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INTRODUCTION

Each year, NACE surveys employers regarding their hiring intentions for the graduating class, once in the fall to ascertain their plans and again in the spring to determine how their hiring plans may have changed. NACE’s Job Outlook 2023 Spring Update report provides a formal update of employers’ original hiring intentions for new college graduates contained in the Job Outlook 2023 report that was published in November 2022.

RESEARCH TEAM:
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- **Researcher:** Angelena Galbraith
- **Research Coordinator:** Anna Longenberger
KEY INSIGHTS

• Projections in the Job Outlook 2023 Spring Update show that employers are planning to hire 3.9% more graduates from the Class of 2023 than they did from the Class of 2022. While this hiring projection is positive, it represents a significant decline since fall 2022, when employers originally indicated plans to hire nearly 15% more new college graduates from the Class of 2023.

• In this update, 36% of respondents plan to increase hires, 52.2% plan to maintain hires, and 12.3% plan to decrease college hires. These, too, have shifted noticeably from last fall, when 50.5% planned to increase hires, 43.6% planned to maintain them, and just 5.9% planned to decrease college hires.

• These trends can be explained, in large part, by examining the movement within certain industries:

  • Hiring in the transportation industry is expected to be more than 50% higher than last year, while hiring in chemical/pharmaceutical manufacturing is expected to be up 30%.

  • On the other hand, some industries that planned large increases last spring are cutting back on their college hires. This is especially true for technology companies, which are laying off employees after hiring in large numbers during the pandemic.

  • Respondents in the information industry planned to hire almost 87% more new graduates at this time last year. Currently, they are projecting a decrease in hiring of almost 17%. Also, computer and electronics manufacturers were planning to increase hires by slightly more than 41% last year; that projection now stands at 19.1% for the Class of 2023.

  • Another substantial swing is evident among utilities companies. Last year’s hiring projection was an increase of 11.5%; this year, utilities companies anticipate decreasing hiring by 39%—the largest reported decrease among survey respondents.

• The modality of work for both overall and entry-level positions has shifted from last year at this time, with the percentage of fully remote positions overall dropping from 20% to 13%. For entry-level positions, the percentage of those performed fully remote has also dropped from 18% to just 10%.

  • Fully remote positions may have shifted to hybrid, as this modality has increased for overall (41% to 48%) and entry-level (40% to 48%) positions. Furthermore, the percentages of positions performed fully in person have remained the same (39% overall; 42% entry-level).

  • Due to the inability to perform physical work in a fully remote position, it is no surprise that construction firms report the lowest percentages of this modality for both overall (1.3%) and entry-level (0.0%) positions.

  • Respondents in the Rocky Mountain/Far West region are most likely to perform positions in a fully remote manner, as they reported the highest percentage of positions for both overall (25.4%) and entry-level (20%) positions.
• The percentage of respondents that screen candidates by GPA continues to decline. Just 39% of respondents—an all-time low—report plans to use GPA as an initial criteria for selecting candidates from the Class of 2023.

• For the first time, NACE asked employers what factors, beyond or in place of GPA, they use to screen candidates. Regardless of whether companies used GPA or not as a screening tool, academic major was a key filter. Among companies that use GPA to screen candidates, nearly all (98%) indicated the student’s academic major is a factor. Academic major was also the most-used criterion (93%) for companies that do not screen by GPA.

• Experience is also a significant screening factor. A student’s participation in internships was the second most important factor for both companies that do and do not screen by GPA.

• Whether respondents screen candidates by GPA or not, they consider a candidates’ proficiency in the career readiness competencies. For example, more than three-quarters of respondents that do not consider GPA as a factor take into account a student’s proficiency in the competencies.

• In contrast, respondents deem a school’s reputation less important when screening candidates. Less than one-quarter of respondents that do not screen by GPA and slightly more than 40% of respondents that do screen by GPA report using school reputation as a filter.

• Taken together, these findings highlight that while major is a significant factor, experience in the industry, participating in an internship, and demonstrating proficiency in competencies are not only critical screening filters, they can help level the playing field. Increasingly, employers are looking for students who possess and demonstrate experiences and competencies rather than considering “where” students received their degrees.

• When asked to rank the eight career readiness competencies in terms of importance, 28% of respondents gave critical thinking the top ranking, while nearly 27% ranked communication most important.

• On the lower end of the ranking scale were technical skills; nearly half of respondents ranked this competency the least important.

