



53rd Annual College Hiring Outlook

2023-2024



Research conducted and report prepared by:

Phil Gardner, PhD
Consultant

Stuart Mease
Director of NC Operations, ROCS Grad Staffing

Ashley Forsythe, PhD
Associate Director, Graduate Career Services
LeBow College of Business, Drexel University

Murugan Anandarajan, PhD
Professor of Decision Sciences and Senior Associate Dean for Programs
LeBow College of Business, Drexel University



A woman with long braids is shown in profile, speaking and gesturing with her hands. She is wearing a white floral blouse and a dark jacket. The background is a blurred office setting. The entire image is overlaid with a semi-transparent blue filter.

Background Information

College Recruiting 2020–Present

Summer 2020:

Once students adjusted and graduated, the jobs had been filled or deleted.

Fall 2020:

Employers posted jobs, just fewer. Applications rose. Employers had more qualified applicants than in the past.

Winter Break 2020:

Activities declined as we waited to see the impacts of budget resets, vaccines, elections, stimulus.

March-April 2020:

Employers were trying to fill jobs prior to the shut down, but students/job seekers were stunned and didn't apply.

2023:

Resilient labor market offset Fed attempts to cool the economy with rising interest rates; Anticipated recession delayed.

Spring 2022:

Wage inflation continued; Job seekers reset their priorities, hybrid work embraced and is demanded by job seekers.

Fall 2021:

Applications spiked to companies with strong employer brands. Smaller companies struggled to find candidates.

Summer 2021:

Employers/job seekers adjusted to a hybrid in-person/virtual norm to operations post-Covid.

March 2021:

Virtual recruiting and remote starts help fill jobs immediately to meet pent-up demand; Wage escalation.



Current Factors Shaping College Recruiting

A close-up, shallow depth-of-field photograph of a silver pen writing on a document. The pen is positioned in the upper right corner, with its tip touching the paper. The background is a line graph on a document, showing a fluctuating line that peaks and then declines. The number '2,47' is visible on the right side of the graph. The overall color palette is a cool, light blue.

- Inflation reduction strategies continues.
- High demand for talent across all levels, but lower than the peak of 2021.
- Advances in GenAI + the year of corporate efficiency.
- Geopolitical events
 - Ukraine/Israel wars, China's contraction, US politics, natural disasters.

A woman with long braids is shown in profile, speaking and gesturing with her hands. She is wearing a white floral shirt and a dark blazer. The background is a blurred office setting. The entire image is overlaid with a semi-transparent blue filter.

Methodology and Demographics

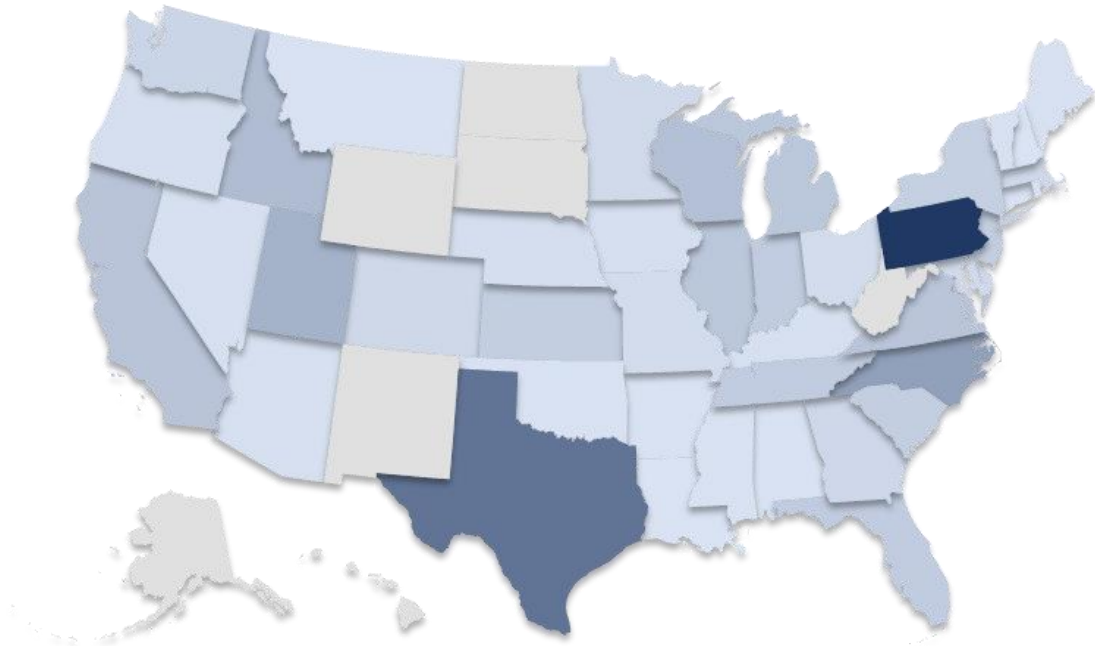
Respondent Characteristics- Geography of the Reporting Company

