seeking Construction, Agriculture & Related Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2021-22 (%)
Credentials & Certificates	18	67	29	4	7.2
Associates	14	80	17	3	2.3
Bachelors	1	59	34	5	6.4
MBA	31	85	8	7	-.5
Masters	20	85	8	7	-.5
Professional & PhD	54	83	6	11	-3.3

Employers Seeking Engineering Majors

	Not Hiring this degree	Those hiring: same as last year (%)	Those hiring: more than last year (%)	Those hiring: fewer than last year (%)	Change from 2021-22 (%)
Credentials & Certificates	26	69	22	9	3.8
Associates	27	77	14	9	.4
Bachelors	1	61	31	8	4.5
MBA	30	81	9	10	-.9
Masters	12	81	9	10	-.3
Professional & PhD	41	85	7	8	-2.2

Key Observations



Those organizations seeking candidates across **all majors indicate positive growth** opportunities at **all degree levels**.



Organizations seeking Computer Science/IT & Engineering at the bachelor's level are indicating a **growth** in opportunities.



Education (K-12), Data Analytics/Statistics/Applied Mathematics, and Health Services are also in **high demand** this year at the bachelor's level.



Overall, **all disciplines can expect opportunities for full-time employment across all degree levels** though advanced degrees will be holding to last year's hiring levels while credentials/certificates, associate's and bachelor's will witness more growth in opportunities.

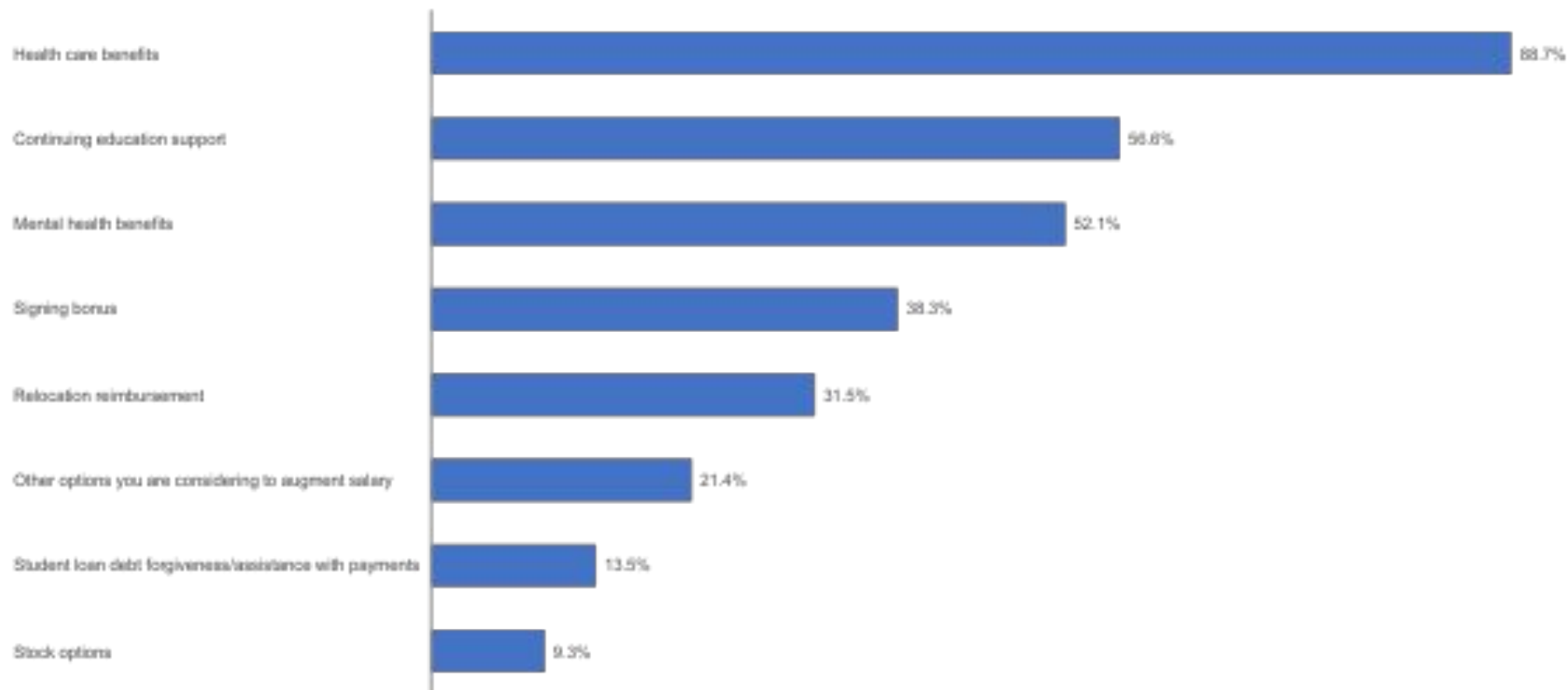
A group of diverse business professionals are gathered around a table in a modern office setting, engaged in a collaborative meeting. A blue semi-transparent overlay covers the entire image. The text "Salary & Other Compensation" is written in a bold, yellow, sans-serif font across the middle of the image. The background shows several people, including a man in a suit pointing at a document, a woman with long hair looking at a laptop, and another man leaning over the table. The overall atmosphere is professional and collaborative.