• While the percentage increase in hiring has been tempered compared to last fall, slightly more than 80% of respondents plan to hire for both full-time and intern/co-op positions in fall 2023. Of the remaining respondents, 18.3% plan to hire either full-time positions or intern/co-op positions only. Just 1% of respondents will not hire in the fall, as they are not hiring in 2022-23.
FIGURE 1: JOB OUTLOOK HIRING PROJECTIONS, 2013 – 2023

FIGURE 2: HIRING PLANS

<table>
<thead>
<tr>
<th>JOB OUTLOOK</th>
<th>PERCENT INCREASING HIRES</th>
<th>PERCENT MAINTAINING HIRES</th>
<th>PERCENT DECREASING HIRES</th>
<th>TOTAL NUMBER OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>SPRING UPDATE 2023</td>
<td>35.5%</td>
<td>52.2%</td>
<td>12.3%</td>
<td>211</td>
</tr>
<tr>
<td>JOB OUTLOOK 2023 (FALL 2022)</td>
<td>50.5%</td>
<td>43.6%</td>
<td>5.9%</td>
<td>204</td>
</tr>
<tr>
<td>SPRING UPDATE 2022</td>
<td>55.8%</td>
<td>40.5%</td>
<td>3.7%</td>
<td>190</td>
</tr>
<tr>
<td>JOB OUTLOOK 2022 (FALL 2021)</td>
<td>59.9%</td>
<td>36.6%</td>
<td>3.5%</td>
<td>142</td>
</tr>
<tr>
<td>SPRING UPDATE 2021</td>
<td>29.0%</td>
<td>63.0%</td>
<td>8.0%</td>
<td>200</td>
</tr>
<tr>
<td>JOB OUTLOOK 2021 (FALL 2020)</td>
<td>16.5%</td>
<td>52.5%</td>
<td>31.0%</td>
<td>227</td>
</tr>
<tr>
<td>SPRING UPDATE 2020</td>
<td>35.0%</td>
<td>54.8%</td>
<td>10.2%</td>
<td>196</td>
</tr>
<tr>
<td>JOB OUTLOOK 2020 (FALL 2019)</td>
<td>45.5%</td>
<td>48.2%</td>
<td>6.3%</td>
<td>150</td>
</tr>
<tr>
<td>SPRING UPDATE 2019</td>
<td>40.1%</td>
<td>52.6%</td>
<td>7.2%</td>
<td>152</td>
</tr>
<tr>
<td>JOB OUTLOOK 2019 (FALL 2018)</td>
<td>38.6%</td>
<td>57.4%</td>
<td>4.0%</td>
<td>172</td>
</tr>
<tr>
<td>SPRING UPDATE 2018</td>
<td>42.6%</td>
<td>50.7%</td>
<td>6.8%</td>
<td>148</td>
</tr>
<tr>
<td>JOB OUTLOOK 2018 (FALL 2017)</td>
<td>43.7%</td>
<td>46.7%</td>
<td>9.6%</td>
<td>135</td>
</tr>
<tr>
<td>SPRING UPDATE 2017</td>
<td>37.3%</td>
<td>54.0%</td>
<td>8.7%</td>
<td>150</td>
</tr>
</tbody>
</table>
### FIGURE 3: TOTAL CHANGE IN HIRING, BY INDUSTRY

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th># OF 2022 ACTUAL HIRES</th>
<th># OF 2023 PROJECTED HIRES</th>
<th>PERCENT CHANGE</th>
<th>NUMBER OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRANSPORTATION</td>
<td>262</td>
<td>405</td>
<td>54.6%</td>
<td>7</td>
</tr>
<tr>
<td>CHEMICAL (PHARMACEUTICAL) MFG.</td>
<td>1,855</td>
<td>2,420</td>
<td>30.5%</td>
<td>10</td>
</tr>
<tr>
<td>ENGINEERING SERVICES</td>
<td>825</td>
<td>1,062</td>
<td>28.7%</td>
<td>10</td>
</tr>
<tr>
<td>COMPUTER &amp; ELECTRONICS MFG.</td>
<td>4,390</td>
<td>5,227</td>
<td>19.1%</td>
<td>17</td>
</tr>
<tr>
<td>FINANCE, INSURANCE, &amp; REAL ESTATE</td>
<td>4,380</td>
<td>5,113</td>
<td>16.7%</td>
<td>24</td>
</tr>
<tr>
<td>CONSTRUCTION</td>
<td>837</td>
<td>916</td>
<td>9.4%</td>
<td>6</td>
</tr>
<tr>
<td>MANAGEMENT CONSULTING</td>
<td>790</td>
<td>861</td>
<td>9.0%</td>
<td>5</td>
</tr>
<tr>
<td>FOOD &amp; BEVERAGE MFG.</td>
<td>249</td>
<td>270</td>
<td>8.4%</td>
<td>7</td>
</tr>
<tr>
<td>MOTOR VEHICLE MFG.</td>
<td>1,414</td>
<td>1,470</td>
<td>4.0%</td>
<td>9</td>
</tr>
<tr>
<td>ACCOUNTING SERVICES</td>
<td>6,306</td>
<td>6,376</td>
<td>1.1%</td>
<td>9</td>
</tr>
<tr>
<td>RETAIL TRADE</td>
<td>9,497</td>
<td>9,140</td>
<td>-3.8%</td>
<td>5</td>
</tr>
<tr>
<td>MIS. MFG.</td>
<td>1,398</td>
<td>1,334</td>
<td>-4.6%</td>
<td>22</td>
</tr>
<tr>
<td>MIS. PROF. SERVICES</td>
<td>574</td>
<td>479</td>
<td>-16.6%</td>
<td>11</td>
</tr>
<tr>
<td>INFORMATION</td>
<td>1,187</td>
<td>986</td>
<td>-16.9%</td>
<td>11</td>
</tr>
<tr>
<td>MIS. SUPPORT SERVICES</td>
<td>2,450</td>
<td>1,543</td>
<td>-37.0%</td>
<td>6</td>
</tr>
<tr>
<td>UTILITIES</td>
<td>172</td>
<td>105</td>
<td>-39.0%</td>
<td>5</td>
</tr>
</tbody>
</table>

