NACE®

NATIONAL ASSOCIATION OF COLLEGES AND EMPLOYERS

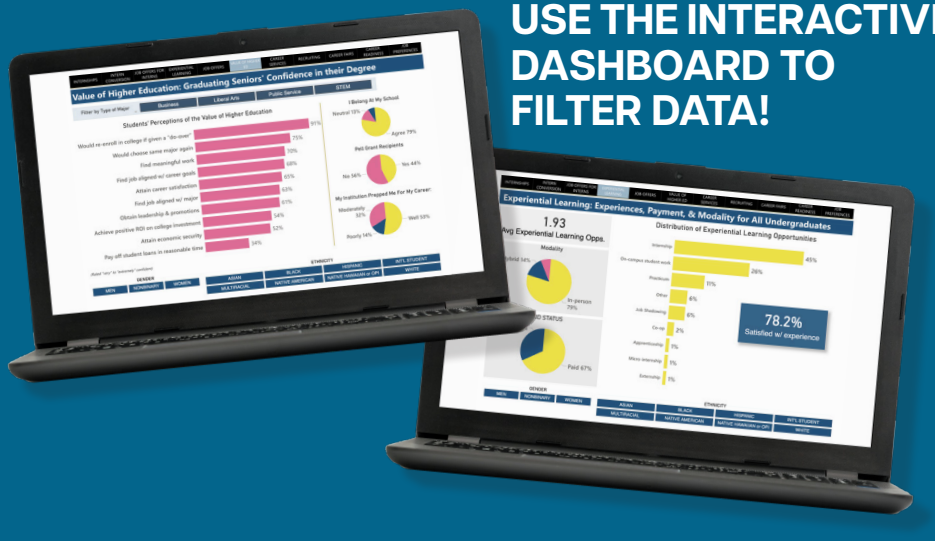
NOVEMBER 2023
NACEWEB.ORG

FOUR-YEAR SCHOOLS

THE 2023 STUDENT SURVEY REPORT

ATTITUDES, PREFERENCES, AND OUTCOMES OF BACHELOR'S DEGREE STUDENTS AT FOUR-YEAR SCHOOLS

EXECUTIVE SUMMARY



USE THE INTERACTIVE DASHBOARD TO FILTER DATA!

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EXECUTIVE SUMMARY

GRADUATES VALUE THEIR EDUCATION: 91% WOULD PURSUE A COLLEGE DEGREE AGAIN

- New college graduates embrace the value of higher education, with 91% reporting that, if they had a chance to do it again, they would opt to pursue a college education.

GRADUATES BELIEVE THEY ARE PREPARED AND CAREER READY

- Feeding into new graduates' endorsement of higher education is their sense of preparedness: More than half believe their college/university prepared them well or very well for the next step in their career.

- Graduates have a strong sense of the importance of career readiness competencies, and their view of which are most important aligns with that of employers. Both graduates and employers cite communication, critical thinking, and teamwork as the three most important competencies.

- Graduates also give themselves high marks in terms of their proficiency in the career readiness competencies. Here, however, their view diverges from that of employers.

GRADUATES SAW AN INCREASE IN PAID INTERNSHIPS, BUT LACK OF PAY HELD SOME BACK

- There was a noticeable increase in the percentage of interns who were paid this year—59%, up from 54% last year. The increase is largely due to an increase in the percentage of paid internships the nonprofit sector provided.

- Among graduating seniors who did not take part in an experiential opportunity, more than one-third wanted to but could not due to their course load and/or financial barriers. This underscores the need for paid internships.

ADDITIONAL HIGHLIGHTS:

- All career services were more widely used in the 2022-23 academic year by students compared with last year.

- Career fairs are the number one recruiting activity in which students engaged: 52% of graduating seniors went to at least one in-person or virtual career fair. Of those who attended, nearly half landed an interview as a result.

