



## NACE Job Outlook 2024 Spring Update

### Default Question Block

Please enter your Contact ID number. This number was provided to you in the e-mail that contained the link for the survey. (Response to this question is required.)

Contact ID:

Please enter your Name, E-mail address and Company Name. (Response to this question is required.)

Name:

E-mail address:

Company Name:

Please tell us about your organization:

- For profit - private
- For profit - publicly held
- Nonprofit
- Government agency

In the United States only, how many employees are in the department/business unit for which you recruit: (If you recruit for a number of different departments/business units, add the number of employees in each department/business unit and select the total.)

- 500 or less
- 501 - 1,000
- 1,001 - 2,500
- 2,501 - 5,000
- 5,001 - 10,000
- 10,001 - 20,000
- More than 20,000

How many new college graduates did your organization hire for full-time, entry-level positions in 2022-23?

How many new college graduates does your organization plan to hire for full-time, entry-level positions in 2023-24?

Compared to the initial hiring projections you made in the fall for the Class of 2024, my organization plans to (please select one):

- INCREASE the number of entry-level college hires.
- MAINTAIN the number of entry-level college hires.
- DECREASE the number of entry-level college hires.

In what type of work environment (fully remote, fully in-person, or hybrid, e.g. partially in-person and partially remote) are your **overall** job positions currently performed?

% Fully Remote:

% Hybrid:

% Fully In-person:

In what type of work environment (fully remote, fully in-person, or hybrid, e.g. partially in-person and partially remote) are your full-time, **entry-level** job positions currently performed?

% Fully Remote:

% Fully Hybrid:

% Fully In-person:

Do you use AI to screen candidate resumes?

- Yes
- No

Other (please explain):

Does your organization (or unit) use the following AI based interviewing software to conduct interviews?

\*Categories were sourced from [Harvard Business Review](#).

	Use	Do not use
<b>Automated Video Interview (AVI):</b> Interviewer/interviewee are neither co-present nor in the same location. The technology facilitates a recording.	<input type="radio"/>	<input type="radio"/>
<b>AVI, AI-assisted:</b> Interviewer/interviewee are neither co-present nor in the same location. Technology can be used to make recommendations based on its interpretation of various features (e.g., facial expressions, gestures, tone of voice, key words). The recommendations are often produced as a report to view.	<input type="radio"/>	<input type="radio"/>

Use

Do not use

**AVI, AI-led:**

Interviewer/interviewee are neither co-present nor in the same location. Technologies are used to make the hiring decision without human revision (i.e., to pass or deny candidate entry to the next phase of the recruitment process).

Do you screen candidates by GPA?

Yes

No

What is the cut-off (the minimum GPA) you use to determine who is eligible to be considered for a position with your organization? (For example, if you indicate your cut-off is a 3.0 GPA this will be interpreted to mean that you will only consider candidates with a GPA of 3.0 or higher.)

GPA Cutoff:

In addition to screening candidates by GPA, which of the following factors do you also consider when hiring new college graduates for full-time, entry-level positions? (Please check all that apply.)

- Academic Major
- School's reputation
- Industry experience
- Has demonstrated proficiency in competencies
- Has completed an internship with your organization
- Has completed an internship within your industry
- Has been involved in extracurricular activities
- Has done volunteer work
- Has held a leadership position

Other (please specify):

Since you do not screen candidates by GPA, which of the following factors do you consider when hiring new college graduates for full-time, entry-level positions? (Please check all that apply.)

- Academic Major
- School's reputation
- Industry experience
- Has demonstrated proficiency in competencies
- Has completed an internship with your organization
- Has completed an internship within your industry
- Has been involved in extracurricular activities
- Has done volunteer work
- Has held a leadership position
- Other (please specify):

Which of the following factors do you consider when hiring new college graduates for full-time, entry-level positions? (Please check all that apply.)

- Academic Major
- School's reputation
- Industry experience
- Has demonstrated proficiency in competencies
- Has completed an internship with your organization
- Has completed an internship within your industry
- Has been involved in extracurricular activities
- Has done volunteer work

Has held a leadership position

Other (please specify):

Have there been discussions and/or policy changes at your organization to remove the college degree as a key requirement for entry-level positions within the last 6 months?

Yes

No

Unsure

Do you anticipate the percent of entry-level positions that require a bachelor's degree to change in the next 2 years?

We anticipate INCREASING the percent of entry-level positions that require a bachelor's degree.

We anticipate DECREASING the percent of entry-level positions that require a bachelor's degree.

We do not anticipate any change in the percent of entry-level positions that require a bachelor's degree.

Other (please explain):

Since you anticipate an increase in the percent of entry-level positions that require a bachelor's degree, what are the reasons guiding these discussions and/or policy changes? (Please select all that apply.)

Changes as a result of Covid

Increased confidence in the college degree

Importance of the college degree as an employment filter

Decreased confidence in non-bachelor's degree credentials

- Increased partnerships with colleges/universities
- Being more selective among applicant pool
- Skill requirements of entry-level jobs have increased (up-skilling)
- Other (please specify):

Since you anticipate a decrease in the percent of entry-level positions that require a bachelor's degree, what are the reasons guiding these discussions and/or policy changes? (Please select all that apply.)

- Talent shortage
- Lack of confidence in the degree
- Focus on skills instead of the degree
- Equity in recruiting/removing barriers/meeting diversity goals
- Changes as a result of Covid
- Increased focus on certifications/non-degree credentials
- Other (please specify):

What are your recruiting expectations for Fall 2024?

- We will be hiring for full-time, entry-level positions only.
- We will be hiring for internship/co-op positions only.
- We will be hiring for BOTH full-time, entry-level positions and internship/co-op positions.
- We are not hiring during the 2023-24 recruiting year.

Has the 2023 Supreme Court ruling overturning affirmative action impacted your Diversity, Equity, and Inclusion (DEI) recruiting priorities for Fall 2024?

	Yes	No	Unsure
Entry-level positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intern positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Over the next year, our organization expects to:

	Increase the investment in DEI recruiting priorities	Maintain the current investment in DEI recruiting priorities	Decrease the investment in DEI recruiting priorities	Our organization does not have DEI recruiting priorities
Entry-level positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intern positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the survey report NACE will provide a list of respondents. Please indicate your preference regarding appearing on the list of respondents.

- Yes, please list my organization as a survey respondent.
- No, please DO NOT list my organization as a survey respondent.

You will be redirected to [www.naceweb.org](http://www.naceweb.org) after you click the RIGHT ARROW to finalize your survey response.

The results of this survey should be available in April.

Thank you for participating in the NACE Job Outlook 2024 Spring Update Survey!

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