

TO: Jean Durling, NALP Immediate Past President
Fred Thrasher, NALP Deputy Director

FROM: Bill Chamberlain, NALP Liaison to NACE

RE: Fourth Quarter Board Report

DATE: March 29, 2017

For this report, I have culled some recent items of interest to NALP members from the NACE website. One article is written from the employer's side and other one from the student's side. The first article provides a glimpse into what non-legal employers are looking for in student resumes. The second article discusses what today's students are looking for in employer benefits.

This is my final NACE liaison report as I am transitioning out of career services and into undergraduate pre-law advising. I want to thank the various presidents and boards that have kept me on over the years as liaison to this amazing organization. I have learned much and have tried to pass on what I have learned to the Board and the NALP membership.

1. Students who want to impress employers via their resumes will emphasize their solid GPA, detail their abilities to work as part of a team and solve problems, and offer proof of their strong communication skills, according to NACE's *Job Outlook 2017* report.

For the third consecutive year, the percentage of employers reporting plans to screen graduates by GPA has grown. This year, 70 percent of respondents will screen Class of 2017 candidates by GPA, up from 69 percent last year. (See Figure 1.)

Among the employers that will screen candidates by GPA, more than 60 percent will use a cutoff of 3.0, which is also the mean and median reported cutoffs for the entire group.

Also of great importance to employers: A student's ability to work as part of a team is the top attribute for 78 percent of respondents. (See Figure 2.)

While problem-solving skills may be difficult to exhibit on a resume, they will be required by more than 77 percent of respondents. Rounding out the top attributes employers are seeking on a candidate's resume are communication skills—both written (75 percent) and verbal (71 percent)—and a strong work ethic (72 percent).

Data for the *Job Outlook 2017* survey were collected from August 5, 2016, through October 4, 2016. A total of 169 surveys were returned—a 17 percent response rate. The *Job Outlook 2017* report is available at www.naceweb.org/surveys/job-outlook.aspx or through the MyNACE area at www.naceweb.org/job-outlook/index.aspx.

Figure 1: Screen candidates by GPA, by percentage of respondents

| | |
|---------------------------|----------------------------------|
| 2017 | |
| 2016 | |
| Percentage of Respondents | 69.3% |
| 2015 | |
| Percentage of Respondents | 68.1% |
| 2014 | |
| Percentage of Respondents | 67.1% |
| 2013 | |
| Percentage of Respondents | 78.3% |
| 2012 | |
| Percentage of Respondents | 73.4% |
| 2011 | |
| Percentage of Respondents | 76.9% |
| RECRUITING YEAR | PERCENTAGE OF RESPONDENTS |
| 2017 | 70.1% |
| 2016 | 69.3% |
| 2015 | 68.1% |
| 2014 | 67.1% |
| 2013 | 78.3% |
| 2012 | 73.4% |
| 2011 | 76.9% |

Source: *Job Outlook 2017*, National Association of Colleges and Employers

Figure 2: Attributes employers seek on a candidate's resume

ABILITY TO WORK IN A TEAM

PROBLEM-SOLVING SKILLS

Percentage of Respondents 77.3%

COMMUNICATION SKILLS (WRITTEN)

Percentage of Respondents 75.0%

STRONG WORK ETHIC

Percentage of Respondents 72.0%

COMMUNICATION SKILLS (VERBAL)

Percentage of Respondents 70.5%

LEADERSHIP

Percentage of Respondents 68.9%

INITIATIVE

Percentage of Respondents 65.9%

ANALYTICAL/QUANTITATIVE SKILLS

Percentage of Respondents 64.4%

FLEXIBILITY/ADAPTABILITY

Percentage of Respondents 63.6%

DETAIL-ORIENTED

Percentage of Respondents 62.1%

INTERPERSONAL SKILLS (RELATES WELL TO OTHERS)

