

OCTOBER 2020

NACE REPORT:
COVID-19
QUICK POLL
SERIES



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**NATIONAL ASSOCIATION OF
COLLEGES AND EMPLOYERS**

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INTRODUCTION

At the onset of the COVID-19 pandemic in March, NACE decided to survey its college and employer members, as well as employer nonmembers from the Fortune 1000, to track how individual organizations were responding to the emerging pandemic. Were offices closing? Limiting travel? Altering operations? NACE members, the press, and the public at large needed data on these critical issues facing colleges and employers in spring 2020.

Many people were preparing to “shelter in place” for two to four weeks. Though two-thirds of Americans thought COVID-19 was a “significant crisis”¹ and “a major threat” to the U.S. economy,² a total of 83% of respondents were very or somewhat confident in public health officials at the CDC according to the Pew Research Center in a survey conducted mid-March 2020.³ These findings suggest Americans were concerned but confident our institutions could handle the pandemic. The most extreme cases in the world to that point—China and Italy—had shown the virus could be controlled if drastic measures were taken immediately.

Little did we all know that, as of this writing in summer 2020, we would be in a similar, if not worse, position. Dr. Deborah Birx, White House coronavirus response coordinator, explained on August 2, 2020, that the virus has spread nationwide, affecting both rural and urban areas. There was, and continues to be, a slow-dawning of the large effect that has been wrought upon the United States. For example, in March, few people were considering that the following school year would be in the jeopardy that is now evident in August 2020. In the months and years to come, we will gain the perspective to put COVID-19 into its appropriate context. Until then, NACE is committed to providing the most current data to assist its members and the public at large with navigating this devastating and ongoing crisis.

This report focuses on the responses to four NACE quick polls—conducted in March, April, May, and June—presents the results for each month; employer responses are provided first, followed by college responses. As such, it provides a snapshot of how employers and institutions evolved in their response to the pandemic.

As the pandemic progressed, poll questions were added or changed to reflect the issues arising as a result of the circumstances.

- The March quick poll—conducted March 9 – 31 —focuses on the immediate changes made by employers and institutions of higher education (IHE), such as office closures and travel restrictions.
- The April poll (April 1 – 30) turned to the immediate effects on job offers, changes to internships, and expectations for the fall regarding career fairs and on-campus activities.
- For the May poll (May 1 – 31), questions related to layoffs and the economic downturn took center stage; respondents were queried about changes in their budgets, staffing levels, and changes to college recruiting as a result of COVID-19.
- The June poll (June 1 – 30) returned to and drilled down on offers to new recruits with respect to revoked offers, delayed start dates, and virtual onboarding, while the career services version of the poll focused on changes in service provision; many of the questions asked of career services in May were included in the June poll as there was uncertainty around initial responses.

THE NATURE OF THE POLLS

The NACE quick polls were generally short—about five to eight questions—and the questions varied from month to month.

Additionally, due to the developing nature of the situation, respondents were encouraged to return to the survey each week to update their answers to reflect the changes in their offices' policies.

FIGURE 1. DATES AND SAMPLE SIZES FOR NACE QUICK POLLS

	SURVEY WINDOW	# OF RESPONDENTS EMPLOYERS	# OF RESPONDENTS COLLEGES
MARCH	3/9/20 to 3/31/20	372	1,070
APRIL	4/1/20 to 4/30/20	439	839
MAY	5/1/20 to 5/31/20	338	600
JUNE	6/1/20 to 6/30/20	246	477

For both employer and college respondents, data are broken down by region. (See Figure 2.) Employer data are also broken down by industry and number of employees; college data are broken down by Carnegie Classification (Figure 3) and size of enrollment.

The following items should be considered when reading this report:

- Breakouts by region, industry, company size, enrollment size, and Carnegie class provided for only categories with at least five respondents.
- College responses: In figures that show data broken down by “overall” and “Carnegie Classification,” the sum of the number of respondents by Carnegie Classification may not equal the total number of overall respondents. The overall results include schools without Carnegie Classifications, for example international institutions as well as domestic institutions that are not yet included in the classifications.
- Questions that allowed respondents to choose more than one answer will result in totals exceeding 100%.
- Totals may also not equal 100 in some cases, due to rounding.