- Class of 2023 graduates had as good a year as their Class of 2022 counterparts: 56% reported received at least one job offer, up from 54% for the Class of 2022. On average, they received 1.13 offers, versus 1.14 last year. These data support the NACE Job Outlook 2023 survey data that indicated employers were looking to increase hires by about 4% on top of a strong hiring year in 2022.

GET THE FULL REPORT + INTERACTIVE DASHBOARD

Based on responses from nearly 19,000 bachelor's degree students—including more than 2,300 graduating seniors—NACE's 2023 Student Survey Report examines attitudes, preferences, and outcomes among college graduates as they ready themselves to transition from college to career.

- Find out what students are seeking in a job—and what drives them to turn down a job offer.
- Discover how internships—paid and unpaid—affect job-search outcomes.
- Dive into students' perceptions of the value of higher education and their degree.
- Learn which career services students use most often—and which they deem most helpful.
- And more!

PLUS: Use the interactive dashboard to view results by student demographics, including race and gender.

LEARN MORE.

APPENDIX

ABOUT THE 2023 STUDENT SURVEY

Data for the *2023 Student Survey Report* were collected from March 15, 2023 to May 19, 2022.

In all, 18,966 bachelor degree students responded from 204 four-year colleges and universities. Of those, 2,307 were Class of 2023 graduating seniors. (See Figures 35 and 36.)

FIGURE 35: DEMOGRAPHICS OF SURVEY RESPONDENTS (All Undergraduates)

	2023
GENDER	
Female	64.8%
Male	30.1%
Nonbinary	2.4%
Prefer to Not Respond	2.8%
RACE/ETHNICITY	
White	60.1%
Hispanic or Latinx	9.3%
Asian	11.3%
Black	7.5%
International Students	1.9%
Multi-racial	4.5%
Hawaiian or other Pacific Islanders	0.3%
Native American	0.5%
Prefer to Not Respond	4.7%
ADDITIONAL DEMOGRAPHICS	
First-generation student	24.9%
Student with disability	13.5%
Student identifies as LGBTQ+	17.8%
Veteran	2.9%
English is not the primary language in the home	17.4%
Student caregiver	7.7%

FIGURE 36: DEMOGRAPHICS OF SURVEY RESPONDENT (All Undergraduates)

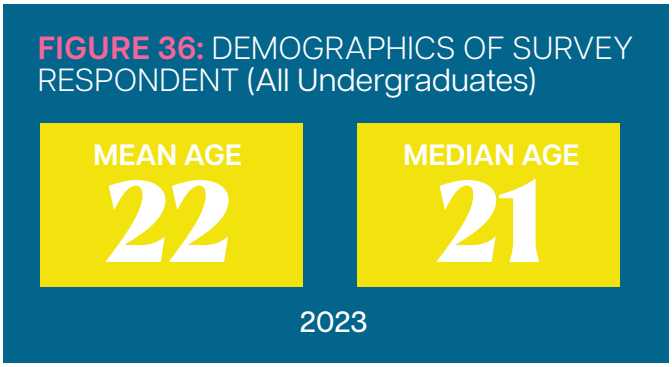

FIGURE 37: RESPONDENT DEMOGRAPHICS BY CLASS

	FREQUENCY	PERCENT OF RESPONDENTS
Bachelor's - 1st Year	2,721	17.6%
Bachelor's - 2nd Year	2,781	18.0%
Bachelor's - 3rd Year	3,464	22.4%
Bachelor's - 4th Year	3,257	21.1%
Bachelor's - 5th Year or Beyond	637	4.1%
Master's	1,782	11.5%
Doctoral	792	5.1%
Total Respondents	**15,434**	**100.0%**