Salary & Other Compensation

Starting Salary Expectations

- 58% of respondents indicated that their organizations would **hold starting salary offers at the same level as last year.**
- 42% of respondents indicated that their organizations would increase starting salary offers over last year's starting salary level – **a slight decline from last year.**
- For those increasing salary, starting salary **offers expect to increase by an average of 8.2%** though the median is an increase of 5.5%.
- Despite possible economic headwinds, **employers of new graduates will raise starting salaries slightly more than the current rate of inflation**, suggesting talent supply constraints.

Employers Offering Additional Compensation

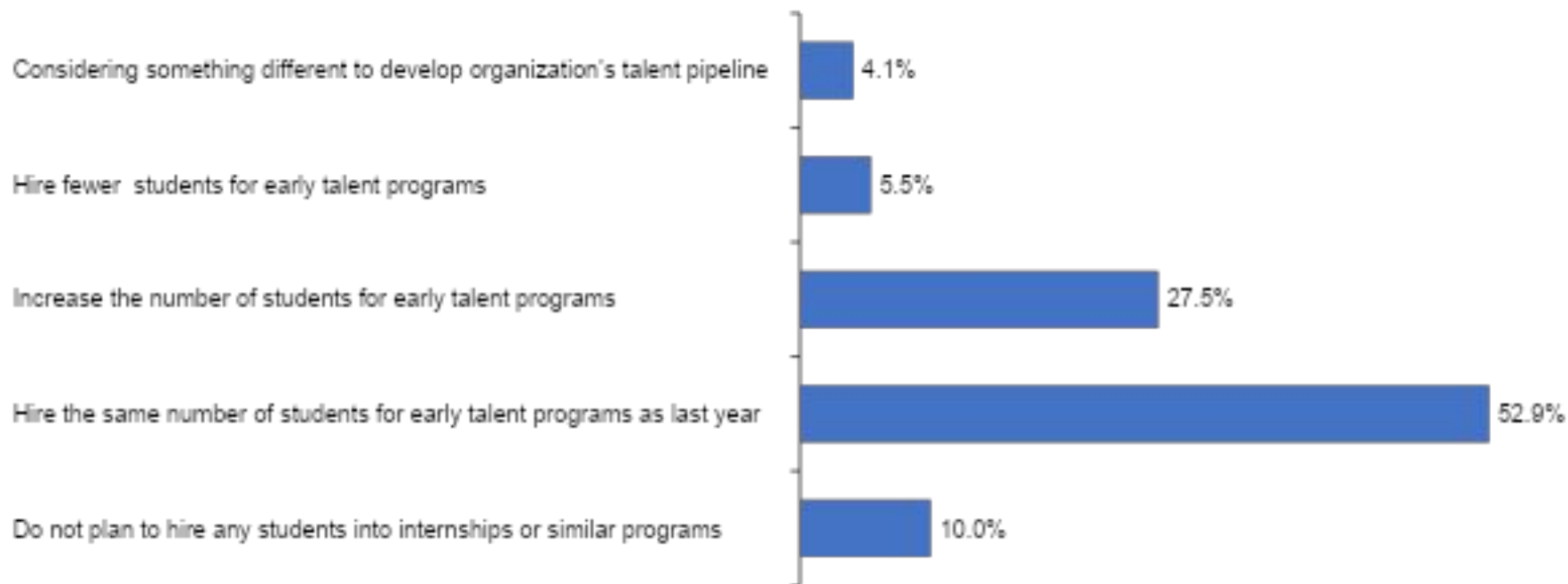