FIGURE 2: REGIONAL GROUPS, DEFINED BY STATE

NEW ENGLAND	MID EAST	GREAT LAKES	PLAINS	SOUTHEAST	SOUTHWEST	ROCKY MOUNTAINS	FAR WEST
Connecticut	Delaware	Illinois	Iowa	Alabama	Arizona	Colorado	Alaska
Maine	District of Columbia	Indiana	Kansas	Arkansas	New Mexico	Idaho	California
Massachusetts	Columbia	Michigan	Minnesota	Florida	Oklahoma	Montana	Hawaii
New Hampshire	Maryland	Ohio	Missouri	Georgia	Texas	Utah	Nevada
Rhode Island	New Jersey	Wisconsin	Nebraska	Kentucky		Wyoming	Oregon
Vermont	New York		North Dakota	Louisiana			Washington
	Pennsylvania		South Dakota	Mississippi			
				North Carolina			
				South Carolina			
				Tennessee			
				Virginia			
				West Virginia			

FIGURE 3: CARNEGIE CLASSIFICATION KEY

GROUP	CLASSIFICATION	ABBREVIATION
DOCTORAL UNIVERSITIES	Very High Research Activity High Research Activity Doctoral/Professional	Research 1 (R1) Research 2 (R2) D/P
MASTER'S COLLEGES & UNIVERSITIES	Larger Programs Medium Programs Small Programs	Master's 1 (M1) Master's 2 (M2) Master's 3 (M3)
SPECIAL FOCUS	All	Special Focus
BACCALAUREATE COLLEGES	Arts & Sciences Fields Diverse Fields	Arts & Sciences (A & S) Diverse (D)
BACCALAUREATE/ ASSOCIATE'S COLLEGES	All	Baccalaureate/Associate's
ASSOCIATE'S COLLEGES	All	Associate's

Note: The Carnegie Classification's 2018 update includes more categories than the ones listed here. However, due to a low number of respondents within the individual categories, results were combined to form larger, broader categories. For the purposes of this report, all "Associate's Colleges" are combined into one "Associate's" category, all "Baccalaureate/Associate's" schools are combined because of a small sample size in those categories, and all "Special Focus" categories are combined into one "Special Focus" category.

MARCH POLL

Poll conducted March 9 – 31, 2020

EMPLOYER RESPONSES

At the start of the coronavirus pandemic, few realized what effects the virus would have on the workplace. The terms “social distancing,” “quarantine,” and “stay at home” became common expressions added to our daily conversations. No longer were doctors and nurses the only people to wear face masks and latex gloves, but everyday people also needed them for fear of contracting the virus if they left their homes to purchase essential items.

Number of surveys distributed: **927**

Number of responses: **372**

Response rate: **40.1%**

With so many unknowns about COVID-19, workplaces were forced to shutter their doors to protect their employees. The stock market crashed and unemployment rates skyrocketed as the number of cases rose, with millions filing for unemployment benefits each week.

In the first NACE quick poll—the March poll—employers were asked about the immediate effects of the virus on their specific organizations. As the weeks wore on, the results were clear—the virus would take its toll not only on peoples' lives, but on nearly all businesses across the country.

WORKPLACE CHANGES

By the end of March 2020, more than half of employer respondents either required or strongly urged employees to work from home, and 42% urged employees to communicate with co-workers electronically. (See Figure 4.) (Note: It is important to keep in mind that some industries were not able to easily shift to remote work, e.g. manufacturing or biopharmaceutical companies where employees were needed on site.)

Only 17.9% of respondents were not required to make any workplace changes, but those respondents may have been responding for life-essential organizations. A case in point: Half of the respondents in the utilities industry reported that they were not making any changes to their workplace.

As far as working remotely, just 10% of utilities respondents, 22.2% of motor vehicle manufacturers, and 36.4% of food and beverage manufacturers indicated that they were required to work remotely. Not surprisingly, these industries would find it challenging to perform their duties remotely. In addition, food and beverage manufacturers, utilities, and motor vehicle manufacturers (especially those who converted their operations to manufacturing ventilators) were considered essential services.

By region, the respondents who were not required to make any workplace changes by the end of March were located mainly in the middle of the country. By region, the Great Lakes, Plains, and Southwest regions had the largest percentages of respondents (close to one-quarter) who reported they were not required to make any changes to their workplace. (See Figure 5.)

By the end of March, companies with 5,001 to 10,000 employees appeared to have made the most workplace changes; more than 37% of respondents in this group were required to eliminate staff meetings, work remotely, and communicate electronically. Just under 10% in this size category were also not required to make any workplace changes. (See Figure 6.)