### FIGURE 4: HIRING PLANS, BY INDUSTRY

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>% INCREASING HIRES</th>
<th>% MAINTAINING HIRES</th>
<th>% DECREASING HIRES</th>
<th>NUMBER OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRANSPORTATION</td>
<td>85.7%</td>
<td>14.3%</td>
<td>0.0%</td>
<td>7</td>
</tr>
<tr>
<td>ENGINEERING SERVICES</td>
<td>77.8%</td>
<td>22.2%</td>
<td>0.0%</td>
<td>9</td>
</tr>
<tr>
<td>WHOLESALE TRADE</td>
<td>71.4%</td>
<td>14.3%</td>
<td>14.3%</td>
<td>7</td>
</tr>
<tr>
<td>CONSTRUCTION</td>
<td>50.0%</td>
<td>50.0%</td>
<td>0.0%</td>
<td>6</td>
</tr>
<tr>
<td>FINANCE, INSURANCE, &amp; REAL ESTATE</td>
<td>46.2%</td>
<td>46.2%</td>
<td>7.7%</td>
<td>26</td>
</tr>
<tr>
<td>RETAIL TRADE</td>
<td>42.9%</td>
<td>42.9%</td>
<td>14.3%</td>
<td>7</td>
</tr>
<tr>
<td>MANAGEMENT CONSULTING</td>
<td>42.9%</td>
<td>28.6%</td>
<td>28.6%</td>
<td>7</td>
</tr>
<tr>
<td>UTILITIES</td>
<td>40.0%</td>
<td>60.0%</td>
<td>0.0%</td>
<td>5</td>
</tr>
<tr>
<td>SOCIAL SERVICES</td>
<td>37.5%</td>
<td>62.5%</td>
<td>0.0%</td>
<td>8</td>
</tr>
<tr>
<td>INFORMATION</td>
<td>27.3%</td>
<td>54.5%</td>
<td>18.2%</td>
<td>11</td>
</tr>
<tr>
<td>FOOD &amp; BEVERAGE MFG.</td>
<td>25.0%</td>
<td>75.0%</td>
<td>0.0%</td>
<td>8</td>
</tr>
<tr>
<td>MIS. PROF. SERVICES</td>
<td>25.0%</td>
<td>66.7%</td>
<td>8.3%</td>
<td>12</td>
</tr>
<tr>
<td>COMPUTER &amp; ELECTRONICS MFG.</td>
<td>23.8%</td>
<td>47.6%</td>
<td>28.6%</td>
<td>21</td>
</tr>
<tr>
<td>MIS. MFG.</td>
<td>23.3%</td>
<td>70.0%</td>
<td>6.7%</td>
<td>30</td>
</tr>
<tr>
<td>ACCOUNTING SERVICES</td>
<td>22.2%</td>
<td>66.7%</td>
<td>11.1%</td>
<td>9</td>
</tr>
<tr>
<td>CHEMICAL (PHARMACEUTICAL) MFG.</td>
<td>20.0%</td>
<td>70.0%</td>
<td>10.0%</td>
<td>10</td>
</tr>
<tr>
<td>MOTOR VEHICLE MFG.</td>
<td>20.0%</td>
<td>50.0%</td>
<td>30.0%</td>
<td>10</td>
</tr>
<tr>
<td>MIS. SUPPORT SERVICES</td>
<td>20.0%</td>
<td>50.0%</td>
<td>30.0%</td>
<td>10</td>
</tr>
</tbody>
</table>
FIGURE 5: MODALITY OF WORK, OVERALL AND ENTRY-LEVEL POSITIONS

<table>
<thead>
<tr>
<th>MODALITY OF JOB POSITIONS (JOB OUTLOOK 2023 SPRING UPDATE)</th>
<th>OVERALL</th>
<th>ENTRY-LEVEL</th>
</tr>
</thead>
<tbody>
<tr>
<td>AVERAGE % FULLY REMOTE</td>
<td>13%</td>
<td>10%</td>
</tr>
<tr>
<td>AVERAGE % FULLY HYBRID</td>
<td>48%</td>
<td>48%</td>
</tr>
<tr>
<td>AVERAGE % FULLY IN PERSON</td>
<td>39%</td>
<td>42%</td>
</tr>
<tr>
<td>MODALITY OF JOB POSITIONS (JOB OUTLOOK 2023)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AVERAGE % FULLY REMOTE</td>
<td>15%</td>
<td>12%</td>
</tr>
<tr>
<td>AVERAGE % FULLY HYBRID</td>
<td>49%</td>
<td>50%</td>
</tr>
<tr>
<td>AVERAGE % FULLY IN PERSON</td>
<td>36%</td>
<td>38%</td>
</tr>
</tbody>
</table>