Internships, Co-Ops & Early Talent Programs

Outlook For Intern & Co-Op Positions

■ To the best of your knowledge, what are your organization's plans for hiring or hosting interns, co-ops or students for early-talent identification assignments. Please select the appropriate statement. - Selected Choice



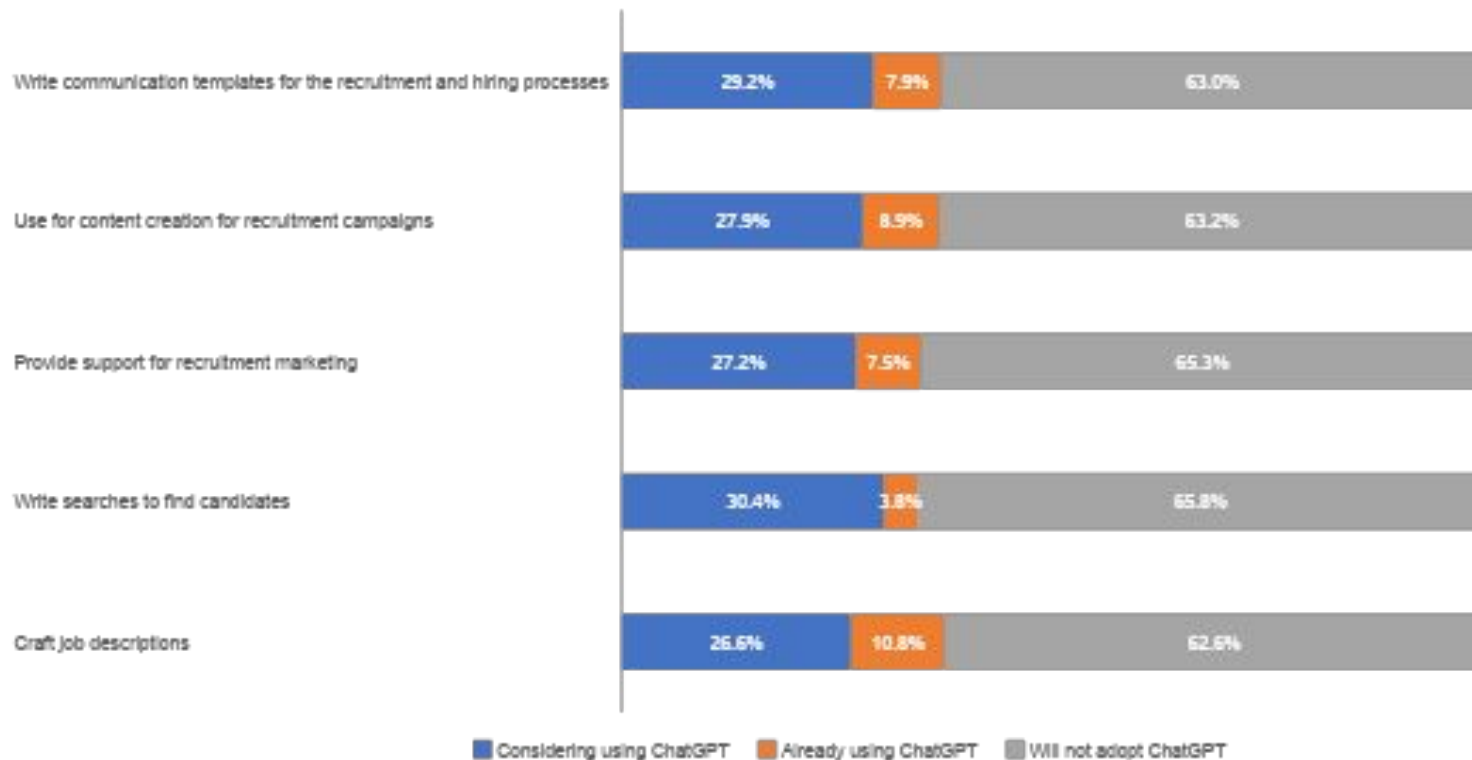
A group of diverse professionals are gathered around a table in a modern office setting, engaged in a collaborative meeting. A blue semi-transparent overlay covers the entire image. The text "AI Impact on Recruiting" is prominently displayed in the center in a bold, yellow font. The individuals are dressed in business casual attire, and the scene conveys a sense of teamwork and professional discussion.