FIGURE 4: CHANGES IN WORKPLACE AS A RESPONSE TO THE CORONAVIRUS, BY INDUSTRY

INDUSTRY	ELIMINATE STAFF MEETINGS	COMMUNICATE ELECTRONICALLY	WORK REMOTELY	ALL OF THE OPTIONS	NONE OF THE OPTIONS	TOTAL RESPONDENTS
OVERALL	9.5%	42.0%	52.7%	26.6%	17.9%	357
OIL & GAS EXTRACTION	0.0%	37.5%	75.0%	0.0%	12.5%	8
UTILITIES	0.0%	0.0%	10.0%	40.0%	50.0%	10
CONSTRUCTION	0.0%	33.3%	61.1%	27.8%	11.1%	18
FOOD & BEVERAGE MFG.	9.1%	18.2%	36.4%	36.4%	36.4%	11
CHEMICAL (PHARMACEUTICAL) MFG.	8.7%	47.8%	43.5%	39.1%	4.3%	23
COMPUTER & ELECTRONICS MFG.	2.9%	37.1%	42.9%	25.7%	20.0%	35
MOTOR VEHICLE MFG.	0.0%	11.1%	22.2%	33.3%	44.4%	9
WHOLESALE TRADE	20.0%	42.2%	46.7%	24.4%	20.0%	45
RETAIL TRADE	10.5%	42.1%	57.9%	21.1%	21.1%	19
TRANSPORTATION	18.2%	45.5%	45.5%	54.5%	9.1%	11
INFORMATION	16.7%	50.0%	66.7%	16.7%	0.0%	6
FINANCE, INSURANCE, & REAL ESTATE	11.1%	55.6%	74.1%	22.2%	14.8%	27
ACCOUNTING SERVICES	7.1%	44.6%	57.1%	19.6%	16.1%	56
ENGINEERING SERVICES	22.2%	66.7%	55.6%	22.2%	22.2%	9
MANAGEMENT CONSULTING	0.0%	16.7%	33.3%	50.0%	16.7%	6
MISC. PROF. SVCS.	16.7%	50.0%	58.3%	33.3%	0.0%	12
SOCIAL SERVICES	10.0%	40.0%	60.0%	30.0%	20.0%	20
RECREATION & HOSPITALITY	0.0%	63.6%	72.7%	18.2%	9.1%	11
MISC. SUPPORT SERVICES	37.5%	50.0%	50.0%	50.0%	12.5%	8
GOVERNMENT	0.0%	66.7%	66.7%	16.7%	33.3%	6

FIGURE 5: CHANGES IN WORKPLACE AS A RESPONSE TO THE CORONAVIRUS, BY REGION

REGION	ELIMINATE STAFF MEETINGS	COMMUNICATE ELECTRONICALLY	WORK REMOTELY	ALL OF THE OPTIONS	NONE OF THE OPTIONS	TOTAL RESPONDENTS
OVERALL	9.5%	42.0%	52.7%	26.6%	17.9%	357*
NEW ENGLAND	3.4%	41.4%	44.8%	37.9%	6.9%	29
MID EAST	6.1%	43.9%	51.5%	24.2%	16.7%	66
GREAT LAKES	8.6%	38.6%	47.1%	27.1%	24.3%	70
PLAINS	16.7%	44.4%	52.8%	16.7%	25.0%	36
SOUTHEAST	14.7%	42.6%	52.9%	30.9%	13.2%	68
SOUTHWEST	8.3%	37.5%	54.2%	25.0%	25.0%	48
ROCKY MOUNTAINS	0.0%	20.0%	60.0%	20.0%	20.0%	5
FAR WEST	8.8%	50.0%	67.6%	26.5%	8.8%	34

*One respondent could not be identified, therefore the overall total N is one greater than the sum of the individual regional totals.

