# Job Outlook for 2025 Graduates

BASED ON NACE FALL 2024 SURVEY OF EMPLOYERS





### Hiring Outlook

Employers projecting to increase hiring for 2025 grads by 7%! This time last year, they expected a 2% decrease. Despite expected hiring increase, nearly 40% have a pessimistic outlook on the job market for 2025 grads (vs 23% for 2024 grads).



#### What this means for you



The job market for 2025
grads looks better than for
2024 (yay!) but still not a
super rosy picture for firsttime job seekers (boo!)



### Who's Hiring?

Largest hiring increases will be in:

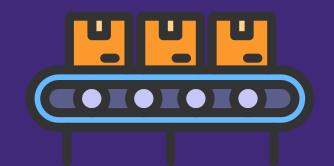
Manufacturing (26.9%)

Wholesale Trade (+20.2%)

Retail (+18.6%)

Finance, Insurance & Real Estate (+17.8%)

Information Services (+10%)







#### What this means for you



For the best opportunities, check out companies in manufacturing, wholesale, or retail. Finance, insurance, real estate, and media/publishing are also good.

Hiring in consulting (think McKinsey), food and beverage companies (not now M&Ms) and tech manufacturers will be down



## Hows the Pay?

41% of employers expect to increase salaries for Bachelor's grads and 30% expect to increase salaries for Master's grads. About half also expect to offer signing bonuses.

#### What this means for you



Most employers are going to keep salary offers same as last year, but a sizable number will be giving out higher offers. You also have a 50-50 chance of getting a sign on bonus!



## Remote?

Fully remote roles will continue to decrease with hybrid roles continuing to increase. 54% expect hybrid work arrangements for entry-level roles and only 4% expect full remote roles this compares to 51% and 8% respectively for 2024.

#### What this means for you



Thinking of moving to Hawaii and working in your pajamas? Buy those fuzzy socks, but not that ticket to Hawaii yet.

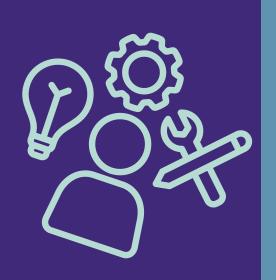
Hybrid with a few days in the office will be most common, but more in-person is also expected.



## Hiring for Skills

2 out of 3 employers are using skills-based hiring. About half still screen by GPA, but that is significantly lower than pre-pandemic when 70%+ of employers screened by GPA.

Skills-based hiring practices will most often show up as competency-based job descriptions or interview rubrics that get at skills needed for the role.



#### What this means for you



Getting good grades is still important, but not enough! You need to build skills that employers want and demonstrate you have them at the right time.





## Want to know what all this means for your job search?



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