FIGURE 6: MODALITY OF WORK – OVERALL POSITIONS, BY INDUSTRY

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>AVERAGE % FULLY REMOTE</th>
<th>AVERAGE % FULLY HYBRID</th>
<th>AVERAGE % FULLY IN PERSON</th>
<th>NUMBER OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>UTILITIES</td>
<td>9.0%</td>
<td>33.0%</td>
<td>58.0%</td>
<td>5</td>
</tr>
<tr>
<td>CONSTRUCTION</td>
<td>1.3%</td>
<td>13.2%</td>
<td>85.5%</td>
<td>6</td>
</tr>
<tr>
<td>FOOD &amp; BEVERAGE MFG.</td>
<td>6.3%</td>
<td>44.4%</td>
<td>49.4%</td>
<td>8</td>
</tr>
<tr>
<td>CHEMICAL (PHARMACEUTICAL) MFG.</td>
<td>5.1%</td>
<td>47.4%</td>
<td>47.5%</td>
<td>10</td>
</tr>
<tr>
<td>COMPUTER &amp; ELECTRONICS MFG.</td>
<td>10.0%</td>
<td>43.8%</td>
<td>46.2%</td>
<td>21</td>
</tr>
<tr>
<td>MOTOR VEHICLE MFG.</td>
<td>3.5%</td>
<td>38.3%</td>
<td>58.3%</td>
<td>8</td>
</tr>
<tr>
<td>MISC. MFG.</td>
<td>10.3%</td>
<td>41.5%</td>
<td>48.1%</td>
<td>27</td>
</tr>
<tr>
<td>WHOLESALE TRADE</td>
<td>6.7%</td>
<td>30.0%</td>
<td>63.3%</td>
<td>6</td>
</tr>
<tr>
<td>RETAIL TRADE</td>
<td>6.4%</td>
<td>40.0%</td>
<td>53.6%</td>
<td>7</td>
</tr>
<tr>
<td>TRANSPORTATION</td>
<td>3.0%</td>
<td>59.9%</td>
<td>37.1%</td>
<td>7</td>
</tr>
<tr>
<td>INFORMATION</td>
<td>29.0%</td>
<td>51.0%</td>
<td>20.0%</td>
<td>10</td>
</tr>
<tr>
<td>FINANCE, INSURANCE, &amp; REAL ESTATE</td>
<td>19.0%</td>
<td>53.0%</td>
<td>28.1%</td>
<td>21</td>
</tr>
<tr>
<td>ACCOUNTING SERVICES</td>
<td>21.0%</td>
<td>73.9%</td>
<td>5.1%</td>
<td>9</td>
</tr>
<tr>
<td>ENGINEERING SERVICES</td>
<td>14.4%</td>
<td>63.8%</td>
<td>21.9%</td>
<td>8</td>
</tr>
<tr>
<td>MANAGEMENT CONSULTING</td>
<td>6.7%</td>
<td>73.3%</td>
<td>20.0%</td>
<td>6</td>
</tr>
<tr>
<td>MISC. PROF. SERVICES</td>
<td>15.5%</td>
<td>62.7%</td>
<td>21.7%</td>
<td>11</td>
</tr>
<tr>
<td>SOCIAL SERVICES</td>
<td>25.9%</td>
<td>38.4%</td>
<td>35.7%</td>
<td>7</td>
</tr>
<tr>
<td>MISC. SUPPORT SERVICES</td>
<td>27.4%</td>
<td>53.1%</td>
<td>19.5%</td>
<td>10</td>
</tr>
<tr>
<td>OVERALL</td>
<td>13.0%</td>
<td>48.0%</td>
<td>39.0%</td>
<td>194*</td>
</tr>
</tbody>
</table>

*Only Industries with five or more respondents are reported here, so the total does not include all industries.
### FIGURE 7: MODALITY OF WORK – ENTRY-LEVEL POSITIONS, BY INDUSTRY