FIGURE 6: CHANGES IN WORKPLACE AS A RESPONSE TO THE CORONAVIRUS, BY COMPANY SIZE

COMPANY SIZE	ELIMINATE STAFF MEETINGS	COMMUNICATE ELECTRONICALLY	WORK REMOTELY	ALL OF THE OPTIONS	NONE OF THE OPTIONS	TOTAL RESPONDENTS
OVERALL	9.5%	42.0%	52.7%	26.6%	17.9%	357*
500 OR FEWER EMPLOYEES	8.3%	37.5%	50.0%	29.2%	25.0%	48
501 - 1,000 EMPLOYEES	17.6%	47.1%	70.6%	29.4%	11.8%	17
1,001 - 2,500 EMPLOYEES	10.5%	31.6%	55.3%	18.4%	21.1%	38
2,501 - 5,000 EMPLOYEES	5.6%	38.9%	57.4%	24.1%	14.8%	54
5,001 - 10,000 EMPLOYEES	9.8%	47.1%	49.0%	37.3%	9.8%	51
10,001 - 20,000 EMPLOYEES	4.3%	36.2%	48.9%	23.4%	23.4%	47
MORE THAN 20,000 EMPLOYEES	12.9%	48.5%	50.5%	25.7%	17.8%	101

*One respondent could not be identified, therefore the overall total N is one greater than the sum of the individual company size totals.

SPRING 2020 ON-CAMPUS RECRUITING

On-campus recruiting for spring 2020 was hard hit, with just over one-third of respondents reporting that they would not do on-campus recruiting and 17.3% who eliminated all college recruiting for spring. (See Figure 7.)

One-quarter of respondents said they would continue their on-campus plans, attending career fairs, and recruiting; however, by the end of the month, nearly half of responding colleges/universities had cancelled those activities on their campus. Moreover, as many college respondents reported working in a virtual setting, very little, if any, on-campus recruiting occurred in spring 2020.

In six of the seven reported regions, approximately 25% of respondents still planned recruiting activities in the spring. Employers in the Mid East region were most likely to report curtailing activities: Nearly half indicated they would not do on-campus recruiting in the spring, and an additional 20.8% eliminated all college recruiting for spring. (See Figure 8.)

Companies having with more than 5,000 employers were most likely to report terminating their on-campus recruiting. (See Figure 9.)

FIGURE 7: ALTERATIONS TO COLLEGE RECRUITING PLANS FOR THE SPRING, BY INDUSTRY

INDUSTRY	WILL NOT DO ON-CAMPUS RECRUITING	WILL NOT ATTEND CAREER FAIRS, BUT WILL INTERVIEW ON CAMPUS	ELIMINATED ALL COLLEGE RECRUITING FOR SPRING	WILL BE RECRUITING ON CAMPUS AND ATTENDING CAREER FAIRS	NEVER HAD PLANS TO RECRUIT THIS SPRING	TOTAL RESPONDENTS
OVERALL	35.0%	2.1%	17.3%	25.8%	19.8%	283
OIL & GAS EXTRACTION	42.9%	0.0%	0.0%	28.6%	28.6%	7
UTILITIES	33.3%	0.0%	16.7%	50.0%	0.0%	6
CONSTRUCTION	35.7%	0.0%	21.4%	14.3%	28.6%	14
FOOD & BEVERAGE MFG.	40.0%	10.0%	0.0%	40.0%	10.0%	10
CHEMICAL (PHARMACEUTICAL) MFG.	40.0%	0.0%	15.0%	25.0%	20.0%	20
COMPUTER & ELECTRONICS MFG.	26.1%	0.0%	30.4%	34.8%	8.7%	23
MOTOR VEHICLE MFG.	25.0%	0.0%	12.5%	62.5%	0.0%	8
MISC. MFG.	29.3%	0.0%	9.8%	34.1%	26.8%	41
WHOLESALE TRADE	27.8%	11.1%	22.2%	16.7%	22.2%	18
RETAIL TRADE	22.2%	0.0%	22.2%	11.1%	44.4%	9
INFORMATION	45.0%	0.0%	10.0%	15.0%	30.0%	20
FINANCE, INSURANCE, & REAL ESTATE	44.4%	6.7%	13.3%	17.8%	17.8%	45
ACCOUNTING SERVICES	50.0%	0.0%	0.0%	33.3%	16.7%	6
ENGINEERING SERVICES	20.0%	0.0%	20.0%	60.0%	0.0%	5
MANAGEMENT CONSULTING	22.2%	0.0%	22.2%	33.3%	22.2%	9
MISC. PROF. SVCS.	58.3%	0.0%	16.7%	16.7%	8.3%	12
SOCIAL SERVICES	37.5%	0.0%	12.5%	12.5%	37.5%	8
RECREATION & HOSPITALITY	14.3%	0.0%	42.9%	14.3%	28.6%	7
MISC. SUPPORT SERVICES	60.0%	0.0%	0.0%	20.0%	20.0%	5
GOVERNMENT	20.0%	0.0%	40.0%	40.0%	0.0%	5