AI Impact on Recruiting

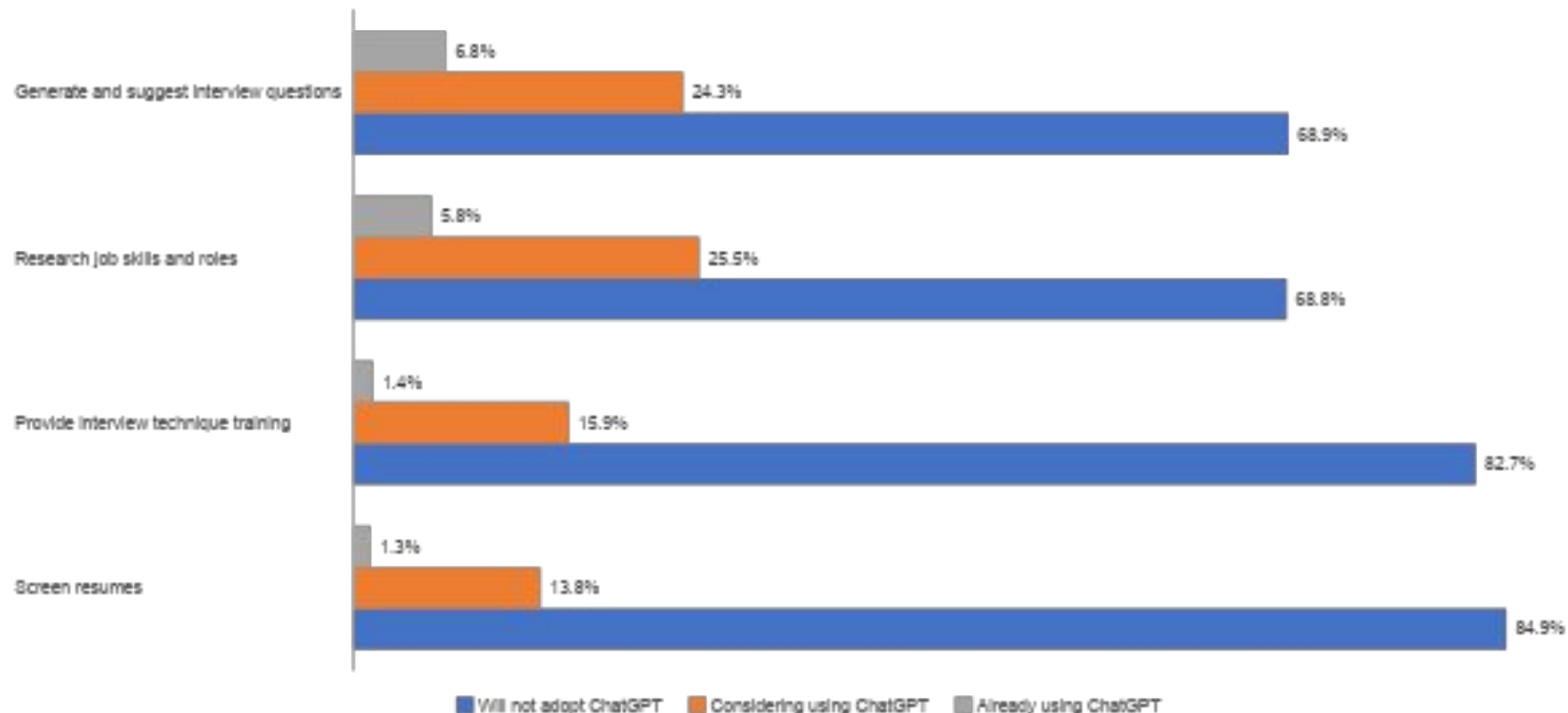
AI (ChatGPT): Use By Recruiters

- We identified **over 40 applications of AI (CHATGPT) in HR**, especially recruiting (***and 9 were selected as more appropriate for the purpose of this report.***).
- Employers were asked to indicate whether they had already adapted AI (CHATGPT) for this application, were considering AI (CHATGPT) for this application (in the next 3 years), and not adapting AI (CHATGPT) in recruiting processes.
 - 2/3 (65%) of employers indicated they **were not considering it at this time.**
 - 1/4 (25%) indicated they **were considering** the adoption.
 - <10% had **already adopted.**

Application of AI (ChatGPT)- By Employers



Application of AI (ChatGPT)- By Employers



Employer Perceptions of Candidate/Student Usage of AI (ChatGPT)

- Candidates/students are using AI (CHATGPT) in their career planning and job searches.
