



RECRUITING TRENDS 2020/21

Regional Report

MPACE: Rocky Mountain North & Central

Conducted by the

COLLEGIATE EMPLOYMENT RESEARCH INSTITUTE

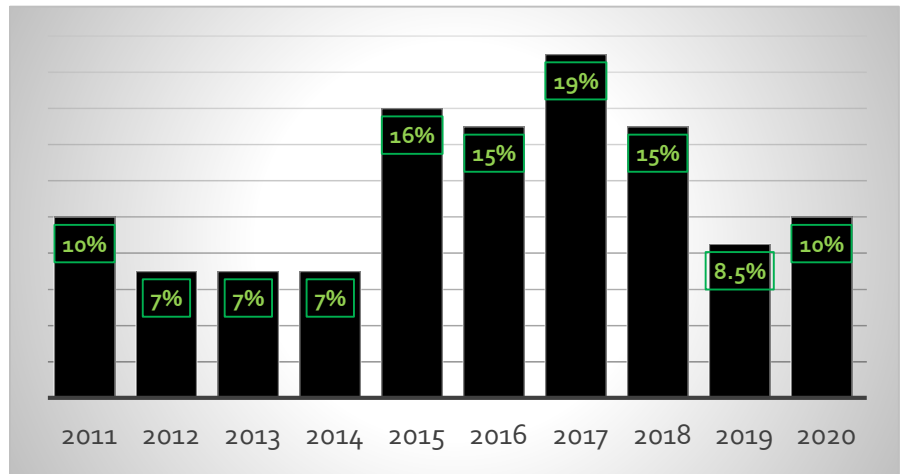
MICHIGAN STATE UNIVERSITY

Dr. Phil Gardner, Executive Director

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Year Over Year Change in BA/BS Hiring



Historical review of national hiring trends for last 10 years. 2019-2020 failed to reach its projected target due to COVID-19.

Regional Organizational Profile

Size:

57% < 500
21% 500 – 3,999
24% > 4,000 –

Key Sectors:

21% PB&SS
11% Education
8% Manf., Health,
Non-Prof.,
Gov't.
6% Fin. & Ins.,
Constr.

58% of companies from states within region: 70% of companies fewer than 500 employees and less than 40% over 500 employees from region. States outside region with companies recruiting in region: CA, WA, TX and MI.

687

Survey Responses
recruit in region

Companies from
all over country
send
representatives to
this region

58%

From region

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Adjustments in recruiting:2020

Suspended Recruiting: No hiring

No offers made 14%

Offers rescinded 7%

Suspended Recruiting: Hiring

Hiring as planned 12%

Hired fewer 9%

Continued Recruiting: Hiring

Hired as planned 52%

Approach to fall recruiting 2020

6% Not engage in college recruiting this year

12% Delay decision to recruit until early 2021

11% In-house but not on campus

44% Completely virtual with partners

23% On campus if possible & virtual

21%

Did not hire any graduates in 2020

57%

Rated overall college labor market GOOD to EXCELLENT

72%

Rated their industry sector GOOD to EXCELLENT

Rocky Mountain Region

Arizona
Colorado
Idaho
Montana
Nevada
New Mexico
Utah
Wyoming

41%
Actively recruiting
but plans
are TBD

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Hiring Intentions for 2020-21

- 4% Do not plan to hire
- 27% Established preliminary plans
- 28% Established definite plans
- 41% Plans To Be Decided

Regional Hiring Outlook

Degree Level	New Hires 2019/20 (avg.)	New Hires Anticipated 2020/21 (avg.)	Change from 2019/20 (%)
Associate	45.5	51.7	13
Bachelor	77.1	82.3	6
MBA	29.9	32.8	-10
Master	39.0	39.8	2
Total Hires	107.0	114.4	7

Size Matters: Bachelor Example

Employees	New Hires 2019/20 (avg.)	New Hires Anticipated 2020/21 (avg.)	Change from 2019/20 (%)
< 100	4.1	4.5	10
100 to 499	15.8	14.1	-11
500 to 3,999	65.8	82.7	26
> 4,000	301.1	311.4	3

57%
Seeking interns
this year

Internships: Outlook

No seeking interns

No interns this year 9%

Delayed decision 26%

Seeking interns

Fewer than last year 8%

Same as last year 35%

More than last year 14%

Different option than interns 6%

Looking Ahead

Would like to return to campus in spring 48%

Virtual recruiting is the new norm 63%

Closely look at credentials/certificates rather than degree 38%

Remote work assignment highly possible 49%

When will hiring return to 2019

6% It is there right now

24% In one year

36% In two years

23% In three years

9% In four to five years

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