



# 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 first-time 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**

# How's 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?

TO DO

# Get in touch!

[INFO@LIFTHERCAREER.COM](mailto:INFO@LIFTHERCAREER.COM)

[SIGN UP](#) FOR OUR WEEKLY  
NEWSLETTER OR BLOG

TRY OUR PROGRAM

[SIGN UP](#)