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>AVERAGE % FULLY REMOTE</th>
<th>AVERAGE % FULLY HYBRID</th>
<th>AVERAGE % FULLY IN PERSON</th>
<th>NUMBER OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>UTILITIES</td>
<td>9.0%</td>
<td>31.0%</td>
<td>60.0%</td>
<td>5</td>
</tr>
<tr>
<td>CONSTRUCTION</td>
<td>0.0%</td>
<td>12.0%</td>
<td>88.0%</td>
<td>5</td>
</tr>
<tr>
<td>FOOD &amp; BEVERAGE MFG.</td>
<td>5.0%</td>
<td>40.0%</td>
<td>55.0%</td>
<td>8</td>
</tr>
<tr>
<td>CHEMICAL (PHARMACEUTICAL) MFG.</td>
<td>0.1%</td>
<td>38.4%</td>
<td>61.5%</td>
<td>10</td>
</tr>
<tr>
<td>COMPUTER &amp; ELECTRONICS MFG.</td>
<td>6.4%</td>
<td>44.5%</td>
<td>49.0%</td>
<td>21</td>
</tr>
<tr>
<td>MOTOR VEHICLE MFG.</td>
<td>3.0%</td>
<td>47.2%</td>
<td>49.8%</td>
<td>9</td>
</tr>
<tr>
<td>MISC. MFG.</td>
<td>4.8%</td>
<td>44.9%</td>
<td>50.4%</td>
<td>28</td>
</tr>
<tr>
<td>WHOLESALE TRADE</td>
<td>0.8%</td>
<td>15.8%</td>
<td>83.3%</td>
<td>6</td>
</tr>
<tr>
<td>RETAIL TRADE</td>
<td>5.0%</td>
<td>25.8%</td>
<td>69.2%</td>
<td>6</td>
</tr>
<tr>
<td>TRANSPORTATION</td>
<td>1.4%</td>
<td>56.4%</td>
<td>42.1%</td>
<td>7</td>
</tr>
<tr>
<td>INFORMATION</td>
<td>27.7%</td>
<td>55.5%</td>
<td>16.8%</td>
<td>11</td>
</tr>
<tr>
<td>FINANCE, INSURANCE, &amp; REAL ESTATE</td>
<td>17.5%</td>
<td>55.2%</td>
<td>27.3%</td>
<td>23</td>
</tr>
<tr>
<td>ACCOUNTING SERVICES</td>
<td>12.8%</td>
<td>79.3%</td>
<td>7.9%</td>
<td>9</td>
</tr>
<tr>
<td>ENGINEERING SERVICES</td>
<td>15.0%</td>
<td>48.9%</td>
<td>36.1%</td>
<td>9</td>
</tr>
<tr>
<td>MANAGEMENT CONSULTING</td>
<td>3.0%</td>
<td>97.0%</td>
<td>0.0%</td>
<td>5</td>
</tr>
<tr>
<td>MISC. PROF. SERVICES</td>
<td>12.8%</td>
<td>63.1%</td>
<td>24.1%</td>
<td>11</td>
</tr>
<tr>
<td>SOCIAL SERVICES</td>
<td>22.5%</td>
<td>33.8%</td>
<td>43.8%</td>
<td>8</td>
</tr>
<tr>
<td>MISC. SUPPORT SERVICES</td>
<td>28.0%</td>
<td>51.9%</td>
<td>20.1%</td>
<td>10</td>
</tr>
<tr>
<td>OVERALL</td>
<td>10.0%</td>
<td>48.0%</td>
<td>42.0%</td>
<td>198*</td>
</tr>
</tbody>
</table>

*Only Industries with five or more respondents are reported here, so the total does not include all industries.

### FIGURE 8: MODALITY OF WORK – OVERALL POSITIONS, BY REGION

<table>
<thead>
<tr>
<th>REGION</th>
<th>AVERAGE % FULLY REMOTE</th>
<th>AVERAGE % FULLY HYBRID</th>
<th>AVERAGE % FULLY IN PERSON</th>
<th>NUMBER OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>NEW ENGLAND</td>
<td>20.7%</td>
<td>46.4%</td>
<td>32.9%</td>
<td>12</td>
</tr>
<tr>
<td>MIDEAST</td>
<td>9.3%</td>
<td>49.0%</td>
<td>41.7%</td>
<td>29</td>
</tr>
<tr>
<td>GREAT LAKES</td>
<td>9.1%</td>
<td>54.6%</td>
<td>36.4%</td>
<td>61</td>
</tr>
<tr>
<td>PLAINS</td>
<td>13.5%</td>
<td>49.9%</td>
<td>36.6%</td>
<td>19</td>
</tr>
<tr>
<td>SOUTHEAST</td>
<td>11.8%</td>
<td>43.9%</td>
<td>44.3%</td>
<td>23</td>
</tr>
<tr>
<td>SOUTHWEST</td>
<td>7.5%</td>
<td>40.9%</td>
<td>51.6%</td>
<td>22</td>
</tr>
<tr>
<td>ROCKY MOUNTAIN/FAR WEST</td>
<td>25.4%</td>
<td>43.5%</td>
<td>31.0%</td>
<td>28</td>
</tr>
<tr>
<td>OVERALL</td>
<td>13.0%</td>
<td>48.0%</td>
<td>39.0%</td>
<td>194</td>
</tr>
</tbody>
</table>
FIGURE 9: MODALITY OF WORK – ENTRY-LEVEL POSITIONS, BY REGION

<table>
<thead>
<tr>
<th>REGION</th>
<th>AVERAGE % FULLY REMOTE</th>
<th>AVERAGE % FULLY HYBRID</th>
<th>AVERAGE % FULLY IN PERSON</th>
<th>NUMBER OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>NEW ENGLAND</td>
<td>19.0%</td>
<td>52.9%</td>
<td>28.1%</td>
<td>12</td>
</tr>
<tr>
<td>MIDEAST</td>
<td>7.0%</td>
<td>51.9%</td>
<td>41.2%</td>
<td>28</td>
</tr>
<tr>
<td>GREAT LAKES</td>
<td>6.4%</td>
<td>50.7%</td>
<td>42.9%</td>
<td>61</td>
</tr>
<tr>
<td>PLAINS</td>
<td>11.7%</td>
<td>48.3%</td>
<td>40.0%</td>
<td>19</td>
</tr>
<tr>
<td>SOUTHEAST</td>
<td>9.7%</td>
<td>42.5%</td>
<td>47.9%</td>
<td>26</td>
</tr>
<tr>
<td>SOUTHWEST</td>
<td>5.7%</td>
<td>43.9%</td>
<td>50.5%</td>
<td>22</td>
</tr>
<tr>
<td>ROCKY MOUNTAIN/FAR WEST</td>
<td>20.0%</td>
<td>44.9%</td>
<td>35.1%</td>
<td>30</td>
</tr>
<tr>
<td>OVERALL</td>
<td>10.0%</td>
<td>48.0%</td>
<td>42.0%</td>
<td>198</td>
</tr>
</tbody>
</table>