FIGURE 8: ALTERATIONS TO COLLEGE RECRUITING PLANS FOR THE SPRING, BY REGION

REGION	WILL NOT DO ON-CAMPUS RECRUITING	WILL NOT ATTEND CAREER FAIRS, BUT WILL INTERVIEW ON CAMPUS	ELIMINATED ALL COLLEGE RECRUITING FOR SPRING	WILL BE RECRUITING ON CAMPUS AND ATTENDING CAREER FAIRS	NEVER HAD PLANS TO RECRUIT THIS SPRING	TOTAL RESPONDENTS
OVERALL	35.0%	2.1%	17.3%	25.8%	19.8%	283*
NEW ENGLAND	33.3%	8.3%	8.3%	25.0%	25.0%	24
MID EAST	45.3%	0.0%	20.8%	24.5%	9.4%	53
GREAT LAKES	21.7%	1.7%	16.7%	33.3%	26.7%	60
PLAINS	23.1%	3.8%	23.1%	30.8%	19.2%	26
SOUTHEAST	41.2%	0.0%	21.6%	23.5%	13.7%	51
SOUTHWEST	36.1%	2.8%	19.4%	27.8%	13.9%	36
ROCKY MOUNTAINS/ FAR WEST	43.8%	3.1%	3.1%	12.5%	37.5%	32

*One respondent could not be identified, therefore the overall total N is one greater than the sum of the individual regional totals.

FIGURE 9: ALTERATIONS TO COLLEGE RECRUITING PLANS FOR THE SPRING, BY COMPANY SIZE

COMPANY SIZE	WILL NOT DO ON-CAMPUS RECRUITING	WILL NOT ATTEND CAREER FAIRS, BUT WILL INTERVIEW ON CAMPUS	ELIMINATED ALL COLLEGE RECRUITING FOR SPRING	WILL BE RECRUITING ON CAMPUS AND ATTENDING CAREER FAIRS	NEVER HAD PLANS TO RECRUIT THIS SPRING	TOTAL RESPONDENTS
OVERALL	35.0%	2.1%	17.3%	25.8%	19.8%	283*
500 OR FEWER EMPLOYEES	27.0%	5.4%	18.9%	24.3%	24.3%	37
501 - 1,000 EMPLOYEES	33.3%	0.0%	6.7%	33.3%	26.7%	15
1,001 - 2,500 EMPLOYEES	20.7%	6.9%	20.7%	41.4%	10.3%	29
2,501 - 5,000 EMPLOYEES	25.0%	0.0%	13.6%	27.3%	34.1%	44
5,001 - 10,000 EMPLOYEES	43.2%	2.3%	25.0%	15.9%	13.6%	44
10,001 - 20,000 EMPLOYEES	43.8%	0.0%	9.4%	31.3%	15.6%	32
MORE THAN 20,000 EMPLOYEES	42.0%	1.2%	17.3%	22.2%	17.3%	81

*One respondent could not be identified, therefore the overall total N is one greater than the sum of the individual company size totals.

SUMMER INTERNSHIPS

Despite the pandemic, at the end of March nearly 70% of respondents planned to continue their summer internships as originally scheduled; at this juncture in March, just 2.4% of respondents reported that they had cancelled their summer internships entirely. (See Figure 10.)

It is not surprising that those cancelling fell in the recreation and hospitality sector (25%), transportation sector (16.7%), engineering services (16.7%), and various manufacturing sectors, as they felt some of the worst effects of the virus on their businesses.

Of the 24% of respondents in the “other” category, most indicated plans to shorten the length of their summer internships, e.g. delaying start dates, or reported that they were still undecided as to how their summer internship plans would change.

While the breakouts by region were consistent with the overall results, the Southeast region had the largest percentage of respondents (5.6%) that were cancelling all summer internships. The makeup of industries reporting from the Southeast region may have been a factor—40.3% were in several manufacturing sectors, recreation and hospitality, transportation, and the engineering services industries. (See Figure 11.)

Regardless of company size, for the most part plans for summer internships remained intact. Companies with 500 or fewer employees showed the most respondents who intended to cancel all summer internships, but that group was 6.3% of the category, and accounted for just three respondents. (See Figure 12.)

