

# Carroll College Career Times

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## THE NEW GRADUATE'S ADVANTAGE OVER EXPERIENCE

Employers say there are a number of benefits to hiring new college graduates over experienced candidates, according to a report from the National Association of Colleges and Employers (NACE).

One big reason: It's an opportunity to mold the organization's future leaders, say more than 86 percent of employers responding to NACE's *Job Outlook 2007* survey.

More than 90 percent of employers also lauded new college graduate hires for their enthusiasm and motivation, and more than three-quarters cited their ability to provide fresh ideas. In addition, 55 percent said new college graduates have cutting-edge skills to bring to the workplace.

"There is no doubt that there are distinct advantages to hiring both types of candidates—those who have been in the work force for some time and those who are fresh out of college," says Marilyn Mackes, NACE executive director. "Companies that include new college graduate hires as part of their work force planning strategy not only reap the immediate benefits associated with hiring new college graduates, but also sow the seeds for the future success of their organizations."

NACE's study also found that interest in hiring new college graduates is up this year; responding employers project a 17.4 percent increase in their college hiring in 2006-07 over 2005-06.

"The increased interest means employers face more competition for their new college hires," says Mackes. "In fact, employers told us that competition is the number one challenge they face in hiring Class of 2007 graduates."

*Press Release, National Association of Colleges and Employers,*

<http://www.nacweb.org/press/display.asp?year=2007&prid=250>

## Totally Cool Career Factoids

- During the 1990s, the population of Las Vegas doubled and the expansion continues, according to *Money* magazine. Las Vegas school districts must come up with 1,500 new teachers every year just to keep pace.
- Approximately 12% of laid-off managers and top executives end up starting their own businesses, according to *Business Week*.
- Each year China graduates 750,000 engineers, 150,000 of whom are electrical engineers. That's 10 times as many as finish at U.S. colleges. (Source: *Forbes*)
- According to the U.S. Department of Labor, the number of jobs will grow by 15 % by 2010, but the supply of workers will only increase by 12%.

(Source: *Career Opportunities News*; September 2005 Ferguson, An imprint of Facts On File, Inc., 2005.)

## NUMBER OF JOBS HELD IN A LIFETIME

We often hear that today's Carroll College student should plan to change jobs a certain number of times during their professional work life. Often 3-5 times or 5-7 times is quoted as the "average" number of jobs. Where do these statistics come from, one might ask? To determine the number of jobs in a lifetime, one would need data from a "longitudinal" survey that tracks the same respondents over their entire working lives, and so far, no longitudinal survey has ever tracked respondents for that long. The National Longitudinal Survey of Youth 1979 (NLSY79), however, has tracked younger baby boomers over a considerable segment of their lives.

A BLS [Bureau of Labor Statistics] news release published in August 2004 examined the number of jobs that people born in the years 1957 to 1964 held from age 18 to age 38. These younger baby boomers held an average of 10.2 jobs from ages 18 to 38. On average, men held 10.4 jobs and women held 9.9 jobs.

Both men and women held more jobs on average in their late teens and early twenties than they held in their mid thirties.

From ages 18 to 38, some of these younger baby boomers held more jobs than average and others held fewer jobs. Twenty percent held 15 jobs or more, while 16 percent held zero to four jobs.

The Bureau of Labor Statistics (BLS) never has attempted to estimate the number of times people change careers in the course of their working lives. The reason is that no consensus has emerged on what constitutes a career change. A few examples may help to illustrate the difficulty of defining careers and career changes. Did a newspaper reporter who became a TV news anchor change careers? Most people probably would agree that a medical doctor who quit to become a comedian experienced a career change, but most "career changes" probably are not so dramatic.

(Source: *Career Opportunities News*; September 2005 Ferguson, An imprint of Facts On File, Inc., 2005.)

### Remember to attend the 12th Annual Carroll College Career Fair

Wednesday, April 11,  
11:00 am to 4:30 pm in the PE Center

Find a summer job, internship, or entry level professional job.  
Network with over 100 employers and graduate school representatives

### Need Your Resume Critiqued by a Professional?

Professional job counselors will be available all afternoon to critique resumes



Also Affiliated with the Career Fair:  
"Winning Over Employers"

3:00-3:50 PM--Room 176; PE Center,  
Shani Rich, Recruiting Supervisor for Enterprise Rent a Car  
will speak to students about what employers seek in a desirable job candidate.