FIGURE 10: SCREEN CANDIDATES BY GPA, BY PERCENTAGE OF RESPONDENTS
**FIGURE 11: SCREEN CANDIDATES BY GPA, BY INDUSTRY**

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>% OF RESPONDENTS</th>
<th>GPA CUTOFF (REPORTED MEDIAN)</th>
<th>NUMBER OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>MISC. MFG.</td>
<td>56.7%</td>
<td>3.0</td>
<td>17</td>
</tr>
<tr>
<td>ENGINEERING SERVICES</td>
<td>50.0%</td>
<td>3.0</td>
<td>5</td>
</tr>
<tr>
<td>FOOD &amp; BEVERAGE MFG.</td>
<td>50.0%</td>
<td>3.0</td>
<td>4</td>
</tr>
<tr>
<td>FINANCE, INSURANCE, &amp; REAL ESTATE</td>
<td>46.2%</td>
<td>3.0</td>
<td>12</td>
</tr>
<tr>
<td>ACCOUNTING SERVICES</td>
<td>44.4%</td>
<td>3.0</td>
<td>4</td>
</tr>
<tr>
<td>WHOLESALE TRADE</td>
<td>42.9%</td>
<td>3.0</td>
<td>3</td>
</tr>
<tr>
<td>TRANSPORTATION</td>
<td>42.9%</td>
<td>2.8</td>
<td>3</td>
</tr>
<tr>
<td>MANAGEMENT CONSULTING</td>
<td>42.9%</td>
<td>3.0</td>
<td>3</td>
</tr>
<tr>
<td>CHEMICAL (PHARMACEUTICAL) MFG.</td>
<td>40.0%</td>
<td>3.0</td>
<td>4</td>
</tr>
<tr>
<td>MOTOR VEHICLE MFG.</td>
<td>40.0%</td>
<td>2.8</td>
<td>4</td>
</tr>
<tr>
<td>UTILITIES</td>
<td>40.0%</td>
<td>3.0</td>
<td>2</td>
</tr>
<tr>
<td>SOCIAL SERVICES</td>
<td>37.5%</td>
<td>2.8</td>
<td>3</td>
</tr>
<tr>
<td>COMPUTER &amp; ELECTRONICS MFG.</td>
<td>28.6%</td>
<td>3.0</td>
<td>6</td>
</tr>
<tr>
<td>CONSTRUCTION</td>
<td>28.6%</td>
<td>2.6</td>
<td>2</td>
</tr>
<tr>
<td>INFORMATION</td>
<td>27.3%</td>
<td>3.0</td>
<td>3</td>
</tr>
<tr>
<td>MISC. PROF. SERVICES</td>
<td>25.0%</td>
<td>3.0</td>
<td>3</td>
</tr>
<tr>
<td>RETAIL TRADE</td>
<td>14.3%</td>
<td>3.0</td>
<td>1</td>
</tr>
<tr>
<td>MISC. SUPPORT SERVICES</td>
<td>10.0%</td>
<td>3.0</td>
<td>1</td>
</tr>
</tbody>
</table>

**FIGURE 12: ADDITIONAL FACTORS CONSIDERED BY RESPONDENTS WHO SCREEN BY GPA**

<table>
<thead>
<tr>
<th>FACTOR</th>
<th>NUMBER OF RESPONDENTS</th>
<th>PERCENT OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACADEMIC MAJOR</td>
<td>79</td>
<td>97.5%</td>
</tr>
<tr>
<td>HAS COMPLETED AN INTERNSHIP WITHIN YOUR INDUSTRY</td>
<td>66</td>
<td>81.5%</td>
</tr>
<tr>
<td>HAS DEMONSTRATED PROFICIENCY IN COMPETENCIES</td>
<td>57</td>
<td>70.4%</td>
</tr>
<tr>
<td>HAS BEEN INVOLVED IN EXTRACURRICULAR ACTIVITIES</td>
<td>57</td>
<td>70.4%</td>
</tr>
<tr>
<td>INDUSTRY EXPERIENCE</td>
<td>56</td>
<td>69.1%</td>
</tr>
<tr>
<td>HAS COMPLETED AN INTERNSHIP WITH YOUR ORGANIZATION</td>
<td>56</td>
<td>69.1%</td>
</tr>
<tr>
<td>HAS HELD A LEADERSHIP POSITION</td>
<td>51</td>
<td>63.0%</td>
</tr>
<tr>
<td>SCHOOL’S REPUTATION</td>
<td>34</td>
<td>42.0%</td>
</tr>
<tr>
<td>HAS DONE VOLUNTEER WORK</td>
<td>34</td>
<td>42.0%</td>
</tr>
</tbody>
</table>

