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Recruiting Trends 2014-2015



Attaining Warp Speed
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Fall 2014
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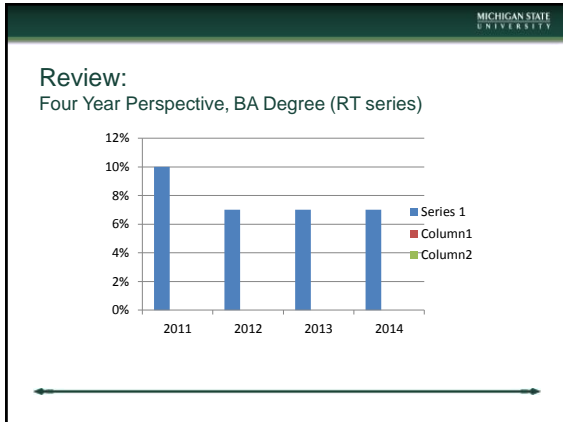
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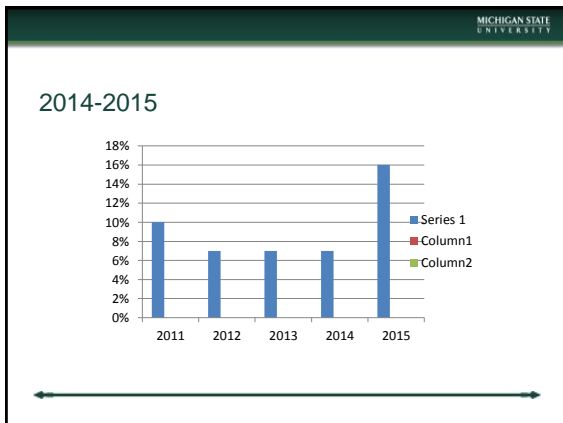


Steady Progress

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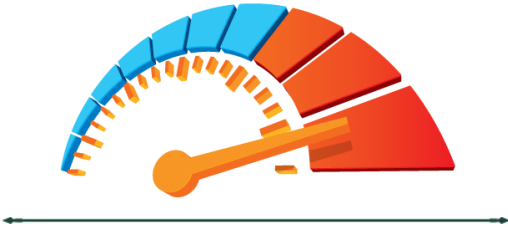


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Everyone Loves a PARTY!

College Labor Market: Good to Very Good
Industrial Sector: Very Good
97% Expect to hire at least one new graduate
40% Expect to increase hiring over last year
25% Have definite hiring targets as of September

Moving the Needle



GROWTH

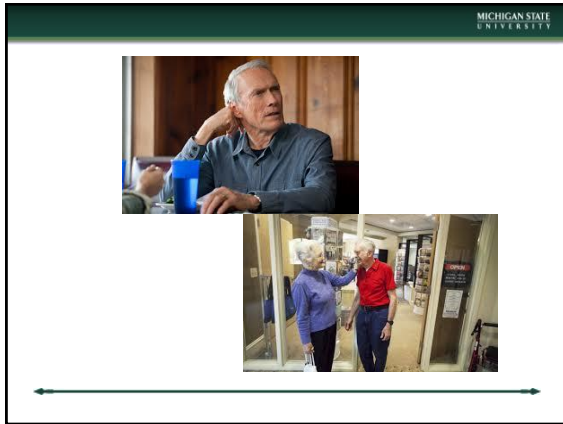
- Investment in facilities – up
- Job growth above magic number
- Positive earning reports (maybe not this week)
- More confident consumer
- Housing – so-so



TURNOVER



- Highest level of concern since 2007
- Poised to leave indices – high
- Job satisfaction numbers – so-so





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Hiring Targets for 2014-2015

	Number of Employers	Average Number of New Hires per Organization	Change from 2013-14 (%)
Associates	698	12.3	19
Bachelors	2116	43.8	16
MBA	638	5.9	38
MS/MA	705	12.5	No Change
PhD	254	7.3	20
Professional	161	4.2	8
Total	2191	54.3	16

Associate's Degrees

- Continues to strengthen
- May out perform Bachelor's market
- Starting Salaries outpace Bachelor's salaries



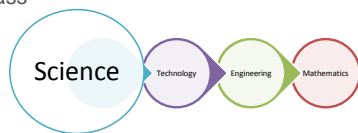
MBA Degrees

- Recovery has been mixed
- Last year – wiped out by Financial Service Sector
- Largest percentage gain this decade (small numbers)
- Entering strategic period