50 States, D.C. and Puerto Rico
1 222

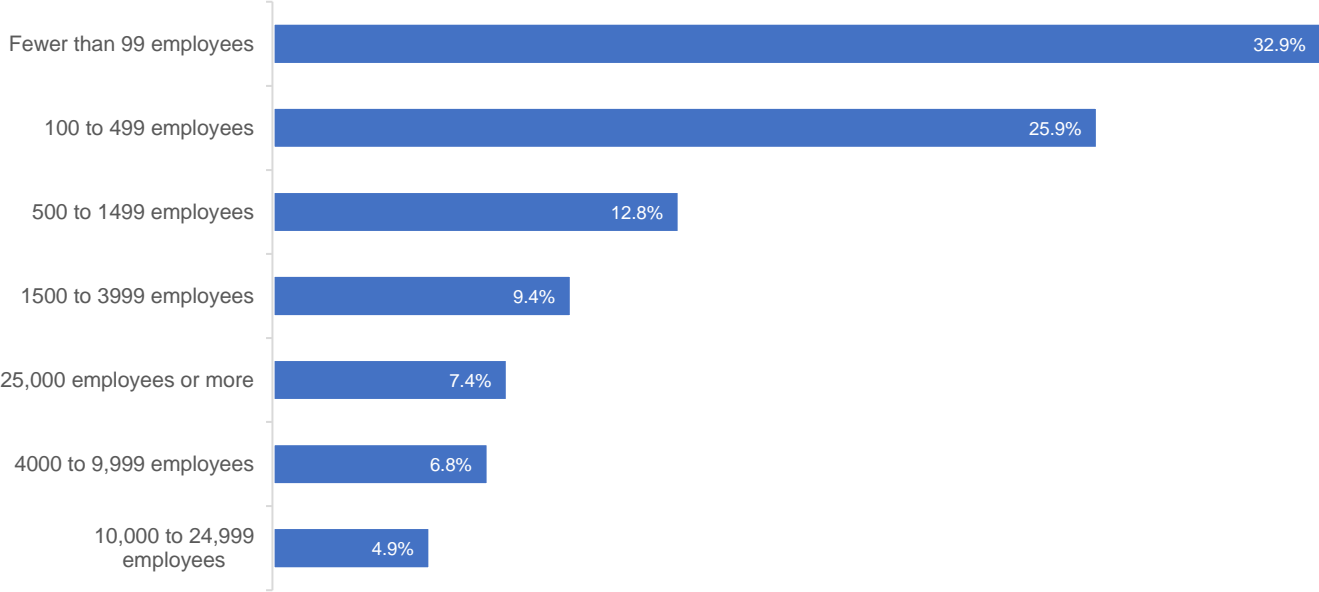
42% Recruited throughout the US

58% recruited regionally or in selected states

Sample size: 1164

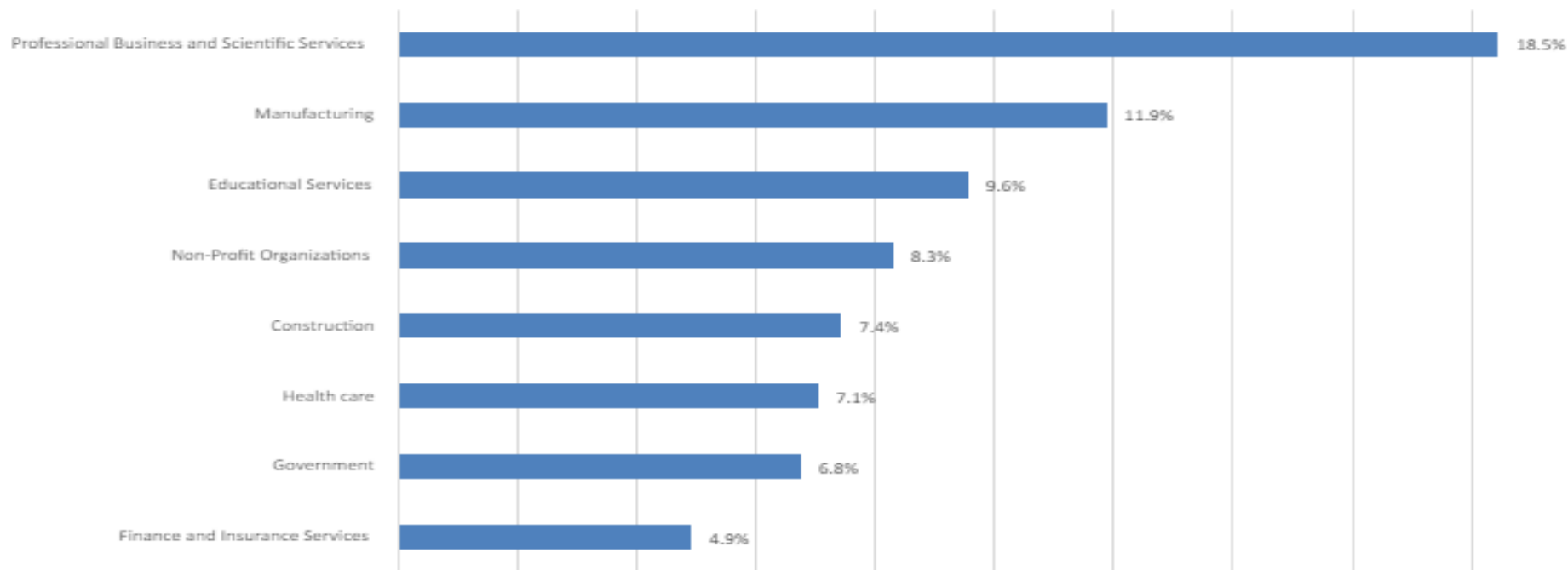


Respondent Characteristics- Company Size



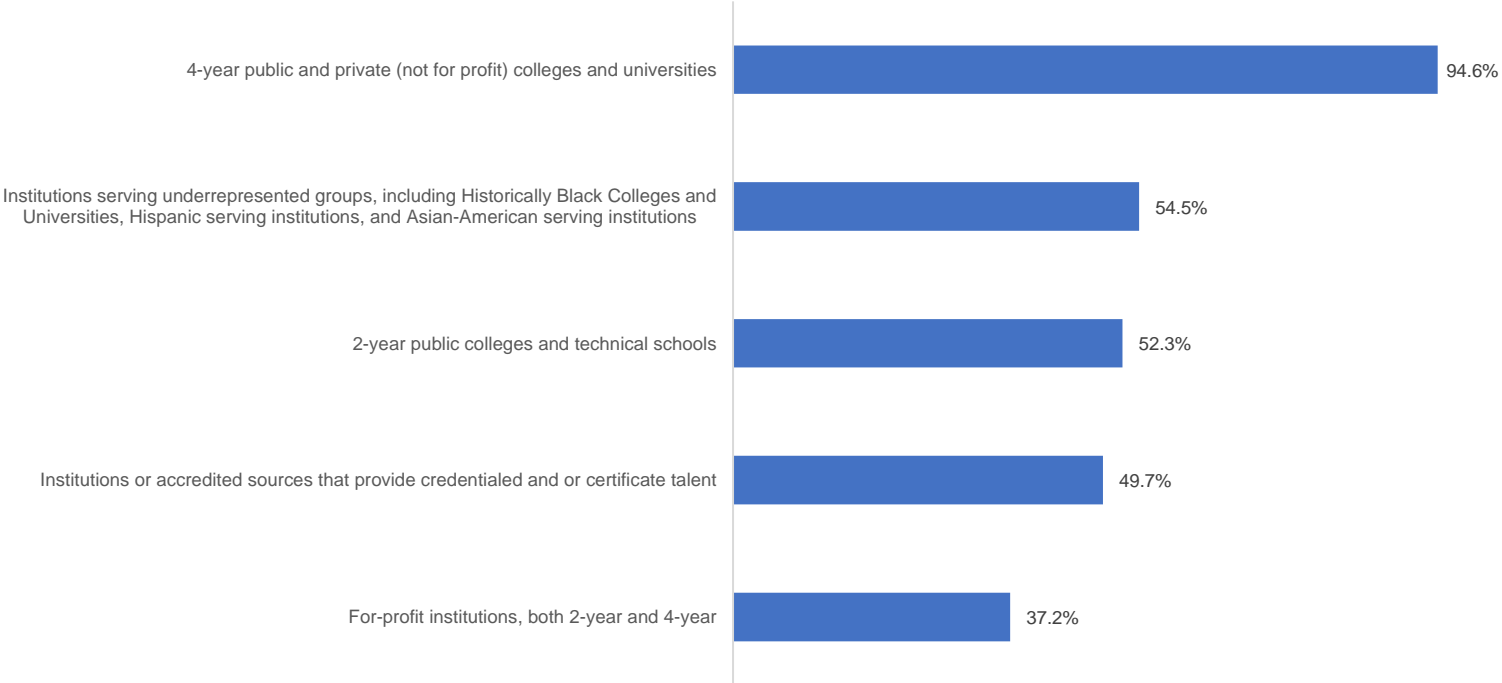
Respondent Characteristics- Industrial Sector

Please select the economic/industry sector which best represents your organization.

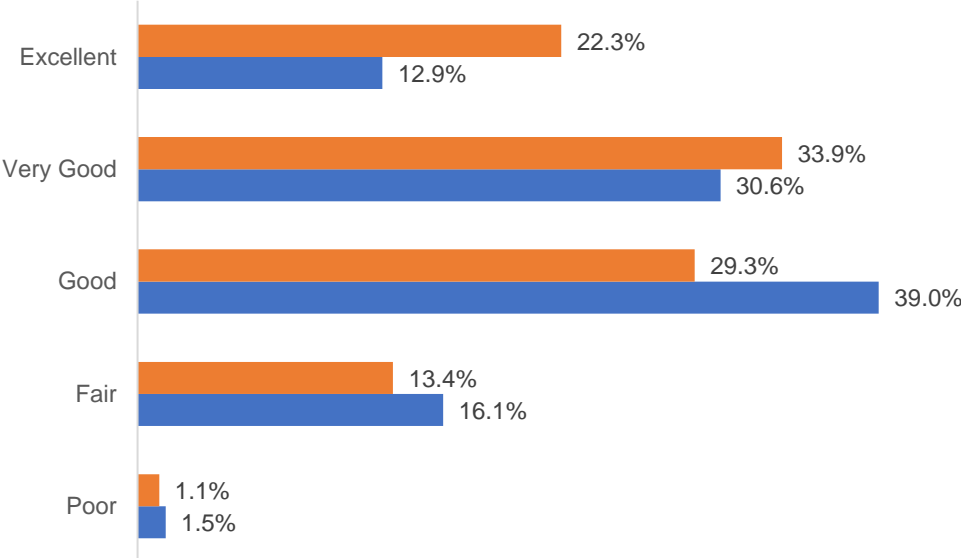


■ Industry or Economic Sector: The breakdown of firms, organizations and establishments in this section follows the North American Industrial Classification System (NAICS).

Respondent Characteristics- Sources of Talent (Institutions)



Perceptions of the College Labor Market (by the Employer/ Organization)

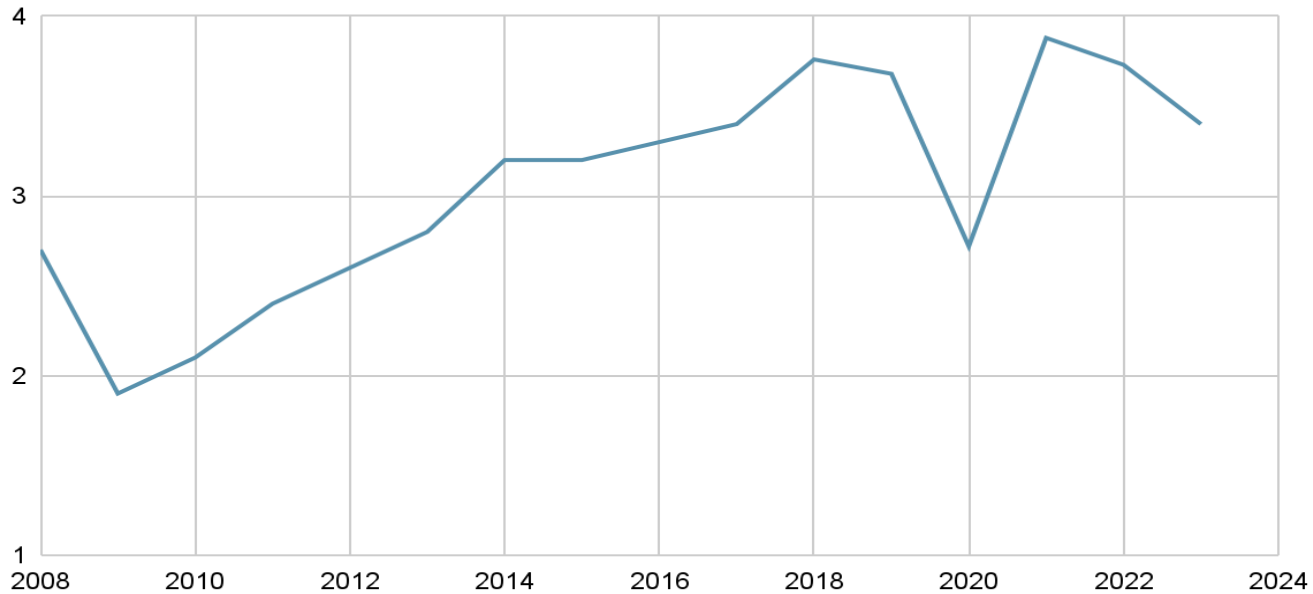


■ Job outlook for new college graduates in your economic / industry sector
■ Overall job outlook for new college graduates

- This group's optimism about the current market is lower than last year.
 - Capturing the impact of interest rate adjustments to fight inflation.
 - This year hovers at pre-pandemic levels of college labor market confidence.

Historical College Labor Market Trends

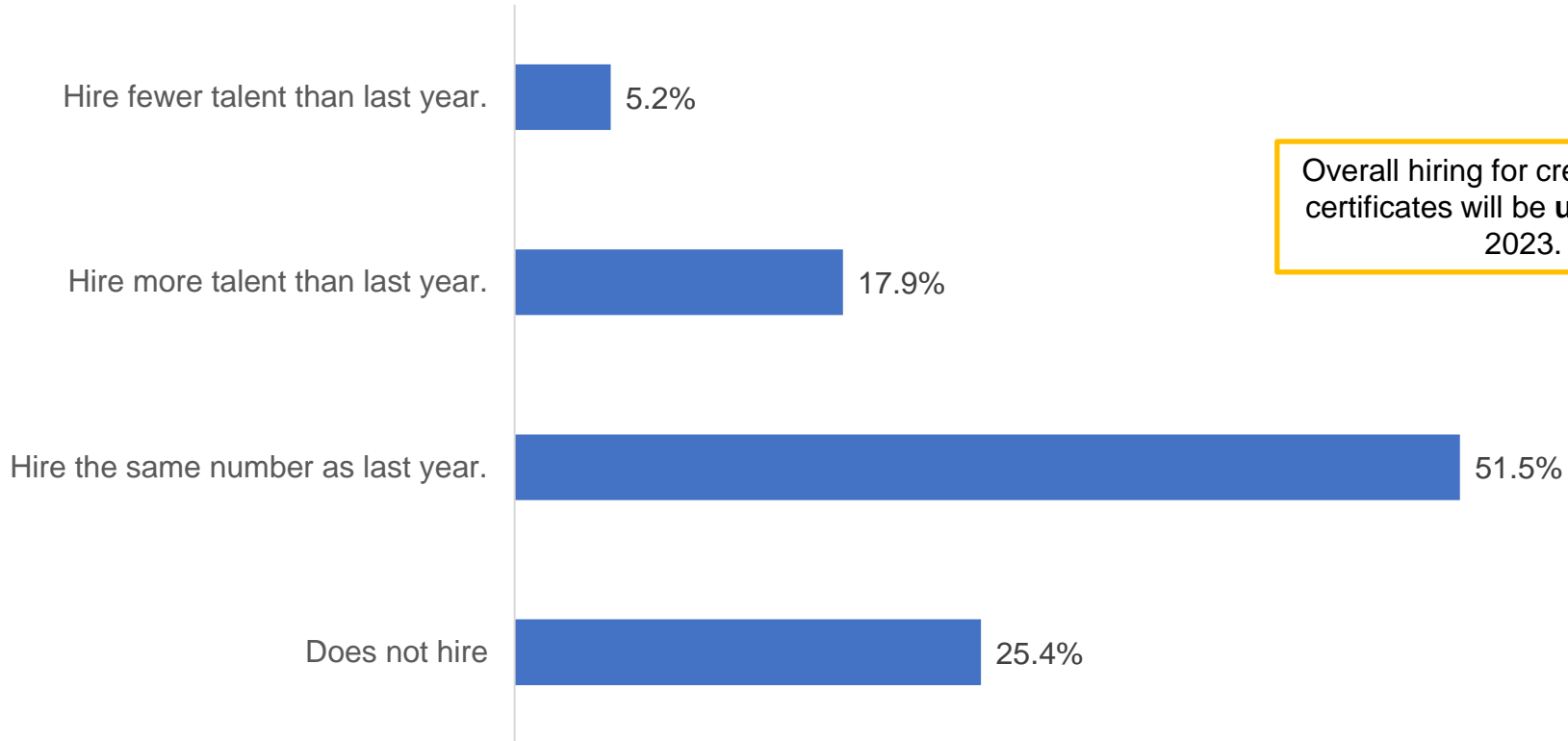
Employer Optimism for College Labor Market



