



NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS

NOVEMBER 2023
NACEWEB.ORG

FOUR-YEAR SCHOOLS

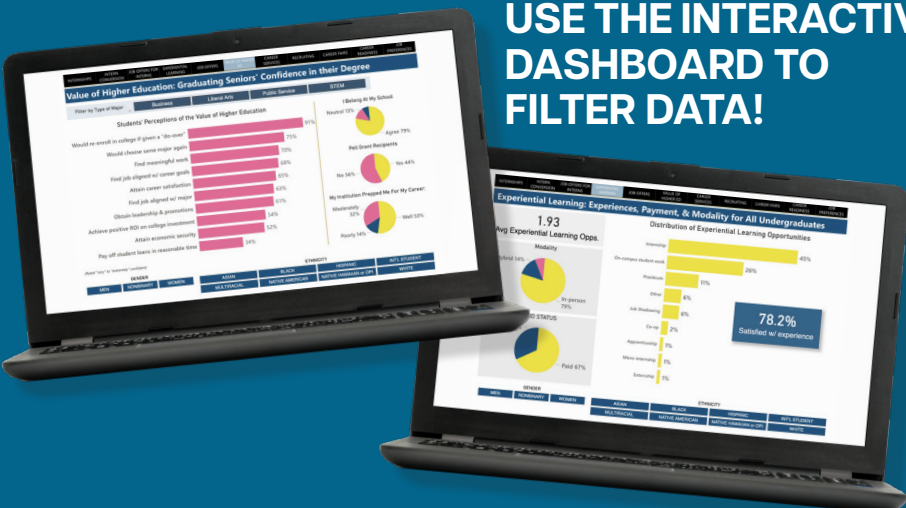
THE 2023 STUDENT SURVEY REPORT

ATTITUDES, PREFERENCES, AND OUTCOMES OF BACHELOR'S DEGREE STUDENTS AT FOUR-YEAR SCHOOLS

EXECUTIVE SUMMARY



USE THE INTERACTIVE DASHBOARD TO FILTER DATA!



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EXECUTIVE SUMMARY

GRADUATES VALUE THEIR EDUCATION: 91% WOULD PURSUE A COLLEGE DEGREE AGAIN

- New college graduates embrace the value of higher education, with 91% reporting that, if they had a chance to do it again, they would opt to pursue a college education.

GRADUATES BELIEVE THEY ARE PREPARED AND CAREER READY

- Feeding into new graduates' endorsement of higher education is their sense of preparedness: More than half believe their college/university prepared them well or very well for the next step in their career.
- Graduates have a strong sense of the importance of career readiness competencies, and their view of which are most important aligns with that of employers. Both graduates and employers cite communication, critical thinking, and teamwork as the three most important competencies.
- Graduates also give themselves high marks in terms of their proficiency in the career readiness competencies. Here, however, their view diverges from that of employers.

GRADUATES SAW AN INCREASE IN PAID INTERNSHIPS, BUT LACK OF PAY HELD SOME BACK

- There was a noticeable increase in the percentage of interns who were paid this year—59%, up from 54% last year. The increase is largely due to an increase in the percentage of paid internships the nonprofit sector provided.
- Among graduating seniors who did not take part in an experiential opportunity, more than one-third wanted to but could not due to their course load and/or financial barriers. This underscores the [need for paid internships](#).

ADDITIONAL HIGHLIGHTS:

- All career services were more widely used in the 2022-23 academic year by students compared with last year.
- Career fairs are the number one recruiting activity in which students engaged: 52% of graduating seniors went to at least one in-person or virtual career fair. Of those who attended, nearly half landed an interview as a result.
- Class of 2023 graduates had as good a year as their Class of 2022 counterparts: 56% reported received at least one job offer, up from 54% for the Class of 2022. On average, they received 1.13 offers, versus 1.14 last year. These data support the NACE Job Outlook 2023 survey data that indicated employers were looking to increase hires by about 4% on top of a strong hiring year in 2022.



