Employers’ Perceptions of the Millennial Graduate

Survey: To determine how new graduates are measuring up to employers’ expectations, Career Services sent a survey to all employers who have posted a position in Career SLeUth over the past year. Findings showed that students are not always meeting employers’ needs.

Problem-solving Skills: While 95% of respondents rated problem-solving skills as very important or essential, only 46.77% of new graduates were rated as having above average or superior problem-solving skills.

Communication Skills: The same can be said about communication skills. While 48.92% of employers believed written communication to be very important, 12% of job applicants have unacceptable written communication skills. Professional e-mail communication is also a cause for concern. When asked to rate new entry-level graduates (ages 21-25) on professional e-mail communication skills, employers felt that 21% have below average or unacceptable communication skills.

In addition to skills, we asked a variety of questions regarding the interview process.

Parents’ Involvement: Nearly 25% of the recruiters have had parents intervene on their student’s behalf concerning a workplace issue. Over 17% of the recruiters have had a parent involved in the interviewing process or in salary negotiation.

Changes in Recruitment: Over 30% of employers have changed recruiting methods based on the philosophy and attitudes of the millennial employee. Nearly one-third have added more technology. “We utilize e-mail a lot more for communication with candidates.”

Hiring Process: Because of the technically-savvy student, more than 60% of the recruiters prefer receiving a resume and cover letter through e-mail, rather than the more traditional method of mailing them. In addition to e-mailing the application materials, 20.1% now have online applications on their websites.

Networking is still essential when looking for a job, since 48.74% find entry-level candidates through referrals, 41.18% through company websites, and 27.82% at career fairs.

Recommendations: When asked which approaches they recommend most to job seekers, 20.25% tell students to connect with their career center followed by attending campus career fairs (18.07%), finding a mentor in their targeted career field (17.45%) and attending professional association events (12.77%).

Advice from Employers to Students:
“Act professionally at all times, even if you decide that it is not the right position for you. It’s a small world!”

“Get involved with the career center, do your research before contacting the company, be aggressive.”

“My advice for students in general is for them to go through a co-op or internship. It is priceless in the eyes of an employer.”

For more information about the survey, contact Carol Lunning at 977-3432.
Career SLeUth can be a great way to post any job or internship opportunities that you may receive.

The database gives all students access to on-campus jobs, full and part-time job and internship postings, a feature that alerts students about new opportunities, and information about different careers.

Faculty can access Career SLeUth by going to the Career Services website at careers.slu.edu and connecting to Career SLeUth. The faculty username is faculty, and the password is careerservices.

Please help us expand the opportunities for students by faxing job and internship postings to 977-3486 or forwarding all e-mail postings to careers@slu.edu.

News from NACE: Federal Reserve Board Details Tightening Labor Market

The job market for new college graduates continues to strengthen. Employers expect to hire 16 percent more new college graduates in 2007-08 than they hired in 2006-07, according to NACE’s Job Outlook 2008. This is the fifth consecutive year for double-digit increases in hiring plans.

The majority of respondents expect to increase their hiring, and more than 60 percent of employers characterized the job market for 2008 grads as "very good" or "excellent."

Perhaps most importantly, this assessment of the job market crosses all economic sectors, geographic regions, and types of employers.

Moreover, nearly half of responding employers reported firm plans to recruit on campus in Spring 2008.


Meet Claire Chase!

Claire Chase is the new internship coordinator at Career Services. Starting in November, she has been meeting with professors around campus to discuss her role at Saint Louis University.

Since experiential education is so important to a student’s college career, she is working with students and faculty alike to make sure there are plenty of internship opportunities.

Call her at 977-2829 if you want to establish an internship program in your department or need assistance with your current one.

Check out our CareerCasts, featuring short interviews with area professionals, interns, and alumni! Go to careers.slu.edu and listen from your computer or iPod!

Did you know?

- There have been over 1200 new jobs posted to Career SLeUth since July
- There are over 4600 employers in Career SLeUth
- Staff conducted 198 presentations in FY07
- Last year, 370 employers visited campus to recruit students

Fastest Growing Occupations to 2016 with Bachelor’s Degree:

- Network systems analysts
- Computer software engineers
- Personal financial advisors
- Substance abuse & behavioral disorder counselors
- Financial analysts
- Accountants and auditors
- Business operations specialists
- Elementary school teachers
- Computer systems analysts

Source: US Department of Labor, 2008

According to the U.S. Department of Labor, the U.S. labor force will grow from 151.4 million in 2006 to 164.2 million in 2016.