Hiring Outlook by Degree

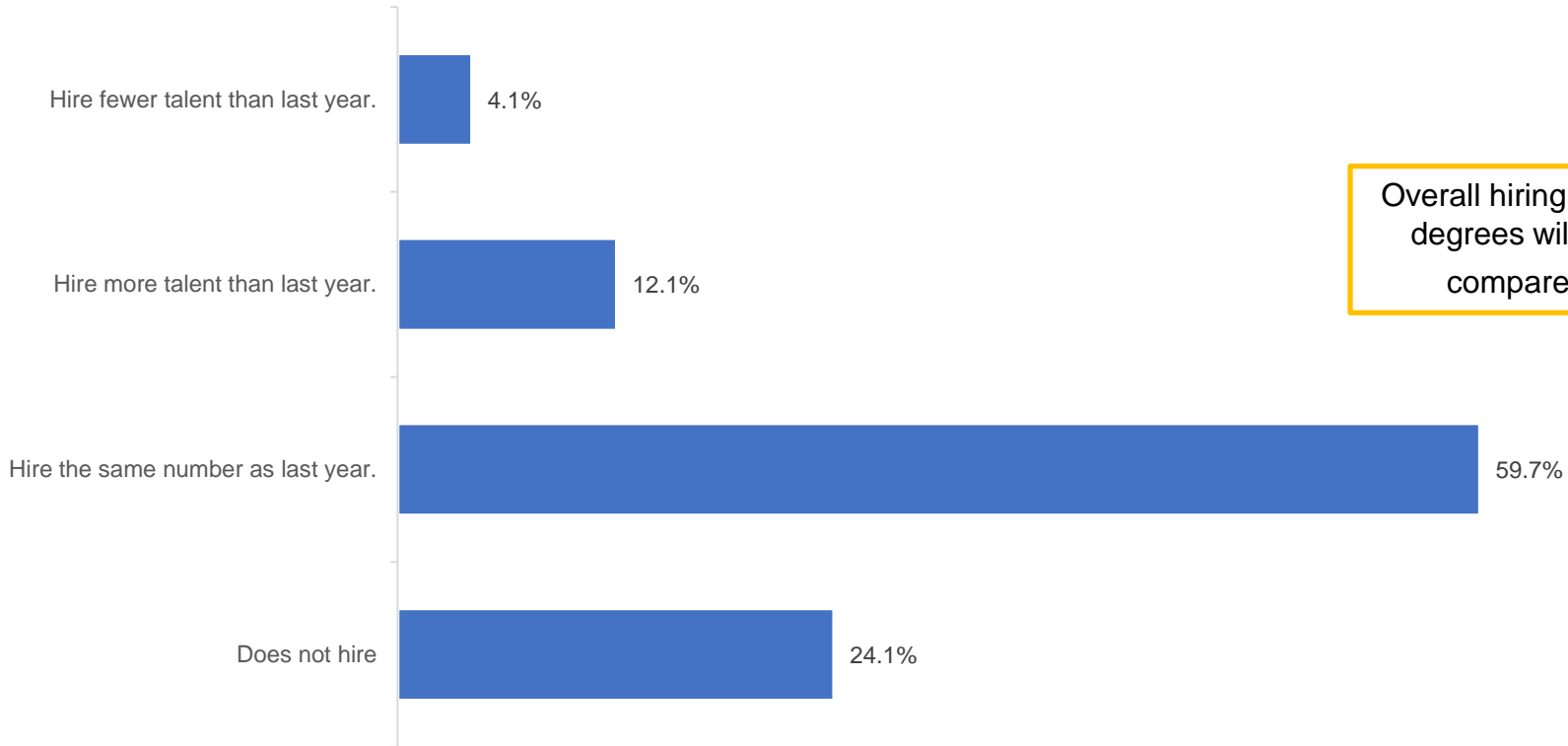
In this section employers were asked to offer their organization's hiring intentions for this academic year. Employers could indicate they did not hire this degree level, or they were hiring at the same level as last year, hiring more than last year or fewer than last year. For those hiring more or fewer, they were asked to estimate their percentage change in hiring compared to last year.

Hiring Outlook For Credentials and Certificates



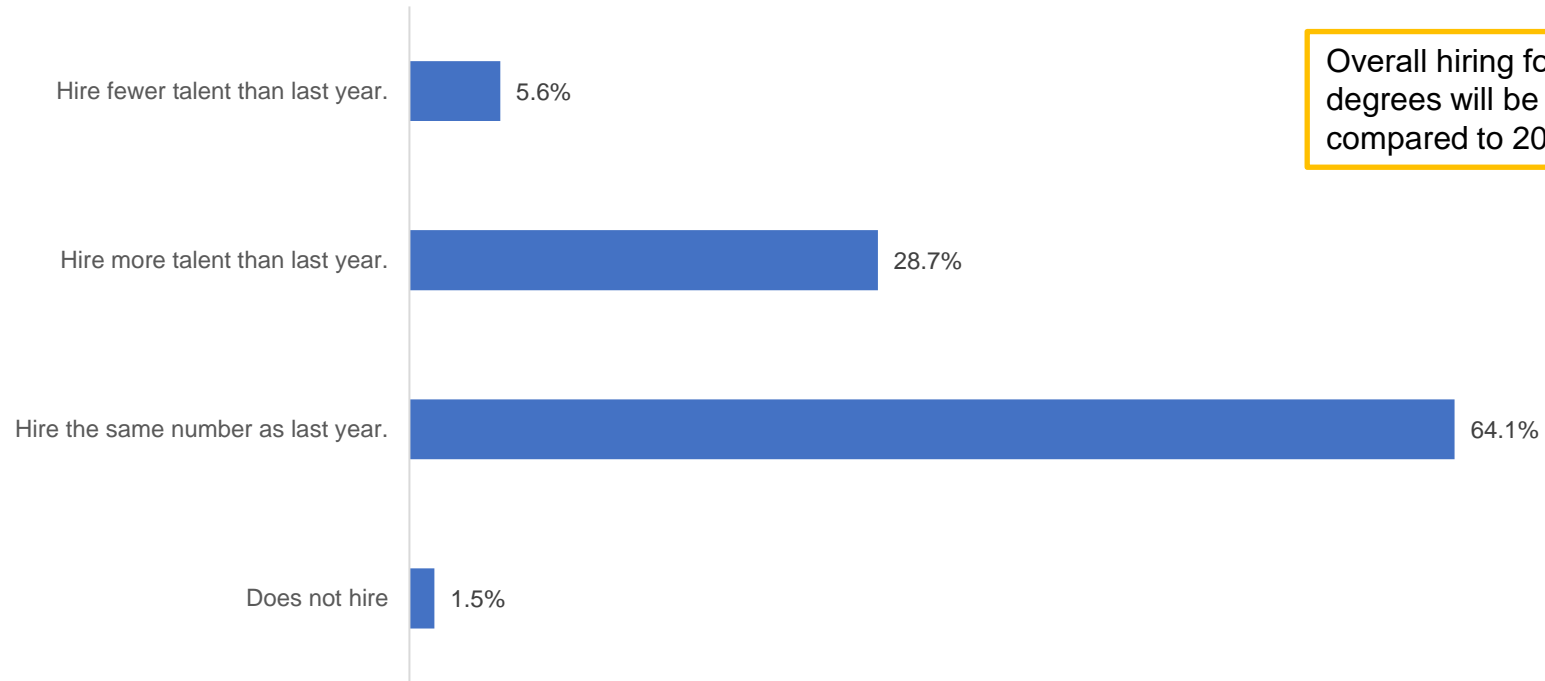
Overall hiring for credentials and certificates will be **up 4.8%** from 2023.

Hiring Outlook For Associate's Degrees



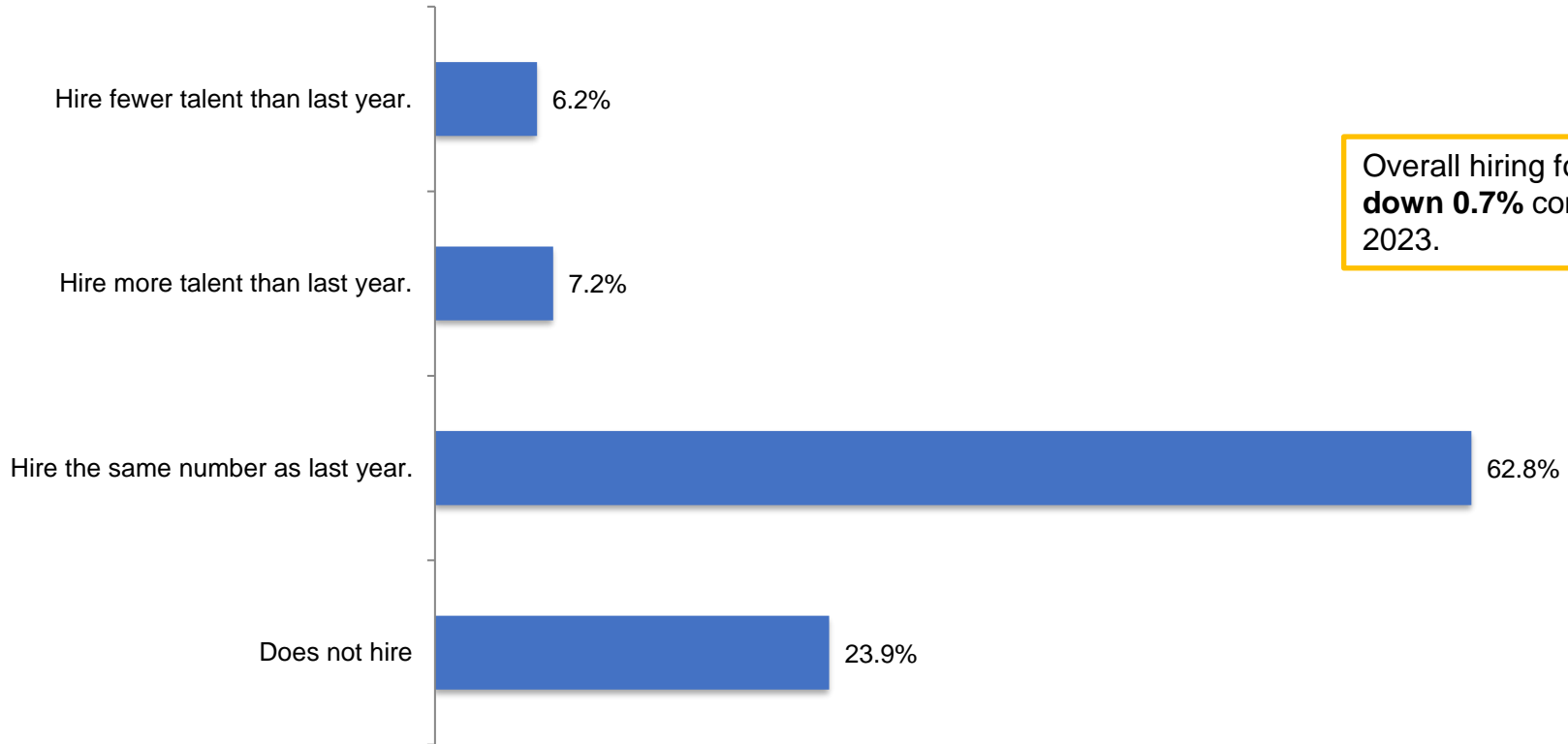
Overall hiring for Associate's degrees will be **up 2.5%** compared to 2023.