GET THE FULL REPORT + INTERACTIVE DASHBOARD

Based on responses from nearly 19,000 bachelor's degree students—including more than 2,300 graduating seniors—NACE's 2023 Student Survey Report examines attitudes, preferences, and outcomes among college graduates as they ready themselves to transition from college to career.

- Find out what students are seeking in a job—and what drives them to turn down a job offer.
- Discover how internships—paid and unpaid—affect job-search outcomes.
- Dive into students' perceptions of the value of higher education and their degree.
- Learn which career services students use most often—and which they deem most helpful.
- And more!

PLUS: Use the interactive dashboard to view results by student demographics, including race and gender.

LEARN MORE.

APPENDIX

ABOUT THE 2023 STUDENT SURVEY

Data for the *2023 Student Survey Report* were collected from March 15, 2023 to May 19, 2022.

In all, 18,966 bachelor degree students responded from 204 four-year colleges and universities. Of those, 2,307 were Class of 2023 graduating seniors. (See Figures 35 and 36.)

FIGURE 35: DEMOGRAPHICS OF SURVEY RESPONDENTS (All Undergraduates)

2023

GENDER	
Female	64.8%
Male	30.1%
Nonbinary	2.4%
Prefer to Not Respond	2.8%
RACE/ETHNICITY	
White	60.1%
Hispanic or Latinx	9.3%
Asian	11.3%
Black	7.5%
International Students	1.9%
Multi-racial	4.5%
Hawaiian or other Pacific Islanders	0.3%
Native American	0.5%
Prefer to Not Respond	4.7%
ADDITIONAL DEMOGRAPHICS	
First-generation student	24.9%
Student with disability	13.5%
Student identifies as LGBTQ+	17.8%
Veteran	2.9%
English is not the primary language in the home	17.4%
Student caregiver	7.7%

FIGURE 36: DEMOGRAPHICS OF SURVEY RESPONDENT (All Undergraduates)

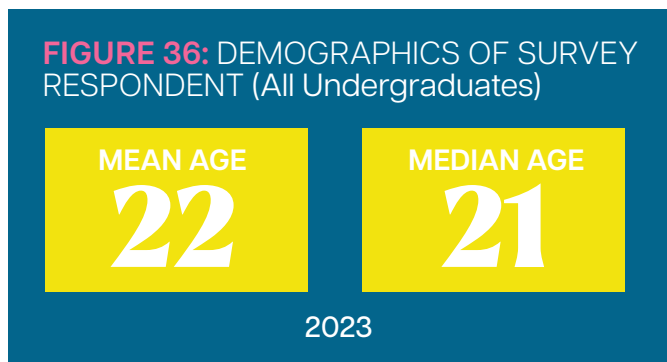


FIGURE 37: RESPONDENT DEMOGRAPHICS BY CLASS

	FREQUENCY	PERCENT OF RESPONDENTS
Bachelor's - 1st Year	2,721	17.6%
Bachelor's - 2nd Year	2,781	18.0%
Bachelor's - 3rd Year	3,464	22.4%
Bachelor's - 4th Year	3,257	21.1%
Bachelor's - 5th Year or Beyond	637	4.1%
Master's	1,782	11.5%
Doctoral	792	5.1%
Total Respondents	15,434	100.0%

FIGURE 38: MAJORS (Broad Category)
N=15,282

	PERCENT OF RESPONDENTS
STEM	44.1%
LIBERAL ARTS	23.5%
BUSINESS	19.1%
PUBLIC SERVICE	13.3%
Total	100%

MAJORS IN BROAD CATEGORIES

BUSINESS

- Accounting and Related Services
- Architecture
- Business
- Business Administration, Management and Operations
- Communication & Journalism
- Communications Technology
- Construction Management
- Finance and Financial Management Services
- Human Resources Management and Services
- Management Information Systems and Services
- Marketing