 - Employers were asked how supportive they were for candidates/students to use AI (CHATGPT).
 - 10 possible applications were presented to respondents who could answer “not supportive” to “very support” on a 5-point scale.
- Approximately 50% (range 40% to 60%) of respondents expressed **no or very little support** for candidates/students to use AI (CHATGPT).
 - Approximately 33% (range 27% to 37%) of respondents **were supportive to very supportive** of the use of AI (CHATGPT) by candidates/students.

Employer Perceptions of Candidate/Student Usage of AI (ChatGPT)

Least Supportive

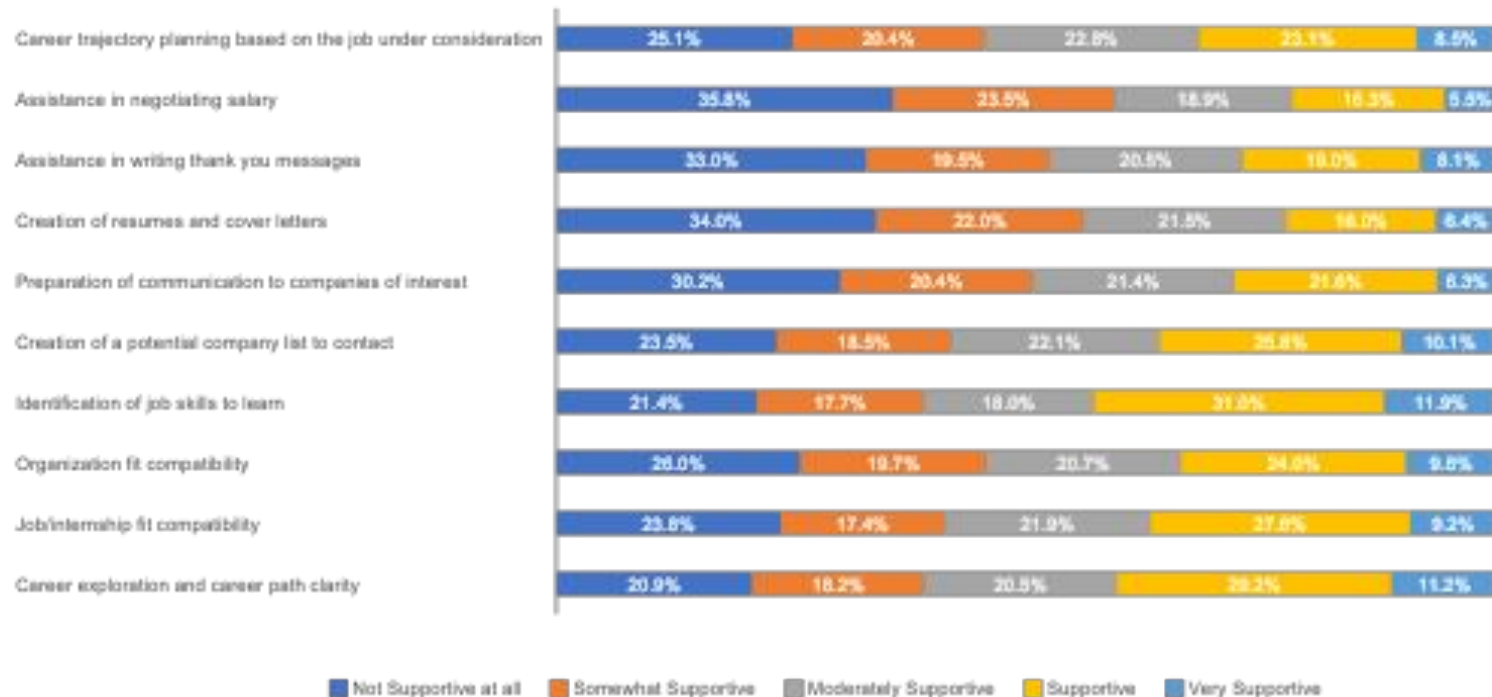
- Assistance in Negotiating Starting Salary
- Assistance in Writing Thank You Messages
- Preparation of Communication to Companies of Interest
- Creation of Resumes and Cover Letters
- Exploring Organizational Fit Compatibility

