

## What's Inside?



### Job Outlook: What Do Employers Look for in Candidates?

With the state of the job market leading employers to have higher expectations for the candidates they hire, there is increased emphasis on grade point average (GPA). More employers are screening candidates for GPA than at any other time over the past five years. Currently, nearly three out of four say they screen for GPA, according to responses to the *Job Outlook 2010 survey*.

Approximately 95 percent of those who use GPA reported their cutoff; 63 percent of respondents cited 3.0, the same cutoff point since 2003 when NACE first collected the information.

However, a high GPA is just one component employers consider in their candidates. And if two candidates are equally qualified, what helps employers choose between them? Based on attributes provided in the survey, a student's leadership experience has a slight edge over other factors. The top factors are as follows:

- Has held leadership position
- Major
- High GPA (3.0 or above)
- Has been involved in extracurricular activities
- School attended
- Has done volunteer work

Responding employers were able to add to the list of attributes likely to influence them to hire one candidate over another, and more than one-quarter did so. In examining the other write-in attributes, it is evident that employers see a tremendous value in the experience that a candidate possesses.

- ▶ Job Outlook: What Do Employers Look for in Candidates
- ▶ Career and Internship Fair Being Held at IU South Bend
- ▶ NACE Index: College Job Market Shows Signs of Improvement
- ▶ Next Step China Internship Programs

For example, a total of 25 respondents indicated that a candidate's previous internship experience would influence their hiring decision.

Not only do employers prefer candidates with experience, but they also prefer candidates with relevant work experience. When asked about the preferred source of that experience, more than half cited internships and co-ops.

This article used by permission from [www.naceweb.org](http://www.naceweb.org)

### Career and Internship Fair Being Held at IU South Bend

**Believe. Network. Succeed.**

Career and Internship Fair  
Friday, April 9, 2010  
10 am—2 pm  
IU South Bend  
Student Activities Center

Register and see Employer List at:  
[www.iusb.edu/~iusbjf](http://www.iusb.edu/~iusbjf)

Other Questions—Schedule Teacher Interviews

Call: 574-520-4425  
Email: [iusbjf@iusb.edu](mailto:iusbjf@iusb.edu)



#### Career & Intern Services Center

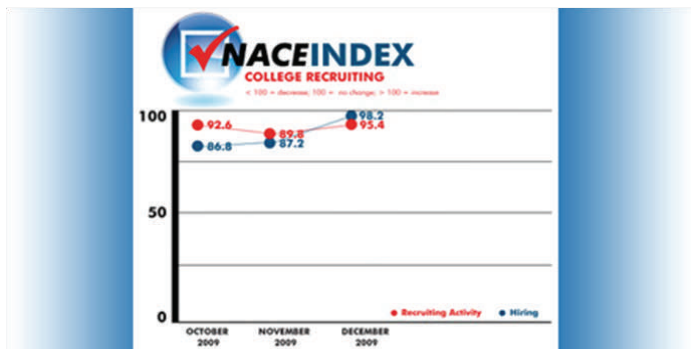
Huffman Administration Building ▲ Room A316 ▲ (574) 807-7096  
[careerservices@bethelcollege.edu](mailto:careerservices@bethelcollege.edu) ▲ [www.bethelcollege.edu](http://www.bethelcollege.edu) >Campus Services >Career & Internships

## NACE Index: College Job Market Shows Signs of Improvement

While the job market for new college graduates remains tough, there are signs that the job market is improving, according to results of NACE's monthly polls.

Each month, NACE polls its employer members and reports the results as an index for college hiring and an index for recruiting activity. Index scores range from 0 to 200 (100 represents no change; scores below 100 represent an expected decrease; scores above 100 represent an expected increase).

Results from a NACE poll conducted in December of 2009 show the index for college hiring stood at 98.2—up from 87.2 in a November poll. The current poll covers employer expectations over the January, February, and March time frame, but is updated monthly to reflect expectations on an ongoing basis.



Source: National Association of Colleges and Employers. December 2009 Index. While the college Class of 2010 is facing a tough job market, there has been improvement in the hiring index for three consecutive months indicating that college hiring may have stopped receding and is slowly starting to rebuild.

In addition, there has been steady improvement in the number of employers that expected to increase their college hiring: Approximately one-third (33.4 percent) of the employers polled in December said they expected to increase their college hiring, compared to 28 percent in a November poll

and 26 percent in an October poll.

Currently, 26.7 percent report plans to reduce college hiring a lower percent for reduction than has been seen in some time. In fact, it marks the first time since August 2008 that the percentage of employers planning to increase college hiring has outpaced the percentage planning to decrease.

In a poll conducted December 2, 2009 - January 4, 2010, it showed that employers plan to be more active in recruiting new college graduates for their work forces. Currently, the recruiting activity index is at 95.4—up from 89.8 in November. However, much of that increase reflects the timing of the November and December polls, when employers typically don't recruit, but start to gear up again in January.

NACE's most recent poll was conducted January 4 - February

1. Results are reported in Spotlight Online.

This article used by permission from [www.naceweb.org](http://www.naceweb.org)

## Next Step China Internship Programs

**Next Step China is extending five scholarships towards any of our Next Step China Internship Programs. . .**

- One Scholarship will be for \$500 USD
- Four Scholarships will be for \$250 USD

**The requirements for a student to apply are below:**

1. Student needs to be enrolled and taking courses at your university and needs to be a Junior or Senior.
  2. A recent graduate of two years may also apply for this scholarship. (diploma proof required)
  3. GPA minimum of 3.0 for undergraduate and two year alumni is required. (copy of transcript is required)
  4. Write a 250 word essay on "Why they should receive this scholarship to Intern in China".
  5. Resume and/or CV
  6. Submit the copy of transcript, essay and resume/CV to [Info@NextStepChina.org](mailto:Info@NextStepChina.org); please label e-mail "**NSC Intern-ship Scholarship**".
- Deadline for the submission is **March 30th 2010**.
  - The winner will be announced on **April 15th 2010**.
  - The scholarship is not a cash reward it is a credit toward our Internship Program.

### Career & Intern Services Center

Huffman Administration Building ▲ Room A316 ▲ (574) 807-7096  
[careerservices@bethelcollege.edu](mailto:careerservices@bethelcollege.edu) ▲ [www.bethelcollege.edu](http://www.bethelcollege.edu) >Campus Services >Career & Internships