FIGURE 38: MAJORS (Broad Category)
N=15,282

	PERCENT OF RESPONDENTS
STEM	44.1%
LIBERAL ARTS	23.5%
BUSINESS	19.1%
PUBLIC SERVICE	13.3%
Total	100%

MAJORS IN BROAD CATEGORIES

BUSINESS

Accounting and Related Services
Architecture
Business
Business Administration, Management and Operations
Communication & Journalism
Communications Technology
Construction Management
Finance and Financial Management Services
Human Resources Management and Services
Management Information Systems and Services
Marketing

LIBERAL ARTS

Area Studies
Creative and Performing Arts
English
Foreign Languages, Literatures, and Linguistics
History
Liberal Arts
Multi-disciplinary Studies
Philosophy
Psychology
Social Sciences
Work and Family Studies

STEM

Agriculture
Biology
Computer and Information Sciences
Construction Trades
Engineering
Engineering Technology
Health Services (e.g., Dentistry, Nursing, Veterinary, etc.)
Health-related Knowledge and Skills
Math
Mechanics and Repairers
Military Applied Sciences
Natural Resources & Conservation
Physical Sciences
Precision Production Trades
Science Technologies
Transportation

PUBLIC SERVICE

Education
Funeral Service and Mortuary Science
High School Programs
Interpersonal and Social Skills
Law and Legal Studies
Leisure and Recreational Activities
Library Sciences
Military Branches and Sciences
Parks and Recreation
Protective Services
(e.g., Criminal Justice, Homeland Security)
Religion and Theology
Social Work and Public Administration

PARTICIPATING INSTITUTIONS

American International College
Arizona State University Digital Immersion
Arkansas State University
Augusta University
Barton College
Benedictine University
Binghamton University
Blackburn College
Bloomsburg University of Pennsylvania
Caldwell University
California Arts University
California Polytechnic State University-San Luis Obispo
California State Polytechnic University-Pomona
California State University-Bakersfield
California State University-Channel Islands
California State University-Fresno
California State University-Fullerton
California State University-Long Beach
California State University-Northridge
California State University-Stanislaus
California University of Pennsylvania
Calvary University
Calvin University
Carnegie Mellon University
Cedarville University
Centenary College of Louisiana
Central Connecticut State University
Central Penn College
Clarion University of Pennsylvania
Clayton State University
Colby-Sawyer College
Columbia College (Missouri)
Concordia College
Concordia College at Moorhead
Cornell University
CUNY Hunter College
CUNY John Jay College of Criminal Justice
CUNY New York City College of Technology
CUNY Queens College
CUNY York College
DeVry College of New York
DeVry University-California
DeVry University-Georgia
DeVry University-Illinois
DeVry University-Indiana
DeVry University-Virginia
Dillard University
Dixie State University
East Central University
Edinboro University of Pennsylvania
Florida Atlantic University
Florida Institute of Technology
Florida Institute of Technology-Online
Franklin University
Franklin W Olin College of Engineering
George Washington University
Georgetown University
Georgia Institute of Technology-Main Campus
Grove City College
Henry Ford College
Illinois Institute of Technology
Indiana Institute of Technology
Indiana Institute of Technology-College of Professional Studies
Indiana University-Southeast
Kansas State University
Kennesaw State University
Laguna College of Art and Design
Liberty University
Lincoln University
Linfield University-McMinnville Campus
Linfield University-Online and Continuing Education
Linfield University-School of Nursing
Lipscomb University
Louisiana College
Louisiana State University and Agricultural & Mechanical College
Louisiana State University-Shreveport
McNeese State University
Medical University of South Carolina