More Supportive

- Career Exploration & Career Path Clarity
- Identification of Job Skills to Learn
- Job/Internship Fit Compatibility
- Create a Potential Company List to Contact
- Career Trajectory Planning Based on Job Under Consideration

Employer Perceptions of Candidate/Student Usage of AI (ChatGPT)

How supportive is your organization in students using ChatGPT in the following situation?



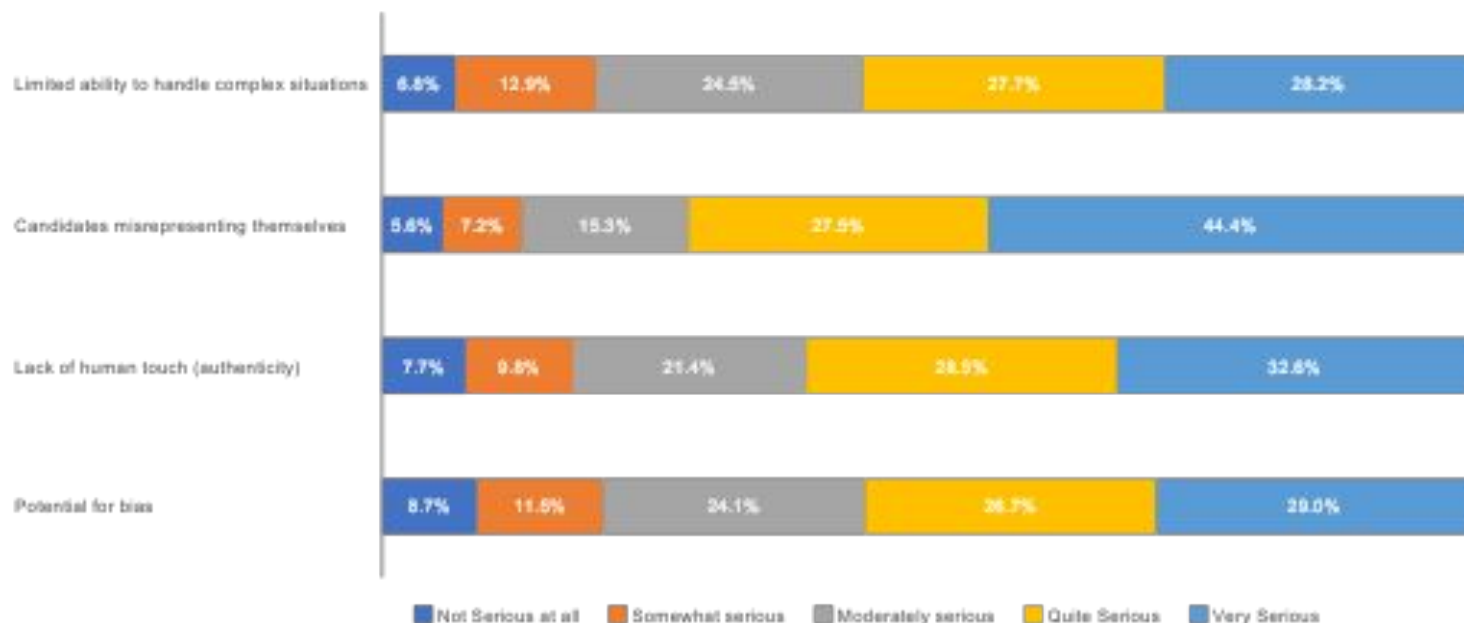
Influencing Hiring Decision: Impact Of AI (ChatGPT)

