

RUNNING OFF TO JOIN THE WORKFORCE?

What Employers are Really Looking for

WHERE HR PROS FIND CANDIDATES

- 45% Job Boards
- 18% Company Website
- 17% Employee Referrals

COLLEGE ISN'T EVERYTHING

- 64% of employers would consider a candidate without a college degree
- 65% said where the candidate went to school doesn't matter
- 73% said college is only somewhat preparing students for the working world

TOP THREE SKILLS HIRING MANAGERS LOOK FOR

- 84% positive attitude
- 83% communication skills
- 74% ability to work as team

IT'S NOT WHAT YOU KNOW, IT'S WHO YOU KNOW...

71% of Employers say they give Employee Referrals high priority

WHAT MATTERS TO HIRING MANAGERS

- 43% Cultural Fit
- 21% Relevant Courses
- 13% Internship Experience
- 2% GPA

MOST WANTED COLLEGE MAJORS

- 27% Engineering & Computer Information Systems majors
- 18% Business majors
- 13% Medicine & Nursing majors
- 2% Liberal Arts majors

THINGS HIRING MANAGERS WANT JOB CANDIDATES TO KNOW

INSIDE INFO FROM HIRING MANAGERS

- 58% say college students should have at least 2 Internships
- 74% don't use social media for background checks

BIGGEST TURNOFFS WHEN INTERVIEWING ENTRY LEVEL CANDIDATES

- 36% of HR Pros reported that candidates are "unprepared"
Do your homework and be ready to impress the interviewer.
- 33% said candidates have a bad attitude when interviewing
Be positive and engaging when meeting with the interviewer.

PASSION VS. TALENT: HOW DIFFERENT GENERATIONS PICK THEIR CAREERS

GEN Y

- 52% Want a Job They're Passionate About
- 21% Want a Job They're Good At



GEN X

- 41% Want a Job They're Passionate About
- 29% Want a Job They're Good At



BABY BOOMERS

- 40% Want a Job They're Passionate About
- 31% Want a Job They're Good At



62% of Millennials believe colleges should be responsible for getting students jobs after graduation.

WHAT THEY LOOK FOR IN A COMPANY

Job candidates, despite their age, all value the same things when selecting a new position

GEN Y

- 31% Salary
- 30% Meaningful work
- 15% Team of people they like working with



GEN X

- 34% Salary
- 28% Meaningful work
- 18% Team of people they like working with



BABY BOOMERS

- 32% Salary
- 27% Meaningful work
- 18% Team of people they like working with