Hiring Outlook For Bachelor's Degrees



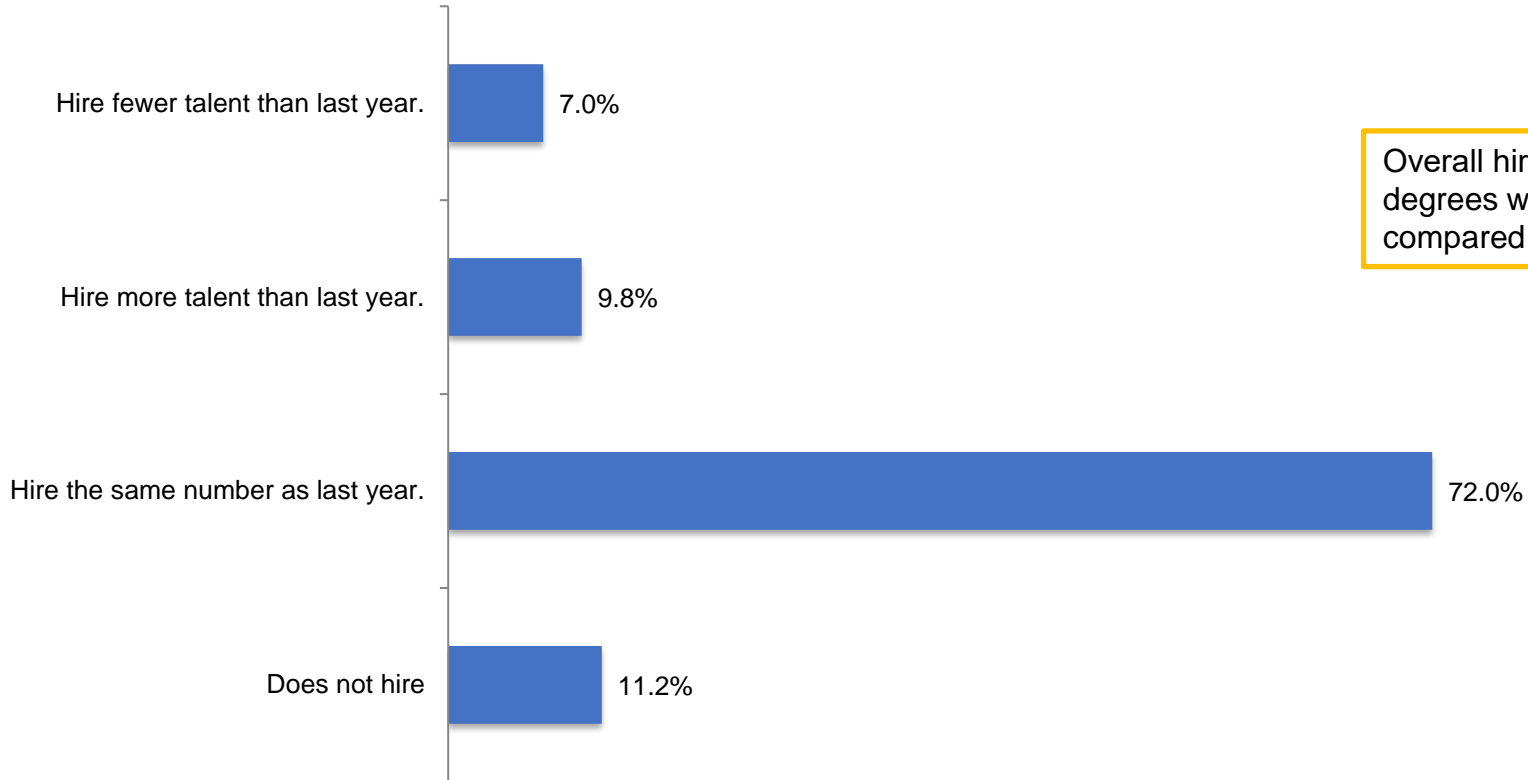
Overall hiring for Bachelor's degrees will be **up 5.3%** compared to 2023.

Hiring Outlook For MBAs



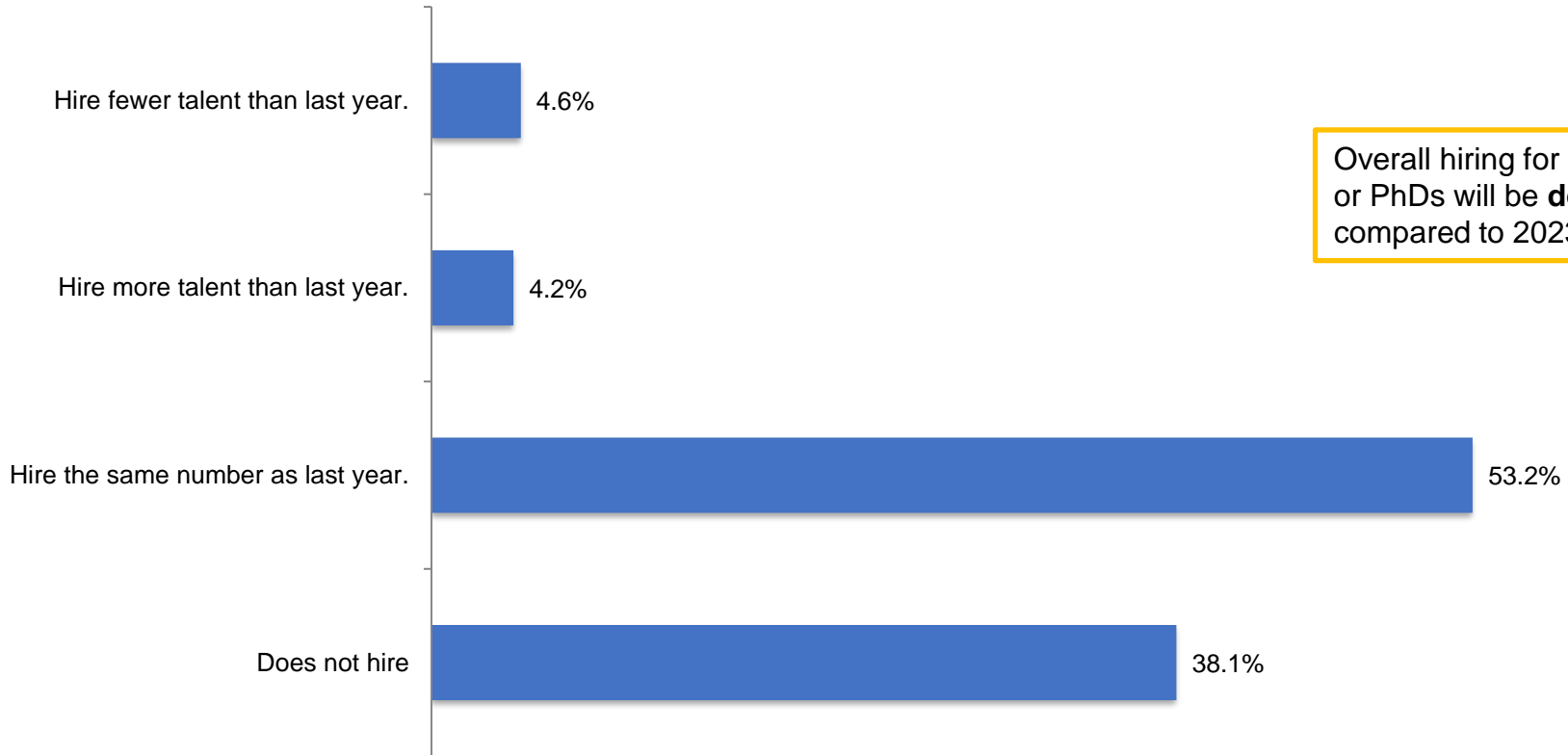
Overall hiring for MBAs will be **down 0.7%** compared to 2023.

Hiring Outlook For Master's Degrees (All Disciplines Except MBA)



Overall hiring for Master's degrees will be **up 0.4%** compared to 2023.

Hiring Outlook For PhD, Law and Professional Degrees



Overall hiring for professionals or PhDs will be **down 0.8%** compared to 2023.

Hiring Outlook Degree Summary

	Not Hiring (%)	Those hiring: same as last year (%)	Those hiring: more than last year (%)	Those hiring: fewer than last year (%)	Change from 2022-23 (%)
Credential/Certs	26	69	24	7	4.8
Associates	24	78	17	5	2.5
Bachelors	2	65	29	6	5.3
MBA	24	82	9	9	-0.7
Masters	11	81	11	8	0.4
PhD/Professional	38	85	6	8	-0.8

Key Observations



Organizations remain confident in their hiring outlook for those graduating in 2023-2024.



66%-75% of organizations plan to hire at the same level as last year.



Organizations seeking new talent with BA/BS degrees are the most active resulting in a 5% overall increase hiring from the previous year.



The demand among these organizations for credentials and certificates (while not necessarily holding a degree) is strong contributing to an 4.8% over last year.

Hiring Outlook By Organizational Size

This section presents the hiring outlook for each degree level compared by the size of the organization. Organizations were sorted into three groups: small (499 or fewer employees), mid-size (500 to 3,999 employees) and large (4,000 or more employees).

Small Organizations (Fewer than 499 Employees)

	Not Hiring this degree (%)	Those hiring: same as last year (%)	Those hiring: more than last year (%)	Those hiring: fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	28	64	29	7	7.4
Associates	28	76	18	6	4.3
Bachelors	4	70	24	6	6.0
MBA	34	76	12	12	-1.6
Masters	17	77	11	11	.2
Professional and PhD	47	79	7	13	-1.7

Mid-Size Organizations (500-3,999 Employees)

	Not Hiring this degree (%)	Those hiring: same as last year (%)	Those hiring: more than last year (%)	Those hiring: fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	22	70	23	7	3.8
Associates	20	77	16	7	1.3
Bachelors	1	66	30	4	5.7
MBA	22	87	6	6	-.5
Masters	10	81	12	7	.9
Professional and PhD	37	87	6	6	-.6

Large Organizations (4,000+ Employees)

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	28	71	22	7	3.0
Associates	25	79	16	5	2.4
Bachelors		61	32	7	3.8
MBA	13	84	9	7	-.1
Masters	4	83	9	8	0.0
Professional and PhD	26	88	7	5	-.4

Key Observations



Organizations across all size categories plan to continue hiring new college graduates at the same pace as last year or slightly higher at the credentials, associates and bachelors' levels.