*Percentages total more than 100%, as respondents selected more than one factor.
FIGURE 13: ADDITIONAL FACTORS CONSIDERED BY RESPONDENTS WHO DO NOT SCREEN BY GPA*

<table>
<thead>
<tr>
<th>FACTOR</th>
<th>NUMBER OF RESPONDENTS</th>
<th>PERCENT OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>ACADEMIC MAJOR</td>
<td>120</td>
<td>93.0%</td>
</tr>
<tr>
<td>HAS COMPLETED AN INTERNSHIP WITHIN YOUR INDUSTRY</td>
<td>102</td>
<td>79.1%</td>
</tr>
<tr>
<td>INDUSTRY EXPERIENCE</td>
<td>101</td>
<td>78.3%</td>
</tr>
<tr>
<td>HAS DEMONSTRATED PROFICIENCY IN COMPETENCIES</td>
<td>99</td>
<td>76.7%</td>
</tr>
<tr>
<td>HAS COMPLETED AN INTERNSHIP WITH YOUR ORGANIZATION</td>
<td>84</td>
<td>65.1%</td>
</tr>
<tr>
<td>HAS BEEN INVOLVED IN EXTRACURRICULAR ACTIVITIES</td>
<td>77</td>
<td>59.7%</td>
</tr>
<tr>
<td>HAS HELD A LEADERSHIP POSITION</td>
<td>66</td>
<td>51.2%</td>
</tr>
<tr>
<td>HAS DONE VOLUNTEER WORK</td>
<td>40</td>
<td>31.0%</td>
</tr>
<tr>
<td>SCHOOL’S REPUTATION</td>
<td>31</td>
<td>24.0%</td>
</tr>
</tbody>
</table>

*Percentages total more than 100%, respondents selected more than one factor.

FIGURE 14: EMPLOYERS RANK THE CAREER READINESS COMPETENCIES IN TERMS OF IMPORTANCE

[Bar chart showing the importance of different competencies such as Critical Thinking, Communication, Career/Self Development, Teamwork, Professionalism, Equity & Inclusion, Leadership, and Technical Skills.]
**FIGURE 15: HIRING EXPECTATIONS FOR FALL 2023**

<table>
<thead>
<tr>
<th></th>
<th>NUMBER OF 2023 RESPONDENTS</th>
<th>PERCENT OF 2023 RESPONDENTS</th>
<th>NUMBER OF 2022 RESPONDENTS</th>
<th>PERCENT OF 2022 RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>FULL-TIME ONLY</td>
<td>17</td>
<td>8.2%</td>
<td>7</td>
<td>3.7%</td>
</tr>
<tr>
<td>INTERN/CO-OP ONLY</td>
<td>21</td>
<td>10.1%</td>
<td>13</td>
<td>6.8%</td>
</tr>
<tr>
<td>BOTH FULL-TIME AND INTERN/CO-OP</td>
<td>168</td>
<td>80.8%</td>
<td>171</td>
<td>89.5%</td>
</tr>
<tr>
<td>NOT ON-CAMPUS – NOT HIRING IN 2022-23</td>
<td>2</td>
<td>1.0%</td>
<td>0</td>
<td>0.0%</td>
</tr>
</tbody>
</table>
ABOUT THE SURVEY

The Job Outlook 2023 Spring Update survey was conducted from February 6 – March 13, 2023. Of the 216 total respondents, 171 were NACE employer members, representing 19.2% of eligible member respondents. The Job Outlook 2023 Spring Update survey was also distributed to nonmember companies; this group provided an additional 45 responses. The survey updates hiring projections for the Class of 2023; those projections were collected from NACE employer members from August 3 – September 16, 2022, and were reported in Job Outlook 2023, which was published in October 2022.

By region, 6.9% of respondents are from New England, 14.8% are from the Mideast, 30.6% are from the Great Lakes, 10.2% are from the Plains, 13.0% are from the Southeast, 10.2% are from the Southwest, and 14.4% are from the Rocky Mountain/Far West. For additional information about the respondents, see the appendix.

Data are calculated based on the number of respondents to each specific question. Totals may not equal 100% due to rounding.

FIGURE 16: RESPONDENTS BY TYPE OF ORGANIZATION

<table>
<thead>
<tr>
<th>ORGANIZATION TYPE</th>
<th>PERCENT OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>FOR PROFIT, PUBLICLY HELD</td>
<td>52.1%</td>
</tr>
<tr>
<td>FOR PROFIT, PRIVATE</td>
<td>39.3%</td>
</tr>
<tr>
<td>NONPROFIT</td>
<td>6.6%</td>
</tr>
<tr>
<td>GOVERNMENT AGENCY</td>
<td>1.9%</td>
</tr>
</tbody>
</table>