STEM

- Agriculture
- Biology
- Computer and Information Sciences
- Construction Trades
- Engineering
- Engineering Technology
- Health Services (e.g., Dentistry, Nursing, Veterinary, etc.)
- Health-related Knowledge and Skills
- Math
- Mechanics and Repairers
- Military Applied Sciences
- Natural Resources & Conservation
- Physical Sciences
- Precision Production Trades
- Science Technologies
- Transportation

LIBERAL ARTS

- Area Studies
- Creative and Performing Arts
- English
- Foreign Languages, Literatures, and Linguistics
- History
- Liberal Arts
- Multi-disciplinary Studies
- Philosophy
- Psychology
- Social Sciences
- Work and Family Studies

PUBLIC SERVICE

- Education
- Funeral Service and Mortuary Science
- High School Programs
- Interpersonal and Social Skills
- Law and Legal Studies
- Leisure and Recreational Activities
- Library Sciences
- Military Branches and Sciences
- Parks and Recreation
- Protective Services
(e.g., Criminal Justice, Homeland Security)
- Religion and Theology
- Social Work and Public Administration

PARTICIPATING INSTITUTIONS

American International College
 Arizona State University Digital Immersion
 Arkansas State University
 Augusta University
 Barton College
 Benedictine University
 Binghamton University
 Blackburn College
 Bloomsburg University of Pennsylvania
 Caldwell University
 California Arts University
 California Polytechnic State University-San Luis Obispo
 California State Polytechnic University-Pomona
 California State University-Bakersfield
 California State University-Channel Islands
 California State University-Fresno
 California State University-Fullerton
 California State University-Long Beach
 California State University-Northridge
 California State University-Stanislaus
 California University of Pennsylvania
 Calvary University
 Calvin University
 Carnegie Mellon University
 Cedarville University
 Centenary College of Louisiana
 Central Connecticut State University
 Central Penn College
 Clarion University of Pennsylvania
 Clayton State University
 Colby-Sawyer College
 Columbia College (Missouri)
 Concordia College
 Concordia College at Moorhead
 Cornell University
 CUNY Hunter College
 CUNY John Jay College of Criminal Justice
 CUNY New York City College of Technology
 CUNY Queens College
 CUNY York College
 DeVry College of New York
 DeVry University-California
 DeVry University-Georgia
 DeVry University-Illinois
 DeVry University-Indiana
 DeVry University-Virginia
 Dillard University
 Dixie State University
 East Central University
 Edinboro University of Pennsylvania
 Florida Atlantic University
 Florida Institute of Technology
 Florida Institute of Technology-Online
 Franklin University
 Franklin W Olin College of Engineering
 George Washington University
 Georgetown University
 Georgia Institute of Technology-Main Campus
 Grove City College
 Henry Ford College
 Illinois Institute of Technology
 Indiana Institute of Technology
 Indiana Institute of Technology-College of Professional Studies
 Indiana University-Southeast
 Kansas State University
 Kennesaw State University
 Laguna College of Art and Design
 Liberty University
 Lincoln University
 Linfield University-McMinnville Campus
 Linfield University-Online and Continuing Education
 Linfield University-School of Nursing
 Lipscomb University
 Louisiana College
 Louisiana State University and Agricultural & Mechanical College
 Louisiana State University-Shreveport
 McNeese State University
 Medical University of South Carolina