Nearly all organizations reported in this study plan to hire new bachelor talent this year. The rate of increase ranges between 3.8% and 6.0%, depending on size, with approximately 1/3 indicating they will hire more BA/BS graduates.



Credential and certificate bearing candidates (a degree not required) will find more opportunities as these organizations are planning to increase hiring. It appears it will continue to grow.

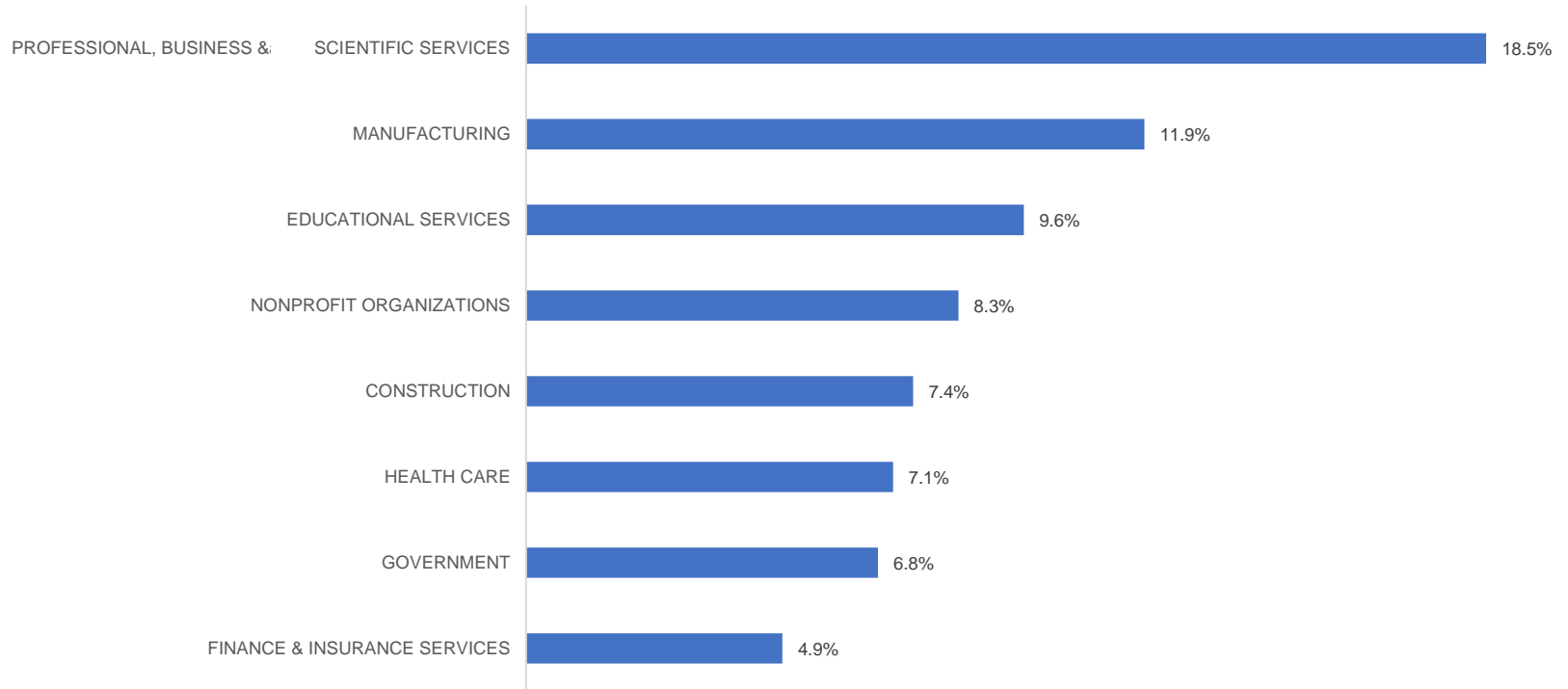


MBA opportunities appear to be holding at last year's hiring levels.

Hiring Outlook By Industrial Sector

Each organization is categorized by their primary North American classification code (NAIC). To produce better statistics some sectors were combined.

Industrial Sectors



Construction

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	12	64	31	5	4.8
Associates	18	74	23	3	4.1
Bachelors	2	45	48	7	10.0
MBA	43	77	10	13	-.7
Masters	31	81	6	13	-.2
Professional and PhD	67	88	0	12	-.05

Manufacturing

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	16	70	17	13	1.8
Associates	13	78	11	11	.7
Bachelors	0	63	27	10	4.3
MBA	14	74	8	17	-3.4
Masters	9	82	5	13	-1.6
Professional and PhD	33	83	5	12	-5.5

Finance Insurance Services

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials & Certificates	34	77	17	6	3.3
Associates	42	79	21	0	7.3
Bachelors	0	64	25	11	-5
MBA	3	76	12	12	-2.2
Masters	18	78	7	15	-5.2
Professional & PhD	58	86	0	6	-7.1

Professional, Business and Scientific Services

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	41	71	20	9	3.2
Associates	45	78	13	9	2.0
Bachelors	2	67	25	8	3.8
MBA	34	86	5	9	-.2
Masters	11	80	11	9	-.1
Professional and PhD	49	88	4	8	-1.4

Educational Services

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	22	74	24	2	4.6
Associates	22	77	18	5	2.7
Bachelors	1	65	35	0	9.3
MBA	20	85	12	3	1.1
Masters	3	79	17	4	3.1
Professional and PhD	16	87	10	3	1.7

Health and Social Services

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	14	59	37	4	7.3
Associates	10	69	24	7	1.7
Bachelors	5	63	34	3	5.7
MBA	35	80	15	5	.2
Masters	5	67	25	8	2.3
Professional and PhD	25	72	23	5	6.1

Nonprofits

	Not Hiring this degree (%)	Those hiring: same as last year (%)	Those hiring: more than last year (%)	Those hiring: fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	31	80	17	3	6.1
Associates	18	84	13	3	2.5
Bachelors	3	76	24	0	6.1
MBA	13	94	6	0	.3
Masters	2	92	6	2	.8
Professional and PhD	21	96	0	4	-1.4

Government

	Not Hiring this degree (%)	Those hiring: same as last year (%)	Those hiring: more than last year (%)	Those hiring: fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	36	66	33	1	3.2
Associates	25	79	20	1	7.6
Bachelors	4	66	33	0	.6
MBA	14	87	13	0	.2
Masters	4	80	20	0	.2
Professional and PhD	12	90	10	0	2.5

Key Observations



For credentials/certificates, associate's and bachelor's degrees the outlook shared across most sectors appears solid with an expansion of opportunities.



Construction, Education Services and Health Services hiring outlook remains strong. Government, a leader in job growth in recent months (BLS statistics), also remains a strong employer.



Credentials & certificates also experiencing strong demand, particularly with Health Services, Non-profits, Education, and Construction.



The hiring outlook, across nearly all sectors, for MBAs, masters and professional degrees will proceed at last year's hiring levels.

A group of diverse professionals in a meeting, looking at documents and a laptop. The scene is dimly lit with a blue tint. A woman with long dark hair is pointing at a document on the table. A man with glasses is looking at the document. A man in a suit is pointing towards the laptop. A woman with blonde hair is looking at the laptop. A man in a light-colored polo shirt is leaning over the table, looking at the laptop. A man with a beard is sitting at the table, looking at the laptop. A man in a yellow and black shirt is sitting in the background, reading a newspaper.

Hiring Outlook by Geographic Regions

Employers Who Recruit Talent Throughout the U.S.

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	29	66	25	9	4.3
Associates	26	73	19	8	1.6
Bachelors	2	61	33	6	5.3
MBA	18	79	11	10	-.8
Masters	7	80	13	7	.6
Professional and PhD	28	85	7	7	-1.1

Employers Who Recruit Talent Regionally

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	23	70	23	7	5.1
Associates	23	80	16	4	3.1
Bachelors	2	68	26	6	5.3
MBA	28	86	7	7	-.6
Masters	14	82	9	9	.3
Professional and PhD	45	48	3	4	-.6

Key Observations



Both employer groups, hiring nationally and hiring regionally, reported similar hiring outlooks.



Employers will be more active at the credential, associate and bachelor levels.



Regionally employers will focus on credentials and associates degree with slightly higher increases in hiring.

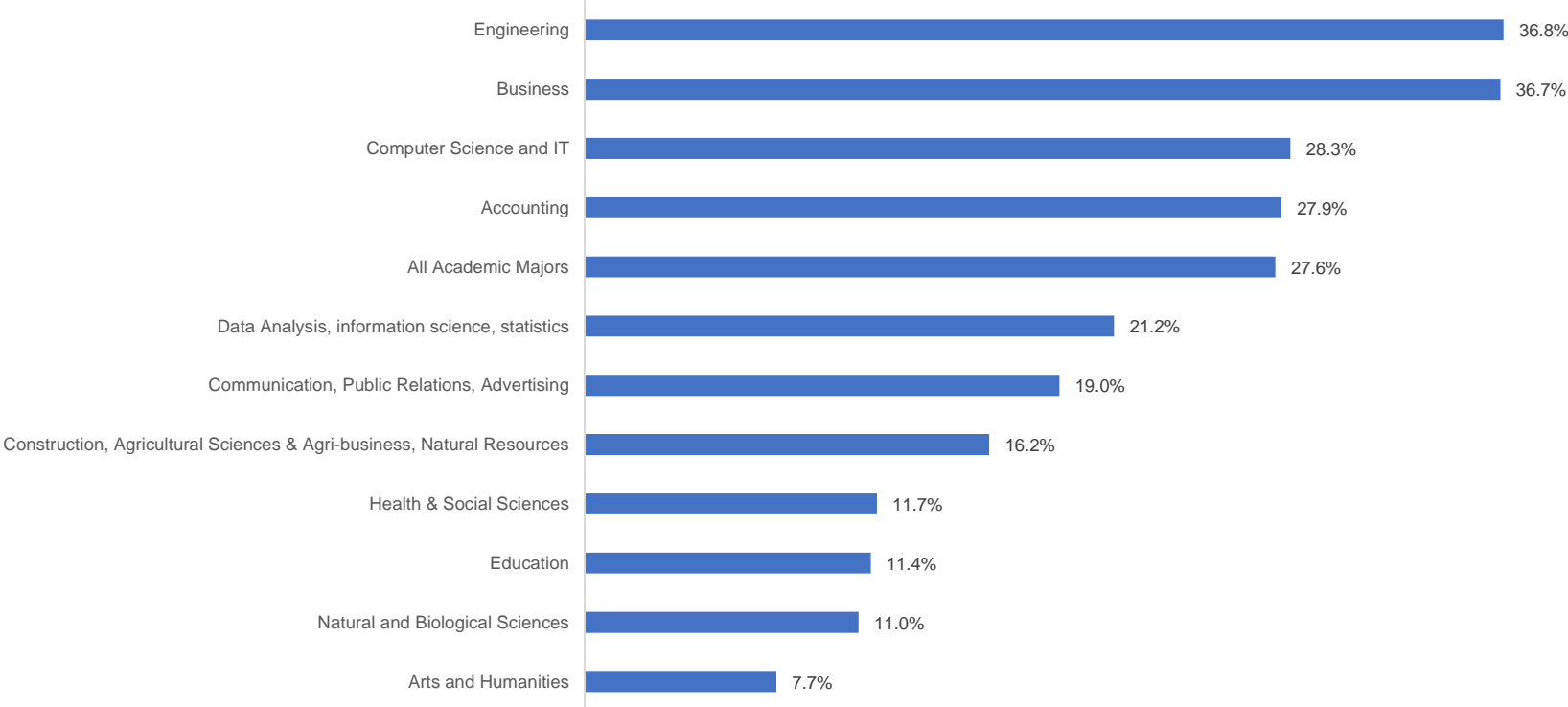


Employers will be more restrained in seeking advanced degree candidates.