FIGURE 17: RESPONDENTS BY SIZE OF COMPANY

- 500 OR LESS EMPLOYEES: 11.7%
- 501 - 1,000 EMPLOYEES: 17.3%
- 1,001 - 2,500 EMPLOYEES: 16.8%
- 2,501 - 5,000 EMPLOYEES: 17.8%
- 5,001 - 10,000 EMPLOYEES: 14.5%
- 10,001 - 20,000 EMPLOYEES: 13.5%
- MORE THAN 20,000 EMPLOYEES: 8.4%
## FIGURE 18: RESPONDENTS BY INDUSTRY

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>NUMBER OF RESPONDENTS</th>
<th>PERCENT OF RESPONDENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>OIL &amp; GAS EXTRACTION</td>
<td>2</td>
<td>0.9%</td>
</tr>
<tr>
<td>UTILITIES</td>
<td>5</td>
<td>2.3%</td>
</tr>
<tr>
<td>CONSTRUCTION</td>
<td>7</td>
<td>3.2%</td>
</tr>
<tr>
<td>FOOD &amp; BEVERAGE MANUFACTURING</td>
<td>8</td>
<td>3.7%</td>
</tr>
<tr>
<td>CHEMICAL (PHARMACEUTICAL) MANUFACTURING</td>
<td>10</td>
<td>4.6%</td>
</tr>
<tr>
<td>COMPUTER &amp; ELECTRONICS MANUFACTURING</td>
<td>21</td>
<td>9.7%</td>
</tr>
<tr>
<td>MOTOR VEHICLE MANUFACTURING</td>
<td>10</td>
<td>4.6%</td>
</tr>
<tr>
<td>MISC. MANUFACTURING</td>
<td>30</td>
<td>13.9%</td>
</tr>
<tr>
<td>WHOLESALE TRADE</td>
<td>8</td>
<td>3.7%</td>
</tr>
<tr>
<td>RETAIL TRADE</td>
<td>7</td>
<td>3.2%</td>
</tr>
<tr>
<td>TRANSPORTATION</td>
<td>8</td>
<td>3.7%</td>
</tr>
<tr>
<td>MESSAGING &amp; WAREHOUSE</td>
<td>2</td>
<td>0.9%</td>
</tr>
<tr>
<td>INFORMATION</td>
<td>11</td>
<td>5.1%</td>
</tr>
<tr>
<td>FINANCE, INSURANCE, &amp; REAL ESTATE</td>
<td>26</td>
<td>12.0%</td>
</tr>
<tr>
<td>ACCOUNTING SERVICES</td>
<td>9</td>
<td>4.2%</td>
</tr>
<tr>
<td>ENGINEERING SERVICES</td>
<td>10</td>
<td>4.6%</td>
</tr>
<tr>
<td>MANAGEMENT CONSULTING</td>
<td>7</td>
<td>3.2%</td>
</tr>
<tr>
<td>MISC. PROF. SERVICES</td>
<td>12</td>
<td>5.6%</td>
</tr>
<tr>
<td>SOCIAL SERVICES</td>
<td>8</td>
<td>3.7%</td>
</tr>
<tr>
<td>RECREATION &amp; HOSPITALITY</td>
<td>3</td>
<td>1.4%</td>
</tr>
<tr>
<td>MISC. SUPPORT SERVICES</td>
<td>10</td>
<td>4.6%</td>
</tr>
<tr>
<td>GOVERNMENT</td>
<td>2</td>
<td>0.9%</td>
</tr>
<tr>
<td>TOTAL</td>
<td>216</td>
<td>100%</td>
</tr>
</tbody>
</table>
The following organizations took part in the NACE Job Outlook 2023 Spring Update survey. (Note: Although 216 organizations responded, the list below includes 134, as 82 organizations preferred not to be listed.)

Abbott Laboratories
AbbVie Inc.
Advanced Cooling Technologies, Inc.
Alliant Energy
American Axle & Manufacturing Holdings, Inc.
Amkor Technology
Apex Tool Group
Armstrong World Industries
Astronautics Corporation of America
ATA Engineering, Inc.
Avery Dennison Corporation
AVEVA
Badger Meter
Baird
Ball Aerospace
BASF Corporation
Berkadia
Black & Veatch Corporation
Bluebeam, Inc.
BP LLC
Carlisle Companies
CDM Smith
Cengage
Central Hudson Gas & Electric Co.
Cheniere Energy
Chevron Corporation
Cipla
CohnReznick
Coterra Energy
Crestron Electronics Inc.
Crowe LLP
Crown Cork & Seal Company USA, Inc.
CRST
Cummins Inc.
CVS Health
Dell Technologies
Dick's Sporting Goods
Dot Foods
E. & J. Gallo Winery
EDF Renewables North America
Edwards Lifesciences
EisnerAmper LLP
ENERCON Services, Inc.
Epic Special Education Staffing
Experian
Farmers Insurance
First Solar
Franklin International
Freese and Nichols
GE Aviation
General Dynamics Electric Boat
Genworth Financial
Gilbane Building Company
Howmet Aerospace
Huhtamaki, Inc.
Huron Consulting Group
Infoverity, Inc.
Ingevity Corporation
Ingredion
Institute for Defense Analyses
JE Dunn Construction
Kellogg Company
Kimberly-Clark Corporation
Koch Industries, Inc.
Kohl's Department Stores
Kroll