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THE KEY ATTRIBUTES EMPLOYERS ARE LOOKING FOR ON GRADUATES' RESUMES

January 16, 2024 | By Kevin Gray









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TAGS: nace insights, surveys, trends and predictions,

Students hoping to catch the eye of potential employers through their resume should forego relying only on their strong GPA and instead highlight the attributes and skills they developed in their classwork and through their various experiential assignments, according to NACE's Job Outlook 2024 report.

NACE DASHBOARD: ACCESS

AND ANALYZE THE NACE 2024

JOB OUTLOOK SURVEY DATA

In addition to having access to the Job

Outlook 2024 report, NACE members

also receive access to and can analyze

the full set of data from the Job Outlook

2024 survey through the report's

dashboard in MyNACE. This is an

invaluable way for your team to gain

insight into trends and issues, and

enhance your ability to develop

solutions and advocate for and market

your department. For directions and

tips on how to use a NACE research

report dashboard, please see this

YouTube video.

When asked what attributes they are looking for on the resumes of the job candidates they consider for their job openings, nearly 90% of employers responding to the Job Outlook 2024 survey indicated they are seeking evidence of a student's ability to solve problems and nearly 80% are seeking candidates who have strong teamwork skills. (See Figure 1.)

In addition, at least two-thirds of employers report looking for:

- A strong work ethic;
- Written and verbal communication skills;
- Analytical/quantitative skills;
- Flexibility/adaptability; and
- Technical skills.

Beyond these attributes, it is also important for students to highlight the internship experience they gained—both with an employer's organization and within its industry—during their college career.

Employers cite internship experience as the top deciding factor when they are deciding between two equally qualified candidates for a job opening.

As we have seen in recent years, employer use of GPA as a screening tool is plummeting, down 35% from just five years ago. In this year's survey, just 38.3% of respondents plan to use GPA as a criterion in their college hiring process. (See Figure 2.)

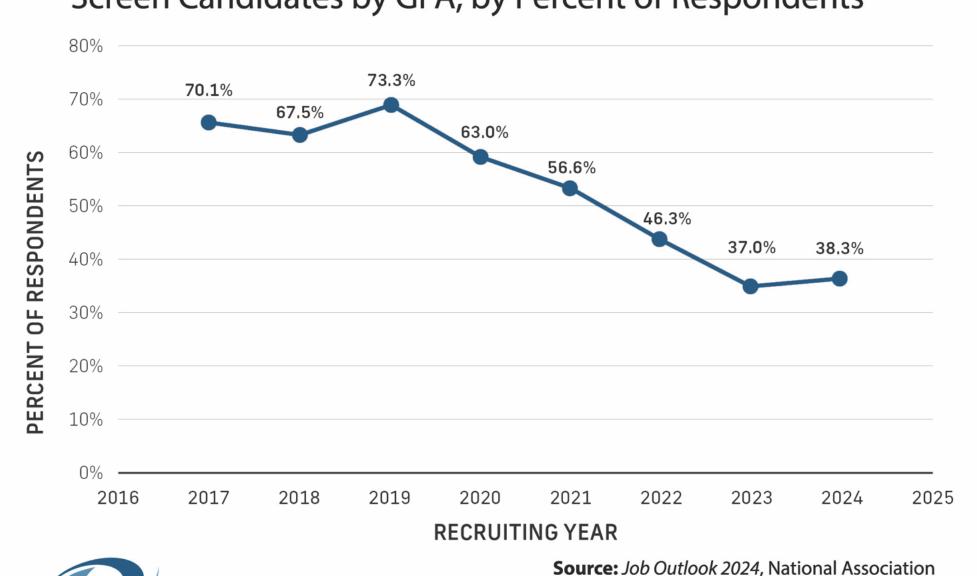
Data for the Job Outlook 2024 survey were collected from August 2, 2023, through September 18, 2023. Of the 255 total respondents, 180 were NACE employer members, representing 20.3% of eligible member respondents. The Job Outlook 2024 survey was also distributed to nonmember companies, from which an additional 75 responses were received. NACE members can access the Job Outlook 2024 report in MyNACE.

Figure 1 Attributes Employers Seek on a Candidate's Resume

Attribute	% of Respondents	Attribute	% of Respondents
Problem-Solving Skills	88.7%	Interpersonal skills	58.2%
Ability to work in a team	78.9%	Computer skills	54.6%
Communication Skills (written)	72.7%	Leadership	52.1%
Strong work ethic	71.6%	Organizational ability	44.8%
Flexibility/ Adaptability	70.1%	Strategic planning skills	34.5%
Communication skills (verbal)	67.5%	Friendly/outgoing personality	25.8%
Technical skills	67.0%	Creativity	21.6%
Analytic/ quantitative skills	66.0%	Tactfulness	21.1%
Initiative	65.5%	Entrepreneurial skills/risk-taker	18.6%
Detail-oriented	61.3%	Fluency in a foreign language	5.2%

National Association of Colleges and Employers ource: Job Outlook 2024, National sociation of Colleges and Employers

Figure 2 Screen Candidates by GPA, by Percent of Respondents



National Association of Colleges and Employers

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of Colleges and Employers

DATA BITES

68.8%

Average job offer acceptance rate

2023 Recruiting Benchmarks Survey

23.5

Average number of days between interview and job offer

2023 Recruiting Benchmarks Report

73.3%

Percent of employers recruiting for intern/co-op positons in fall and spring

2023 Recruiting Benchmarks Survey

57.6%

Average percent of eligible interns converted to FTE

2023 Internship & Co-op Survey Report

39.1% VERSUS 58.4%

Percent of interns who are female versus percent of student population that is female

2023 Internship & Co-op Survey Report

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