How do recruiters in your organization feel about candidates using ChatGPT for preparation of applications, resumes and communications with your organization?



AI (ChatGPT) Challenges

Similar to other new technology introductions, ChatGPT and similar applications may present potential challenges for the applications to be used effectively in recruiting and hiring processes. How serious do you believe these challenges to be in the use of





Next Steps

Using this Report

- The sample is very small compared to the number of employers engaged in recruiting talent from colleges and universities, plus sources of credentials and certificates. Caution is warranted in generalizing to the broader college labor market.
- This report provides only a small piece of a bigger whole. We encourage users to tap into other reliable sources to gain a broader understanding of the labor markets your graduates will enter. No one source provides all the answers. Our sample is primarily small employers which serves as a nice comparison to NACE outlook from primarily large employers.
- The data in this report was captured in September at the onset of college recruiting. The responding organizations are engaged in recruiting at the time of the survey. Thus, the sample may be more biased toward those organizations with expectations to hire this year.
- Keep in mind that the economy is under pressures that may change the current plans of organizations to hire this year. In the attempt to curb inflation, expect the economy to slow reducing the demand for labor. This shift may occur during the winter and spring of 2024. Students need to anticipate this situation and make proactive plans to engage in their job search while organizations continue to hire.

Presenting this Report

- Organizations interested in having this report presented to a group (in-person or virtually), please contact Stuart Mease (stuart@rocsjobs.com)
- All media inquiries, contact Stuart Mease (stuart@rocsjobs.com) or Annie Korp, Drexel University News and Media Relations (amk522@drexel.edu)

Get to Know Us



We Fill

- ✓ Full-Time Positions
- ✓ Contract Positions
- ✓ Temporary Jobs
- ✓ Seasonal Positions
- ✓ Short-Term Projects

Jobs We Fill

- ✓ Sales Representative
- ✓ Brand Ambassador
- ✓ Office Managers
- ✓ Managers
- ✓ Marketing Assistant / Coordinator
- ✓ Finance / Accounting
- ✓ Operation Managers
- ✓ Customer Service Coordinators

Our Candidates

- ✓ Top Entry and Mid- Level Talent
- ✓ Motivated, Energetic, Tech-Savvy & Eager to Learn
- ✓ Work Remote or On-Site

Our Story

It all began in 2003 when two college students became frustrated with the typical college job offerings such as selling knives, painting houses and every other job that uses the phrase: “Make Thousands From Your Dorm Room!” So, they decided to set out and create a place where college students could find jobs related to their career interests and goals.

How We Stack Up to Competition

We’re a small team, dedicated to helping great companies recruit and hire the top college grads across the county, nothing else. We do less than our competition – intentionally. We believe that if we tried to cover all levels of staffing and claim to do everything, we would excel at nothing. That’s why we choose to focus on one thing and do it right.



Propelled by an over 100-year history of uniting academia and industry, Drexel University's LeBow College of Business redefines business education through partnerships. Drexel LeBow connects driven students with expert faculty and leading organizations to drive innovation.

Among the elite 20 percent of business schools accredited by AACSB International, LeBow offers undergraduate, graduate, doctoral, and executive education programs and online degree programs ranked in the Top 20 globally.

Located in the vibrant city of Philadelphia, LeBow enrolls over 3,700 students across all major business disciplines, including its School of Economics, and boasts a global alumni network of over 40,000. As part of a global R1 research university, LeBow's students and faculty design game-changing solutions for business and beyond.



DREXEL UNIVERSITY
LeBow
College of Business



QUESTIONS & ANSWERS

Stuart Mease

Director, ROCS Grad Staffing

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