Bachelor's Degrees

- Swinging in favor of students --- COMPETITIVE
- Skills and Competencies -- NECESSITY
- Work Attitudes and Behaviors
- Not a free pass
- Stem mania



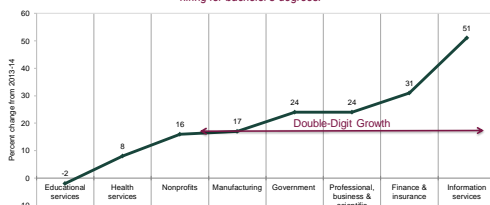
Organizational Size

- All size categories – strong outlook (except MA/MS)
- Very Small (<100) – BA 12%
- Very Large (>10,000) – BA 20%
- MBA – strong across the all groups, especially >10,000



Economic (Industrial) Sectors

Six sectors report double-digit growth in hiring for bachelor's degrees.



A Thirty Year Comparison: 1985 -- 2015

- 1985 Leading Sectors
 - Manufacturing
 - Retail
 - Finance/Insurance
 - Government
- 2015 Leading Sectors
 - Services – professional, business, science
 - Non-profits
 - Government
 - Health Services
 - Finance/Insurance



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Biggest Challenge in Filling Positions



**CHALLENGE
ACCEPTED
NOW
CARRY
ON**

- Computer Science/IT
- Sales
- Analysts
- Insurance – all positions
- Agricultural scientists
- Customer & business services
- Engineering (EE & ME)
- Nurses
- Special Education

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Starting Salary Offers



- 53% increased salaries in 2007
- 37% will increase salaries this year
- Average increase 5%
- Bonuses – 7%
- Performance Bonuses – 27%
- Small companies moving ahead faster
- Wage pressure – the ripple effect

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Reaching Hiring Targets: The Obstacles

- Competition
- Lack of Qualified Candidates
 - Not prepared
 - Skills & Competencies
 - Expectations
- Internal resources
 - Insufficient staff
 - Budgets
- Issues with campuses
- Reneging



Internships: Numbers Increase

- 92% of organizations with internship/co-op will hire
- 40% will provide more opportunities than last year
- Paid internships rise
- Hourly salaries stay about the same



Central Plains – all full-time responses

- 561 full-time recruiters/HR responded
- Small companies: <500 (43%)
- Large companies: >25,000 (14%)
- Main sectors: PBSS – 22%; Manufacturing – 13%; Finance – 9%; Educational Services – 11%; Non-Profit & Government – 6%
- 87% -- hired a new graduate last year
- Overall 96% intend to hire this year
- Outlook – 3.2 Sector – 3.8
- Core Colleges: 22



Central Plains -- ALL

- Hiring

	Average Number Hired last year	Average Number Expected to Hire	Percentage change from last year
Associates	24.1	27.8	15
Bachelors	95.4	106.5	12
MBA	6.7	13.8	100
MA/MS	22.0	22.6	2
PhD	11.9	14.9	25
Professional	3.8	5.5	43



Central Plains – all continued

- 40% will increase starting salary
- Average increase: 4.9%
- 75% will seek interns
- 40% will increase number of interns over last year
- Average number of interns: 47
- States: Texas, California, Colorado & Illinois



Benchmarking Recruiting Programs

- % of professional hires result of on-campus recruiting – 47%
- Acceptance rate of full-time offers – 75%
- % of new hires former interns – 26%
- One year retention – 84%
- Salary Compensation – 3
- Intern Acceptance – 79%
- Intern Conversion – 44%



Special Groups: Vets and Persons with Disabilities



- Veterans – modest – serious effort
- PWD – modest effort
- International – opportunistic
- Less than 2 yrs. exp. – very serious




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Empathy

- University of Michigan study
- Reaching adulthood
- Social media

em·pa·thy (ĕm'pə-thē) n.
Identification with and understanding of another's situation, feelings, and motives.



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Short-term Outlook

- Chaotic – competitive – will the best candidates even be at the party
- Length of the run – or back to normal
- Global economy
- Consumers – sustain confidence
- Inconsistent behaviors by all parties
 - Very young recruiting staff
 - Candidate drift
 - Demands from colleges



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Consider this:

- Disruption from cognitive advancement – constant
- Just one or an entire team!
- “Bring parents to work day!”
- Talent on demand – “leaving when I need to”
- End of a monopoly – changing digital platform – don’t control recruiting function
- Who do we align with?
- What’s our role?