Hiring Outlook By Academic Discipline

Respondents were asked to indicate which academic disciplines they expected to seek qualified talent. A respondent could select as many academic disciplines that matched their talent needs. Hiring outlook will be presented for only those academic groups with sufficient responses to provide reliable figures.

Employer Choices of Candidates' Disciplines



Employer Seeking All Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	18	72	22	6	5.6
Associates	11	80	17	3	3.8
Bachelors		73	25	2	4.5
MBA	13	86	7	7	-1.6
Masters	8	85	10	5	.5
Professional and PhD	23	90	4	6	-1.2

Employers Seeking Accounting Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	30	70	24	6	5.7
Associates	30	80	16	4	1.9
Bachelors		68	28	4	3.9
MBA	9	86	8	6	-5
Masters	7	84	7	9	-.3
Professional and PhD	42	88	5	7	-.5

Employers Seeking Business Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	27	71	23	6	6.1
Associates	26	81	15	4	2.6
Bachelors		66	30	4	6.3
MBA	11	84	9	7	.6
Masters	9	83	8	9	-.2
Professional and PhD	40	85	8	7	1.4

Employers Seeking Communication Sciences, Including PR and Advertising Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	25	67	24	9	1.0
Associates	19	70	20	10	-.2
Bachelors	1	59	33	8	3.4
MBA	17	82	9	9	-1.1
Masters	8	79	11	10	-.6
Professional and PhD	35	83	9	5	.4

Employers Seeking Computer Sciences & IT Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	27	67	22	11	4.0
Associates	24	75	17	8	.5
Bachelors		65	27	8	3.1
MBA	12	78	10	12	-1.7
Masters	4	80	10	10	-1.4
Professional and PhD	32	85	8	7	-1.0

Employers Seeking Data Analytics, Statistics, Applied Mathematics Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	29	70	21	9	4.6
Associates	26	80	13	7	-.2
Bachelors		63	29	8	4.2
MBA	13	82	10	8	-.6
Masters	3	80	11	9	.1
Professional and PhD	27	86	7	7	-.5

Employers Seeking Construction, Agriculture & Related Majors

	Not Hiring this degree (%)	Those hiring same as last year (%)	Those hiring more than last year (%)	Those hiring fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	18	67	29	4	7.2
Associates	14	80	17	3	2.3
Bachelors	1	59	34	5	6.4
MBA	31	85	8	7	-5
Masters	20	85	8	7	-5
Professional and PhD	54	83	6	11	-3.3

Employers Seeking Engineering Majors

	Not Hiring this degree (%)	Those hiring: same as last year (%)	Those hiring: more than last year (%)	Those hiring: fewer than last year (%)	Change from 2022-23 (%)
Credentials and Certificates	26	69	22	9	3.8
Associates	27	77	14	9	.4
Bachelors	1	61	31	8	4.5
MBA	30	81	9	10	-.9
Masters	12	81	9	10	-.3
Professional and PhD	41	85	7	8	-2.2

Key Observations



Those organizations seeking candidates across **all majors indicate positive growth** opportunities at **all degree levels**.



Organizations seeking Computer Science/IT and Engineering at the bachelor's level are indicating a **growth** in opportunities.



Education (K-12), Data Analytics/Statistics/Applied Mathematics, and Health Services are also in **high demand** this year at the bachelor's level.



Overall, **all disciplines can expect opportunities for full-time employment across all degree levels** though advanced degrees will be holding to last year's hiring levels while credentials/certificates, associate's and bachelor's will witness more growth in opportunities.

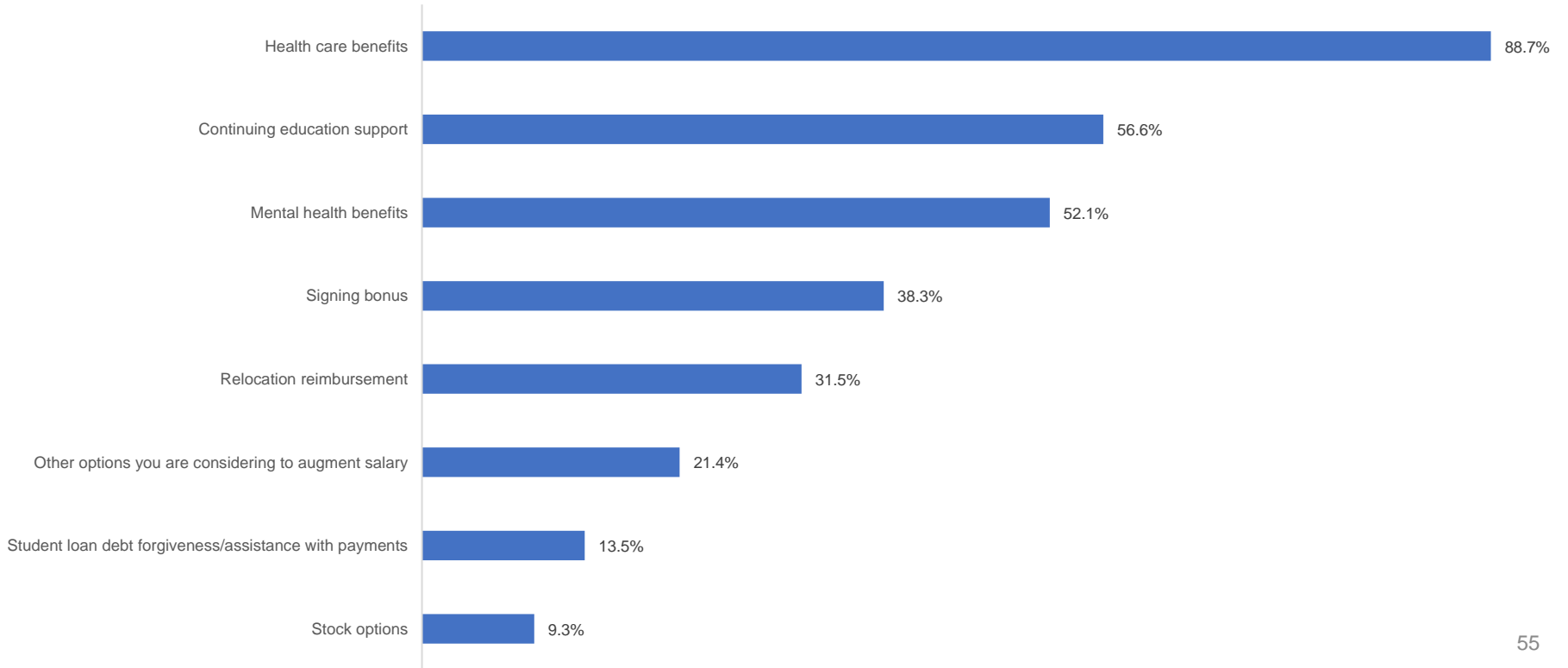
A group of diverse professionals in a meeting, looking at documents and a laptop. The scene is dimly lit with a blue tint. A man in a white polo shirt is leaning over a table, pointing at a laptop. A woman in a light blue blazer is pointing at a document. Other people are seated around the table, some looking at the laptop, others at documents. A man in a dark suit is pointing at a document. A woman with long blonde hair is looking at the laptop. A man in a white polo shirt is sitting at the table, looking at a document. A man in a yellow and black shirt is sitting in the background, reading a newspaper.

Salary and Other Compensation

Starting Salary Expectations

- 58% of respondents indicated that their organizations would **hold starting salary offers at the same level as last year.**
- 42% of respondents indicated that their organizations would increase starting salary offers over last year's starting salary level – **a slight decline from last year.**
- For those increasing salary, starting salary **offers expect to increase by an average of 8.2%** though the median is an increase of 5.5%.
- Despite possible economic headwinds, **employers of new graduates will raise starting salaries slightly more than the current rate of inflation**, suggesting talent supply constraints.

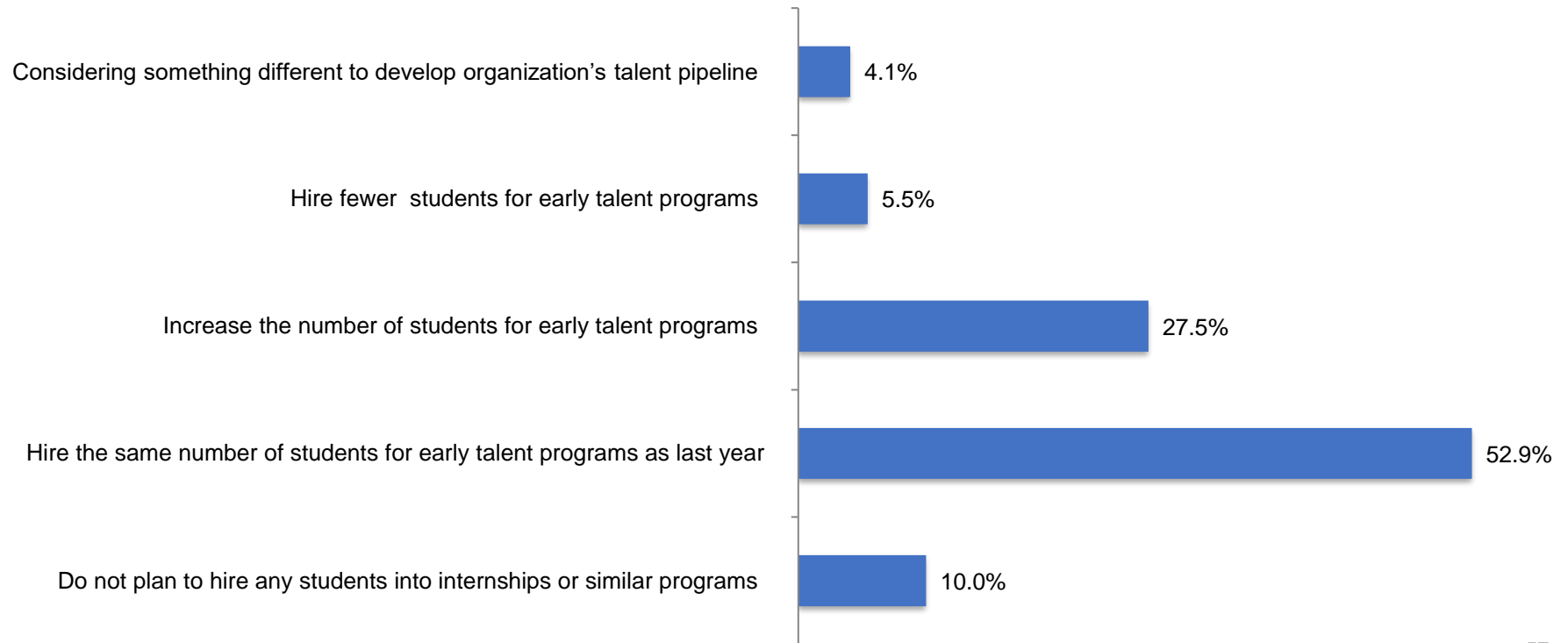
Employers Offering Additional Compensation



A woman with long braids is shown in profile, speaking and gesturing with her hands. She is wearing a light-colored patterned shirt and a dark blazer. The background is a blurred office setting. The entire image is overlaid with a semi-transparent blue filter.