FIGURE 10: PLANS FOR SUMMER INTERNSHIPS, BY INDUSTRY

INDUSTRY	CANCELLING ALL SUMMER INTERNSHIPS	ALL INTERNSHIPS WILL BE VIRTUAL	PLAN TO CONTINUE WITH PLANNED INTERNSHIPS	DID NOT PLAN ON HAVING ANY INTERNSHIPS THIS SUMMER	OTHER	TOTAL RESPONDENTS
OVERALL	2.4%	2.4%	69.6%	1.3%	24.2%	371
OIL & GAS EXTRACTION	0.0%	0.0%	87.5%	0.0%	12.5%	8
UTILITIES	0.0%	0.0%	80.0%	0.0%	20.0%	10
CONSTRUCTION	0.0%	0.0%	61.1%	0.0%	38.9%	18
FOOD & BEVERAGE MFG.	0.0%	9.1%	72.7%	0.0%	18.2%	11
CHEMICAL (PHARMACEUTICAL) MFG.	8.0%	4.0%	68.0%	0.0%	20.0%	25
COMPUTER & ELECTRONICS MFG.	0.0%	2.7%	73.0%	0.0%	24.3%	37
MOTOR VEHICLE MFG.	0.0%	0.0%	63.6%	0.0%	36.4%	11
MISC. MFG.	2.1%	2.1%	79.2%	2.1%	14.6%	48
WHOLESALE TRADE	0.0%	5.3%	84.2%	0.0%	10.5%	19
RETAIL TRADE	0.0%	0.0%	84.6%	0.0%	15.4%	13
TRANSPORTATION	16.7%	0.0%	50.0%	0.0%	33.3%	6
INFORMATION	0.0%	3.3%	70.0%	0.0%	26.7%	30
FINANCE, INSURANCE, & REAL ESTATE	0.0%	1.8%	66.7%	1.8%	29.8%	57
ACCOUNTING SERVICES	0.0%	0.0%	66.7%	0.0%	33.3%	9
ENGINEERING SERVICES	16.7%	0.0%	50.0%	0.0%	33.3%	6
MANAGEMENT CONSULTING	8.3%	8.3%	66.7%	0.0%	16.7%	12
MISC. PROF. SVCS.	5.0%	5.0%	60.0%	0.0%	30.0%	20
SOCIAL SERVICES	0.0%	0.0%	54.5%	18.2%	27.3%	11
RECREATION & HOSPITALITY	25.0%	0.0%	50.0%	0.0%	25.0%	8
MISC. SUPPORT SERVICES	0.0%	0.0%	66.7%	0.0%	33.3%	6
GOVERNMENT	0.0%	0.0%	50.0%	16.7%	33.3%	6

FIGURE 11: PLANS FOR SUMMER INTERNSHIPS, BY REGION

REGION	CANCELLING ALL SUMMER INTERNSHIPS	ALL INTERNSHIPS WILL BE VIRTUAL	PLAN TO CONTINUE WITH PLANNED INTERNSHIPS	DID NOT PLAN ON HAVING ANY INTERNSHIPS THIS SUMMER	OTHER	TOTAL RESPONDENTS
OVERALL	2.4%	2.4%	69.6%	1.3%	24.2%	371
NEW ENGLAND	0.0%	3.3%	80.0%	0.0%	16.7%	30
MID EAST	2.9%	2.9%	59.4%	1.4%	33.3%	69
GREAT LAKES	2.7%	2.7%	77.0%	1.4%	16.2%	74
PLAINS	0.0%	0.0%	78.4%	0.0%	21.6%	37
SOUTHEAST	5.6%	2.8%	63.9%	2.8%	25.0%	72
SOUTHWEST	2.1%	0.0%	68.8%	2.1%	27.1%	48
ROCKY MOUNTAINS	0.0%	0.0%	83.3%	0.0%	16.7%	6
FAR WEST	0.0%	5.7%	65.7%	0.0%	28.6%	35