Percentage of Respondents 58.3%

TECHNICAL SKILLS

Percentage of Respondents 56.8%

COMPUTER SKILLS

Percentage of Respondents 49.2%

ORGANIZATIONAL ABILITY

| | |
|--|-------|
| Percentage of Respondents | 47.7% |
| STRATEGIC PLANNING SKILLS | |
| Percentage of Respondents | 37.9% |
| FRIENDLY/OUTGOING PERSONALITY | |
| Percentage of Respondents | 25.8% |
| TACTFULNESS | |
| Percentage of Respondents | 25.8% |
| CREATIVITY | |
| Percentage of Respondents | 21.2% |
| ENTREPRENEURIAL SKILLS/RISK-TAKER | |
| Percentage of Respondents | 19.7% |
| FLUENCY IN A FOREIGN LANGUAGE | |
| Percentage of Respondents | 4.5% |

| ATTRIBUTE | PERCENTAGE OF RESPONDENTS |
|---|----------------------------------|
| Ability to work in a team | 78.0% |
| Problem-solving skills | 77.3% |
| Communication skills (written) | 75.0% |
| Strong work ethic | 72.0% |
| Communication skills (verbal) | 70.5% |
| Leadership | 68.9% |
| Initiative | 65.9% |
| Analytical/quantitative skills | 64.4% |
| Flexibility/adaptability | 63.6% |
| Detail-oriented | 62.1% |
| Interpersonal skills (relates well to others) | 58.3% |
| Technical skills | 56.8% |
| Computer skills | 49.2% |
| Organizational ability | 47.7% |
| Strategic planning skills | 37.9% |
| Friendly/outgoing personality | 25.8% |
| Tactfulness | 25.8% |
| Creativity | 21.2% |
| Entrepreneurial skills/risk-taker | 19.7% |
| Fluency in a foreign language | 4.5% |

Source: *Job Outlook 2017*, National Association of Colleges and Employers

2. Is your organization offering the benefits that candidates are seeking? If it is providing employees with a company-matched 401(k) retirement plan and dental insurance, it indeed is offering the benefits new hires are most seeking, according to results of NACE’s [2016 Recruiting Benchmarks Survey](#).

Students responding to NACE’s 2016 *Student Survey* rated company-matched 401(k) retirement plan (62.6 percent rated this benefit as “very important” or “extremely important”), dental insurance (59.6 percent), 100 percent employer-paid medical (53.2 percent), and tuition reimbursement (51.9 percent) highest among the benefits they are seeking. They also rated guaranteed annual salary increases (51.4 percent), family friendly benefits (50.3 percent), and life insurance (50.1 percent) highly.

Meanwhile, among employers responding to NACE’s 2016 *Recruiting Benchmarks Survey*, nearly 94 percent offered company-matched 401(k) retirement plan (62.6 percent), dental insurance, and life insurance. (See Figure 1.) Tuition reimbursement and family friendly benefits were both offered by 80.5 percent of employers.

However, 100 percent employer-paid medical insurance and guaranteed annual salary increases were ranked among the benefits that were least offered by employers at just 7.5 percent and 13.8 percent, respectively.

NACE’s 2016 *Recruiting Benchmarks Survey* was conducted from May 24, 2016, to August 31, 2016, among NACE employer members; 233, or 24.6 percent, responded. [Highlights from the 2016 Recruiting Benchmarks Survey are available](#) on NACEWeb. [Participating members can access the full report through MyNACE](#).

- Figure 1: Employer-offered benefits vs. student importance

| BENEFIT | |
|--|-------|
| LIFE INSURANCE | |
| Percentage of Employers Offering | 93.7% |
| Percentage of Students Rated Importance* | 50.1% |
| DENTAL INSURANCE | |
| Percentage of Employers Offering | 93.7% |
| Percentage of Students Rated Importance* | 59.6% |

COMPANY MATCH FOR 401(K) RETIREMENT PLAN

| | |
|--|-------|
| Percentage of Employers Offering | 93.7% |
| Percentage of Students Rated Importance* | 62.6% |

EMPLOYEE ASSISTANCE COUNSELING PROGRAM

| | |
|--|-------|
| Percentage of Employers Offering | 84.9% |
| Percentage of Students Rated Importance* | 22.4% |