Internships, Co-Ops and Early Talent Programs

Outlook For Intern and Co-Op Positions



What work behaviors, attitudes, values do you find most striking among today's college graduates?

- **Communication in the Workplace:** The sentiment here seems largely negative or concerned, focusing on the challenges and deficiencies in communication skills, both written and verbal. There are mentions of the lack of effective communication and the need for improvement, indicating an area of concern.
- **Professionalism and Work Ethics:** This theme also carries a predominantly negative sentiment, highlighting issues such as a lack of professionalism, challenges in maintaining loyalty, and gaps in basic professional skills. The entries suggest a need for improvement in these areas.
- **Attitude Towards Work:** The sentiment in this theme appears mixed. While there are negative aspects related to the willingness to take responsibility and the tendency to avoid tasks, there are also positive notes regarding the capability of individuals to perform tasks without complaint. Overall, this theme reflects a range of attitudes towards work.
- **Adaptation to New Work Environments:** The sentiment is mixed but leans towards the negative, with a focus on the challenges and reluctance faced by individuals in adapting to new or hybrid work environments. It reflects resistance to change and the struggle to embrace new work models.
- **Impact of External Factors:** The sentiment here is generally negative, emphasizing the negative impact of external factors like the pandemic on professional skills and communication abilities. It points to a perceived decline in job readiness and interpersonal skills due to recent global events.

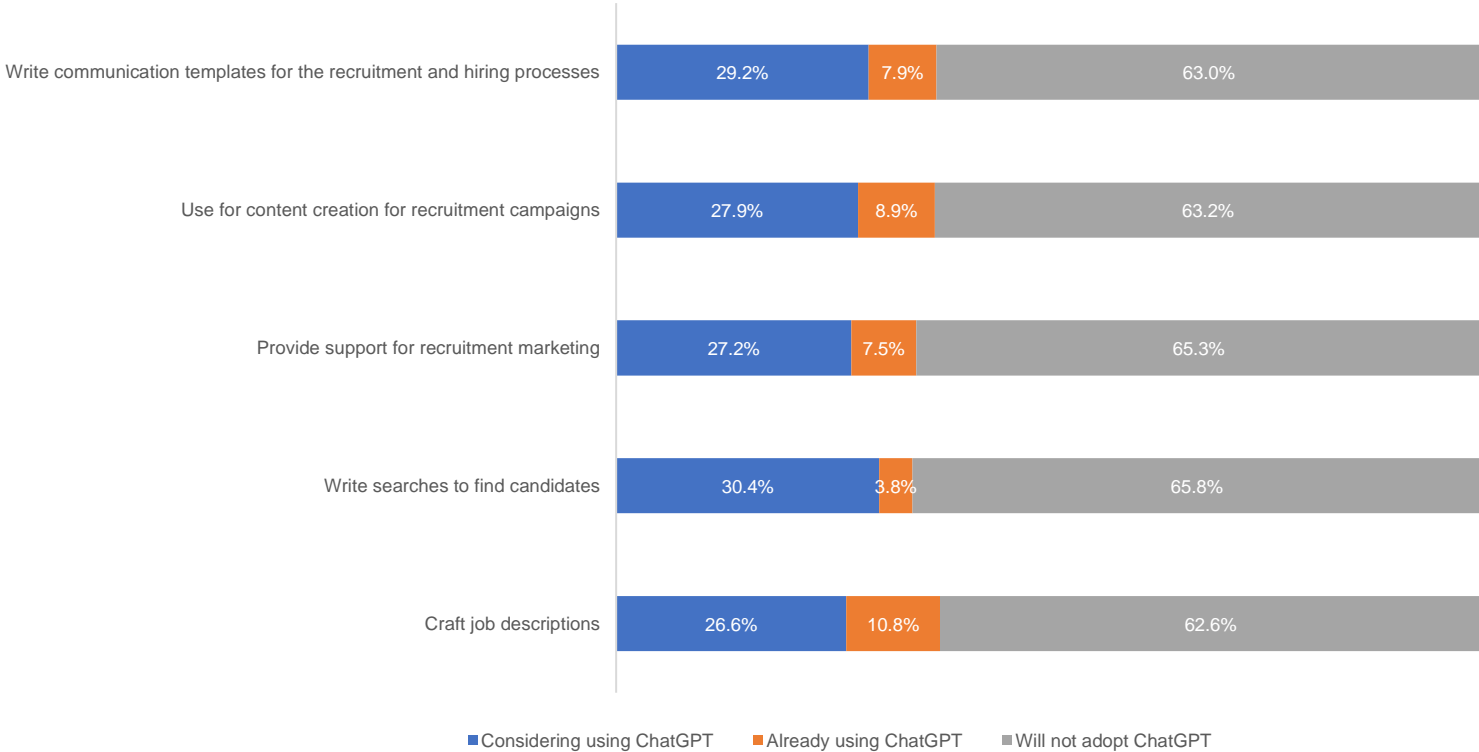
A group of diverse business professionals are gathered around a table in a meeting. They are looking at documents and a laptop, appearing to be in a collaborative discussion. The scene is dimly lit with a blue tint. The text "AI Impact on Recruiting" is overlaid in white on the right side of the image.

AI Impact on Recruiting

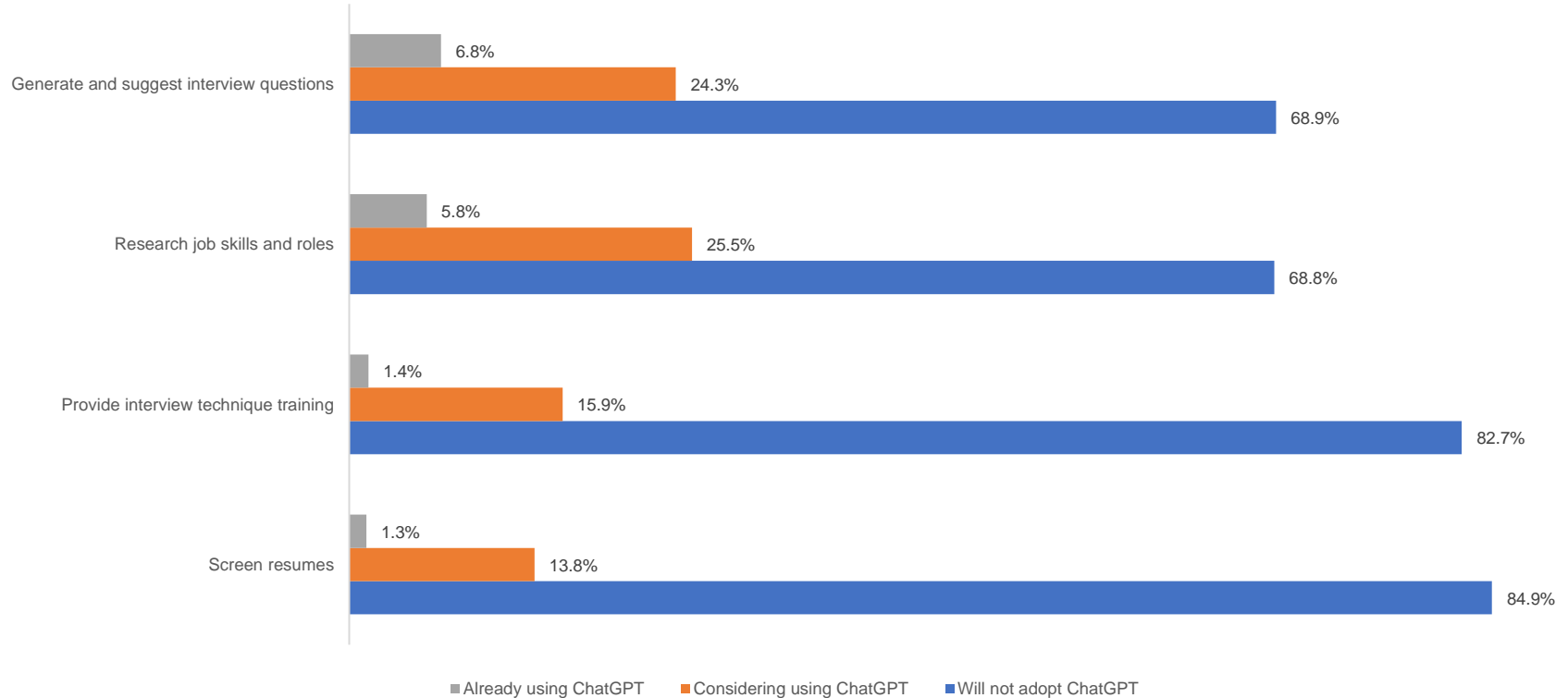
AI (ChatGPT): Use By Recruiters

- We identified **over 40 applications of AI (ChatGPT) in HR**, especially recruiting (***and 9 were selected as more appropriate for the purpose of this report.***)
- Employers were asked to indicate whether they had already adapted AI (ChatGPT) for this application, were considering AI (ChatGPT) for this application (in the next 3 years), and not adapting AI (ChatGPT) in recruiting processes.
 - 65% of employers indicated they **were not considering it at this time.**
 - 25% indicated they **were considering** the adoption.
 - <10% had **already adopted.**

Application of AI (ChatGPT)- By Employers



Application of AI (ChatGPT)- By Employers



Employer Perceptions of Candidate/Student Usage of AI (ChatGPT)

- Candidates/students are using AI (ChatGPT) in their career planning and job searches.
- Employers were asked how supportive they were for candidates/students to use AI (ChatGPT).
 - 10 possible applications were presented to respondents who could answer “not supportive” to “very support” on a 5-point scale.
- Approximately 50% (range 40% to 60%) of respondents expressed **no or very little support** for candidates/students to use AI (ChatGPT).
- Approximately 33% (range 27% to 37%) of respondents **were supportive to very supportive** of the use of AI (ChatGPT) by candidates/students.