FIGURE 12: PLANS FOR SUMMER INTERNSHIPS, BY COMPANY SIZE

COMPANY SIZE	CANCELLING ALL SUMMER INTERNSHIPS	ALL INTERNSHIPS WILL BE VIRTUAL	PLAN TO CONTINUE WITH PLANNED INTERNSHIPS	DID NOT PLAN ON HAVING ANY INTERNSHIPS THIS SUMMER	OTHER	TOTAL RESPONDENTS
OVERALL	2.4%	2.4%	69.6%	1.3%	24.2%	371
500 OR FEWER EMPLOYEES	6.3%	2.1%	68.8%	2.1%	20.8%	48
501 - 1,000 EMPLOYEES	0.0%	0.0%	66.7%	5.6%	27.8%	18
1,001 - 2,500 EMPLOYEES	2.6%	2.6%	73.7%	0.0%	21.1%	38
2,501 - 5,000 EMPLOYEES	3.6%	0.0%	69.1%	0.0%	27.3%	55
5,001 - 10,000 EMPLOYEES	1.8%	0.0%	69.1%	1.8%	27.3%	55
10,001 - 20,000 EMPLOYEES	0.0%	4.1%	77.6%	0.0%	18.4%	49
MORE THAN 20,000 EMPLOYEES	1.9%	4.6%	65.7%	1.9%	25.9%	108

TRAVEL RESTRICTIONS

Overall, nearly three-quarters of respondents had eliminated all non-essential travel in response to the coronavirus by the end of March. The findings did not vary substantively by industry. (See Figure 13.)

Note that, while oil and gas extraction firms (25%) and accounting services companies (22.2%) were most likely to report no limits on travel, both industries had fewer than 10 respondents taking part in the poll.

There was little variation in terms of travel restrictions by region or company size. (See Figures 14 and 15). In general, non-essential travel was eliminated for most respondents.

FIGURE 13: TRAVEL RESTRICTIONS IMPOSED AS A RESPONSE TO THE CORONAVIRUS, BY INDUSTRY

INDUSTRY	EMPLOYEES MAY NOT FLY FOR BUSINESS	EMPLOYEES ARE NOT PERMITTED TO TRAVEL OUTSIDE THE U.S.	NO LIMITS ON EMPLOYEE TRAVEL	DID NOT PLAN ON HAVING ANY INTERNSHIPS THIS SUMMER	TOTAL RESPONDENTS
OVERALL	17.5%	7.0%	71.3%	4.2%	354
OIL & GAS EXTRACTION	0.0%	0.0%	75.0%	25.0%	8
UTILITIES	22.2%	11.1%	66.7%	0.0%	9
CONSTRUCTION	33.3%	0.0%	66.7%	0.0%	18
FOOD & BEVERAGE MFG.	9.1%	9.1%	72.7%	9.1%	11
CHEMICAL (PHARMACEUTICAL) MFG.	16.7%	4.2%	79.2%	0.0%	24
COMPUTER & ELECTRONICS MFG.	18.2%	9.1%	72.7%	0.0%	33
MOTOR VEHICLE MFG.	22.2%	0.0%	66.7%	11.1%	9
MISC. MFG.	12.8%	12.8%	72.3%	2.1%	47
WHOLESALE TRADE	15.8%	10.5%	63.2%	10.5%	19
RETAIL TRADE	25.0%	16.7%	58.3%	0.0%	12
TRANSPORTATION	16.7%	16.7%	50.0%	16.7%	6
INFORMATION	20.7%	6.9%	69.0%	3.4%	29
FINANCE, INSURANCE, & REAL ESTATE	16.1%	1.8%	78.6%	3.6%	56
ACCOUNTING SERVICES	11.1%	11.1%	55.6%	22.2%	9
ENGINEERING SERVICES	16.7%	0.0%	66.7%	16.7%	6
MANAGEMENT CONSULTING	8.3%	8.3%	83.3%	0.0%	12
MISC. PROF. SVCS.	11.1%	11.1%	77.8%	0.0%	18
SOCIAL SERVICES	25.0%	0.0%	62.5%	12.5%	8
RECREATION & HOSPITALITY	50.0%	0.0%	50.0%	0.0%	8
MISC. SUPPORT SERVICES	0.0%	0.0%	100.0%	0.0%	6
GOVERNMENT	33.3%	16.7%	50.0%	0.0%	6

FIGURE 14: TRAVEL RESTRICTIONS IMPOSED AS A RESPONSE TO THE CORONAVIRUS, BY REGION

REGION	EMPLOYEES MAY NOT FLY FOR BUSINESS	EMPLOYEES ARE NOT PERMITTED TO TRAVEL OUTSIDE THE U.S.	NO LIMITS ON EMPLOYEE TRAVEL	DID NOT PLAN ON HAVING ANY INTERNSHIPS THIS SUMMER	TOTAL RESPONDENTS
OVERALL	17.5%	7.0%	71.3%	4.2%	354
NEW ENGLAND	10.3%	0.0%	86.2%	3.4%	29
MID EAST	23.4%	9.4%	59.4%	7.8%	64
GREAT LAKES	11.0%	11.0%	74.0%	4.1%	73
PLAINS	11.1%	2.8%	80.6%	5.6%	36
SOUTHEAST	20.3%	7.2%	71.0%	1.4%	69
SOUTHWEST	25.5%	8.5%	59.6%	6.4%	47
ROCKY MOUNTAINS/FAR WEST	16.7%	2.8%	80.6%	0.0%	36