Millersville University of Pennsylvania
 Minnesota State University-Mankato
 Missouri State University-Springfield
 Missouri University of Science and Technology
 Monmouth College
 Montana Technological University
 Morehead State University
 Morgan State University
 Murray State University
 Newberry College
 North Dakota State University-Main Campus
 Northern Arizona University
 Northwestern College
 Ohio Dominican University
 Ohio State University-Main Campus
 Ohio State University-Marion Campus
 Ohio University-Main Campus
 Oregon Health & Science University
 Oregon Institute of Technology
 Oregon State University
 Palm Beach State College
 Paul Smiths College of Arts and Science
 Pennsylvania Academy of the Fine Arts
 Pennsylvania College of Art and Design
 Pennsylvania College of Health Sciences
 Pennsylvania College of Technology
 Pennsylvania Institute of Technology
 Pensacola State College
 Pittsburg State University
 Potomac State College of West Virginia University
 Princeton University
 Rhode Island College
 Roberts Wesleyan College
 Saint John Fisher College
 Saint Martin's University
 Saint Vincent College
 Salish Kootenai College
 San Diego State University
 San Jose State University
 School of Visual Arts
 Scripps College
 Shasta College
 Shenandoah University
 Sinclair Community College
 South Dakota School of Mines and Technology
 South Dakota State University
 South Florida State College
 Southern Arkansas University Main Campus
 Southern Oregon University
 Southern University at New Orleans
 Southwest Minnesota State University
 St Petersburg College
 State University of New York at New Paltz
 SUNY College at Geneseo
 SUNY Empire State College
 Sweet Briar College
 Texas A & M University-Kingsville
 Texas A&M University-Central Texas
 Texas A&M University-San Antonio
 Texas Tech University
 The Pennsylvania State University
 The Santa Barbara and Ventura Colleges of Law at Santa Barbara
 The Santa Barbara and Ventura Colleges of Law at Ventura
 The University of Alabama
 The University of America
 The University of Montana
 The University of Montana-Western
 The University of Tampa
 The University of Tennessee-Chattanooga
 The University of Texas at Arlington
 Towson University
 Trevecca Nazarene University
 Union College (Nebraska)
 Unity College
 University of California-Los Angeles
 University of California-Merced
 University of California-Riverside
 University of Central Missouri
 University of Connecticut
 University of Connecticut-Avery Point
 University of Connecticut-Hartford Campus
 University of Connecticut-Stamford

University of Connecticut-Waterbury Campus
 University of Dayton
 University of Denver
 University of Detroit Mercy
 University of Florida
 University of Illinois Springfield
 University of Kansas
 University of La Verne
 University of Louisville
 University of Maryland-College Park
 University of Memphis
 University of Michigan-Ann Arbor
 University of Mississippi
 University of Missouri-Columbia
 University of Missouri-St Louis
 University of Nebraska at Omaha
 University of Nebraska Medical Center
 University of Nebraska-Lincoln
 University of Nevada-Las Vegas
 University of New Mexico-Main Campus
 University of Pennsylvania
 University of Pikeville
 University of South Carolina Aiken

University of South Carolina-Columbia
 University of South Carolina-Upstate
 University of South Florida
 University of Southern Mississippi
 University of the West
 University of Toledo
 University of Valley Forge
 University of Washington-Bothell Campus
 University of Wisconsin-Green Bay
 University of Wisconsin-Madison
 Virginia Commonwealth University
 Wayne State College
 Wayne State University
 West Virginia State University
 West Virginia University
 West Virginia University - Potomac State College
 Western Colorado University
 Western Michigan University
 William & Mary
 William Penn University
 York College

GenSpark fills technology talent gaps by bridging underrepresented pools of talent to corporations in need of key skills. With a 98% success rate & 100+ technologies trained, we're building bridges & recasting the workforce for the 21st century.

Job Seekers: Looking for a career in tech? Need help getting there? GenSpark equips you with the training and experience you need! During the first few weeks of joining GenSpark, you will complete intensive technical training to take your skills to the next level. After your paid training is complete, we hire you and find you work with a company partner so that you can begin your dream job. We also provide ongoing support and training to ensure your success.



GenSpark is hiring people like you for entry-level IT careers.



Company Partners: Transform & scale your workforce with GenSpark's customized approach to create custom-trained, life-long learners for your unique tech hiring needs. We work to bridge the IT skills gap for early careers, and more importantly, we are closing the opportunity gap by helping our customers access deserving talent from underrepresented communities that are often overlooked. GenSparkers are productive in week one! And, and we continue to mentor and upskill to ensure a solid foundation as they launch their careers.



650+

GenSparkers were trained in 2022

76%

of GenSparkers are from underrepresented groups





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