Employer Perceptions of Candidate/Student Usage of AI (ChatGPT)

Least Supportive

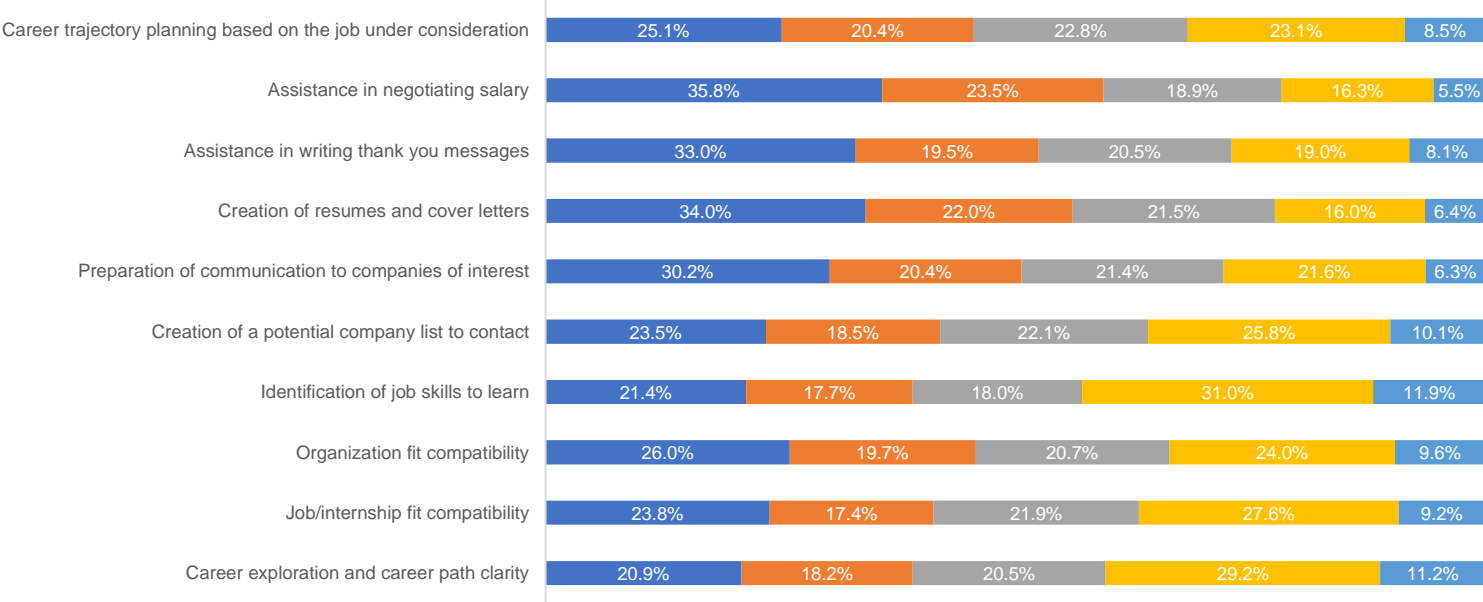
- Assistance in Negotiating Starting Salary
- Assistance in Writing Thank You Messages
- Preparation of Communication to Companies of Interest
- Creation of Resumes and Cover Letters
- Exploring Organizational Fit Compatibility

More Supportive

- Career Exploration & Career Path Clarity
- Identification of Job Skills to Learn
- Job/Internship Fit Compatibility
- Create a Potential Company List to Contact
- Career Trajectory Planning Based on Job Under Consideration

Employer Perceptions of Candidate/Student Usage of AI (ChatGPT)

How supportive is your organization in students using ChatGPT in the following situation?



■ Not Supportive at all
 ■ Somewhat Supportive
 ■ Moderately Supportive
 ■ Supportive
 ■ Very Supportive

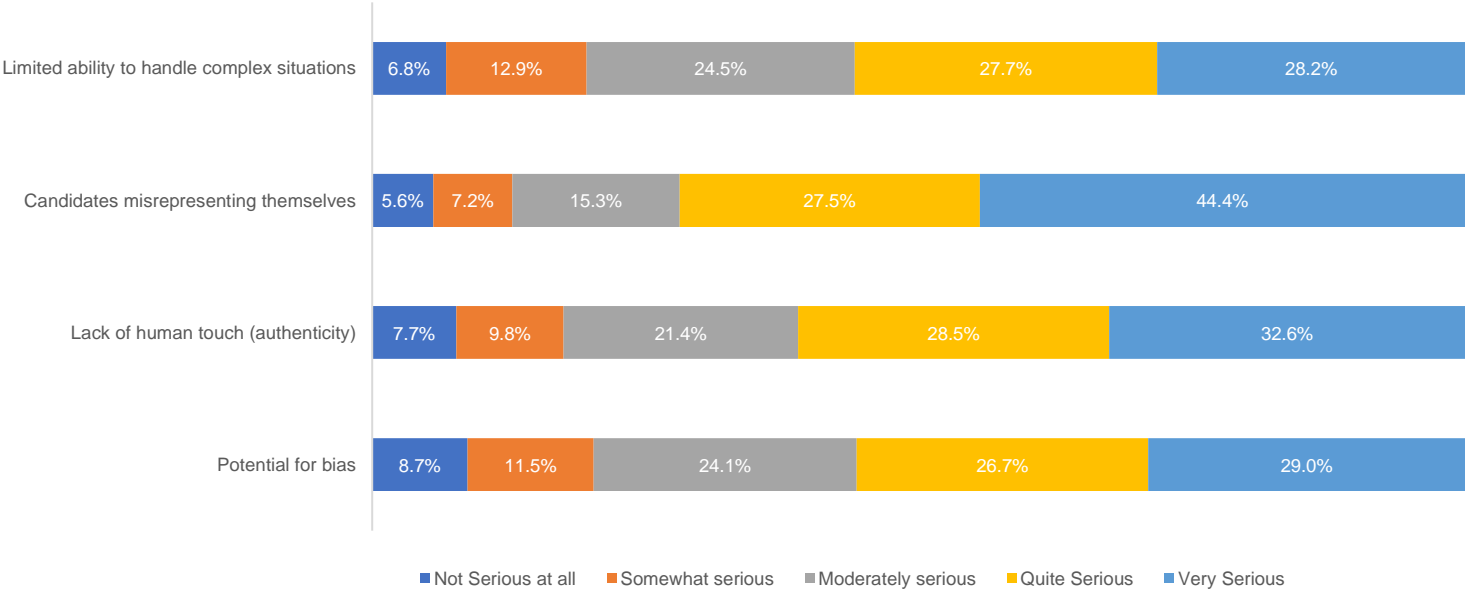
Influencing Hiring Decision: Impact Of AI (ChatGPT)

How do recruiters in your organization feel about candidates using ChatGPT for preparation of applications, resumes and communications with your organization?



AI (ChatGPT) Challenges

Similar to other new technology introductions, ChatGPT and similar applications may present potential challenges for the applications to be used effectively in recruiting and hiring processes. How serious do you believe these challenges to be in the use o



A woman with long braids is shown in profile, speaking and gesturing with her hands. She is wearing a white floral blouse and a dark blazer. The background is a blurred office setting. The entire image has a dark blue overlay.

Next Steps

Using this Report

- The sample is very small compared to the number of employers engaged in recruiting talent from colleges and universities, plus sources of credentials and certificates. Caution is warranted in generalizing to the broader college labor market.
- This report provides only a small piece of a bigger whole. We encourage users to tap into other reliable sources to gain a broader understanding of the labor markets your graduates will enter. No one source provides all the answers. Our sample is primarily small employers which serves as a nice comparison to NACE outlook from primarily large employers.
- The data in this report was captured in September at the onset of college recruiting. The responding organizations are engaged in recruiting at the time of the survey. Thus, the sample may be more biased toward those organizations with expectations to hire this year.
- Keep in mind that the economy is under pressures that may change the current plans of organizations to hire this year. In the attempt to curb inflation, expect the economy to slow reducing the demand for labor. This shift may occur during the winter and spring of 2024. Students need to anticipate this situation and make proactive plans to engage in their job search while organizations continue to hire.

Presenting this Report

- Organizations interested in having this report presented to a group (in-person or virtually), please contact Stuart Mease (stuart@rocsjobs.com) or Murugan Anandarajan (ma33@drexel.edu)
- All media inquiries, contact Stuart Mease (stuart@rocsjobs.com) or Annie Korp, Drexel University News and Media Relations (amk522@drexel.edu)

We seek partnerships that will ensure the continuance of this report and its benefits to colleges and employers. ***Please join us in our project for 2025!***

Get to Know Us



We Fill

- ✓ Full-Time Positions
- ✓ Contract Positions
- ✓ Temporary Jobs
- ✓ Seasonal Positions
- ✓ Short-Term Projects

Jobs We Fill

- ✓ Sales Representative
- ✓ Brand Ambassador
- ✓ Office Managers
- ✓ Managers
- ✓ Marketing Assistant / Coordinator
- ✓ Finance / Accounting
- ✓ Operation Managers
- ✓ Customer Service Coordinators

Our Candidates

- ✓ Top Entry and Mid- Level Talent
- ✓ Motivated, Energetic, Tech-Savvy & Eager to Learn
- ✓ Work Remote or On-Site

Our Story

It all began in 2003 when two college students became frustrated with the typical college job offerings such as selling knives, painting houses and every other job that uses the phrase: “Make Thousands From Your Dorm Room!” So, they decided to set out and create a place where college students could find jobs related to their career interests and goals.

How We Stack Up to Competition

We’re a small team, dedicated to helping great companies recruit and hire the top college grads across the county, nothing else. We do less than our competition – intentionally. We believe that if we tried to cover all levels of staffing and claim to do everything, we would excel at nothing. That’s why we choose to focus on one thing and do it right.



Propelled by an over 100-year history of uniting academia and industry, Drexel University's LeBow College of Business redefines business education through partnerships. Drexel LeBow connects driven students with expert faculty and leading organizations to drive innovation.

Among the elite 20 percent of business schools accredited by AACSB International, LeBow offers undergraduate, graduate, doctoral, and executive education programs and online degree programs ranked in the Top 20 globally.

Located in the vibrant city of Philadelphia, LeBow enrolls over 3,700 students across all major business disciplines, including its School of Economics, and boasts a global alumni network of over 40,000. As part of a global R1 research university, LeBow's students and faculty design game-changing solutions for business and beyond.

**College Hiring Outlook
2023-2024:
53rd Annual Report**

- Prepared by
 - Dr. Phil Gardner
 - Drexel University, LeBow College of Business
 - ROCS Grad Staffing
 - Distribution assistance of hundreds of college career center professionals nationwide (U.S.)
 - Survey completion by employer partners around the country
- We seek partnerships that will ensure the continuance of this report and its benefits to colleges and employers. Please join us in our project for 2025!