Millersville University of Pennsylvania
Minnesota State University-Mankato
Missouri State University-Springfield
Missouri University of Science and Technology
Monmouth College
Montana Technological University
Morehead State University
Morgan State University
Murray State University
Newberry College
North Dakota State University-Main Campus
Northern Arizona University
Northwestern College
Ohio Dominican University
Ohio State University-Main Campus
Ohio State University-Marion Campus
Ohio University-Main Campus
Oregon Health & Science University
Oregon Institute of Technology
Oregon State University
Palm Beach State College
Paul Smiths College of Arts and Science
Pennsylvania Academy of the Fine Arts
Pennsylvania College of Art and Design
Pennsylvania College of Health Sciences
Pennsylvania College of Technology
Pennsylvania Institute of Technology
Pensacola State College
Pittsburg State University
Potomac State College of West Virginia University
Princeton University
Rhode Island College
Roberts Wesleyan College
Saint John Fisher College
Saint Martin's University
Saint Vincent College
Salish Kootenai College
San Diego State University
San Jose State University
School of Visual Arts
Scripps College
Shasta College
Shenandoah University
Sinclair Community College
South Dakota School of Mines and Technology
South Dakota State University
South Florida State College
Southern Arkansas University Main Campus
Southern Oregon University
Southern University at New Orleans
Southwest Minnesota State University
St Petersburg College
State University of New York at New Paltz
SUNY College at Geneseo
SUNY Empire State College
Sweet Briar College
Texas A & M University-Kingsville
Texas A&M University-Central Texas
Texas A&M University-San Antonio
Texas Tech University
The Pennsylvania State University
The Santa Barbara and Ventura Colleges of Law at Santa Barbara
The Santa Barbara and Ventura Colleges of Law at Ventura
The University of Alabama
The University of America
The University of Montana
The University of Montana-Western
The University of Tampa
The University of Tennessee-Chattanooga
The University of Texas at Arlington
Towson University
Trevecca Nazarene University
Union College (Nebraska)
Unity College
University of California-Los Angeles
University of California-Merced
University of California-Riverside
University of Central Missouri
University of Connecticut
University of Connecticut-Avery Point
University of Connecticut-Hartford Campus
University of Connecticut-Stamford

University of Connecticut-Waterbury Campus
University of Dayton
University of Denver
University of Detroit Mercy
University of Florida
University of Illinois Springfield
University of Kansas
University of La Verne
University of Louisville
University of Maryland-College Park
University of Memphis
University of Michigan-Ann Arbor
University of Mississippi
University of Missouri-Columbia
University of Missouri-St Louis
University of Nebraska at Omaha
University of Nebraska Medical Center
University of Nebraska-Lincoln
University of Nevada-Las Vegas
University of New Mexico-Main Campus
University of Pennsylvania
University of Pikeville
University of South Carolina Aiken
University of South Carolina-Columbia
University of South Carolina-Upstate
University of South Florida
University of Southern Mississippi
University of the West
University of Toledo
University of Valley Forge
University of Washington-Bothell Campus
University of Wisconsin-Green Bay
University of Wisconsin-Madison
Virginia Commonwealth University
Wayne State College
Wayne State University
West Virginia State University
West Virginia University
West Virginia University - Potomac State College
Western Colorado University
Western Michigan University
William & Mary
William Penn University
York College

GenSpark fills technology talent gaps by bridging underrepresented pools of talent to corporations in need of key skills. With a 98% success rate & 100+ technologies trained, we're building bridges & recasting the workforce for the 21st century.

Job Seekers: Looking for a career in tech? Need help getting there? GenSpark equips you with the training and experience you need! During the first few weeks of joining GenSpark, you will complete intensive technical training to take your skills to the next level. After your paid training is complete, we hire you and find you work with a company partner so that you can begin your dream job. We also provide ongoing support and training to ensure your success.

GenSpark is hiring people like you for entry-level IT careers.

Company Partners: Transform & scale your workforce with GenSpark's customized approach to create custom-trained, life-long learners for your unique tech hiring needs. We work to bridge the IT skills gap for early careers, and more importantly, we are closing the opportunity gap by helping our customers access deserving talent from underrepresented communities that are often overlooked. GenSparkers are productive in week one! And, and we continue to mentor and upskill to ensure a solid foundation as they launch their careers.

650+ GenSparkers were trained in 2022

76% of GenSparkers are from underrepresented groups

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