



## 2008-2009 Trends in Recruiting Summary

Each year, professionals from the Career Services Office attend the Trends in Recruiting Conference. Data is presented from The Collegiate Employment Research Institute at Michigan State University (<http://www.ceri.msu.edu/>) under the leadership of Dr. Phil Gardner, Director. This handout summarizes the key points for 2008-2009 recruiting trends.

### Skills, Competencies, and Behaviors Most Desired by Employers

*\*Note: The skills listed below are in no particular order*

- Initiative
- Build relationships
- Analyze, interpret, evaluate data
- Continuous learning
- Communication: justification and persuasion
- Plan and manage a project
- Create new knowledge
- Global understanding

### Majors in High Demand

- Civil Engineering
- Environmental Science
- Nursing
- Accounting
- Electrical Engineering
- Marketing
- Logistics/Supply Chain
- Business Administration
- Health Technicians
- Mechanical Engineering
- Computer Science
- Agricultural Business
- Agricultural Sciences
- Mathematics

### Industry Sub-Sectors in High Demand

- Crop Production
- Plastics Manufacturing
- Securities & Financial Investments
- Computer System Design
- Management Consulting
- Marketing Research
- Social Advocacy
- Government Agencies

### Hiring Trends

- Bachelor hiring is expected to decrease 8%
- 49% of respondents have definite plans to hire college grads
- 66% of employers expect to hold starting salaries steady
- Companies increasing hiring are more likely to be fast growth companies: professional, scientific and technical services, and are more likely to be recruiting in the Great Lakes region (WI, IL, MI, IN, OH)
- Company Size: The smallest employers (<54 employees) are the only employers planning to increase hiring. For students to take advantage of opportunities in small business labor markets, they need to access networks that connect with small employers.

### Final Advice

- In the current employment dynamics, students need to be Focused, Directed and Connected
- Students need to be patient and persistent to find success in current market
- Building and maintaining professional networking relationships is critical
- Student should begin their job search EARLY!