TUITION REIMBURSEMENT

| | |
|--|-------|
| Percentage of Employers Offering | 80.5% |
| Percentage of Students Rated Importance* | 51.9% |

FAMILY FRIENDLY BENEFITS

| | |
|--|-------|
| Percentage of Employers Offering | 80.5% |
| Percentage of Students Rated Importance* | 50.3% |

BONUS COMMISSION PLAN

| | |
|--|-------|
| Percentage of Employers Offering | 66.7% |
| Percentage of Students Rated Importance* | 37.7% |

CASUAL DRESS POLICY

| | |
|--|-------|
| Percentage of Employers Offering | 62.9% |
| Percentage of Students Rated Importance* | 22.2% |

FREQUENT PERFORMANCE REVIEWS MORE THAN ONCE PER YEAR

| | |
|--|-------|
| Percentage of Employers Offering | 61.6% |
| Percentage of Students Rated Importance* | 31.0% |

MORE THAN TWO WEEKS OF VACATION FOR FIRST YEAR

| | |
|--|-------|
| Percentage of Employers Offering | 54.7% |
| Percentage of Students Rated Importance* | 35.1% |

ON-SITE FITNESS CENTER

| | |
|--|-------|
| Percentage of Employers Offering | 54.1% |
| Percentage of Students Rated Importance* | 18.4% |

FLEXTIME POLICY

| | |
|----------------------------------|-------|
| Percentage of Employers Offering | 50.3% |
|----------------------------------|-------|

| | |
|--|-------|
| Percentage of Students Rated Importance* | 33.3% |
|--|-------|

TELECOMMUTING OPTION

| | |
|--|-------|
| Percentage of Employers Offering | 41.5% |
| Percentage of Students Rated Importance* | 18.8% |

GUARANTEED ANNUAL SALARY INCREASES

| | |
|--|-------|
| Percentage of Employers Offering | 13.8% |
| Percentage of Students Rated Importance* | 51.4% |

ON-SITE DAYCARE FACILITIES

| | |
|--|-------|
| Percentage of Employers Offering | 8.8% |
| Percentage of Students Rated Importance* | 11.8% |

100 PERCENT EMPLOYER-PAID MEDICAL

| | |
|--|-------|
| Percentage of Employers Offering | 7.5% |
| Percentage of Students Rated Importance* | 53.2% |

*** IMPORTANCE IS DEFINED AS GRADUATING SENIORS ENTERING THE WORK FORCE WHO NARRATED THESE BENEFITS AS “VERY IMPORTANT” AND “EXTREMELY IMPORTANT” IN NACE’S 2016 STUDENT SURVEY**

| BENEFIT | PERCENTAGE OF EMPLOYERS OFFERING | PERCENTAGE OF STUDENTS RATED IMPORTANCE* |
|--|---|---|
| Life insurance | 93.7% | 50.1% |
| Dental insurance | 93.7% | 59.6% |
| Company match for 401(k) retirement plan | 93.7% | 62.6% |
| Employee assistance counseling program | 84.9% | 22.4% |
| Tuition reimbursement | 80.5% | 51.9% |
| Family friendly benefits | 80.5% | 50.3% |
| Bonus commission plan | 66.7% | 37.7% |
| Casual dress policy | 62.9% | 22.2% |
| Frequent performance reviews more than once per year | 61.6% | 31.0% |
| More than two weeks of | 54.7% | 35.1% |

| | | |
|---|--------------|--------------|
| vacation for first year | | |
| On-site fitness center | 54.1% | 18.4% |
| Flextime policy | 50.3% | 33.3% |
| Telecommuting option | 41.5% | 18.8% |
| Guaranteed annual salary increases | 13.8% | 51.4% |
| On-site daycare facilities | 8.8% | 11.8% |
| 100 percent employer-paid medical | 7.5% | 53.2% |

*** Importance is defined as graduating seniors entering the work force who narrated these benefits as “very important” and “extremely important” in NACE’s 2016 Student Survey**

Source: *2016 Recruiting Benchmarks Survey*, National Association of Colleges and Employers

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