FIGURE 15: TRAVEL RESTRICTIONS IMPOSED AS A RESPONSE TO THE CORONAVIRUS, BY COMPANY SIZE

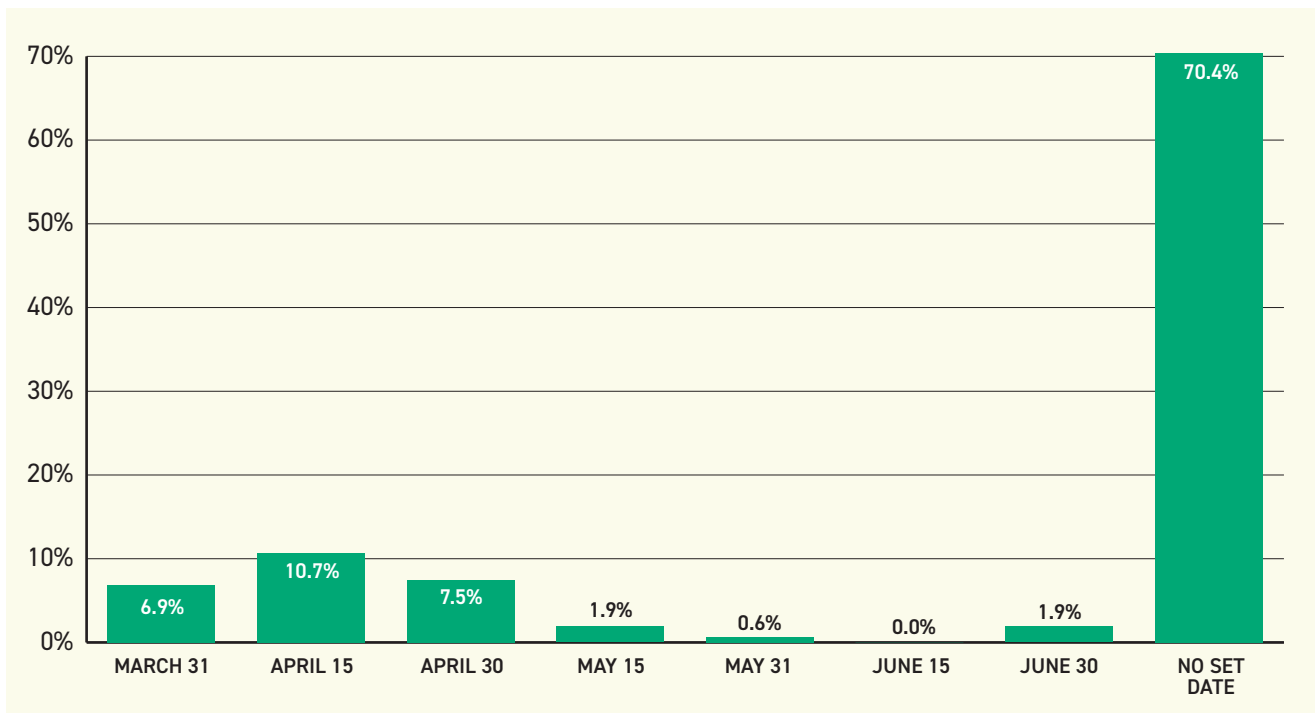
COMPANY SIZE	EMPLOYEES MAY NOT FLY FOR BUSINESS	EMPLOYEES ARE NOT PERMITTED TO TRAVEL OUTSIDE THE U.S.	NO LIMITS ON EMPLOYEE TRAVEL	DID NOT PLAN ON HAVING ANY INTERNSHIPS THIS SUMMER	TOTAL RESPONDENTS
OVERALL	17.5%	7.0%	71.3%	4.2%	354
500 OR FEWER EMPLOYEES	22.7%	2.3%	61.4%	13.6%	44
501 - 1,000 EMPLOYEES	16.7%	11.1%	66.7%	5.6%	18
1,001 - 2,500 EMPLOYEES	20.6%	5.9%	73.5%	0.0%	34
2,501 - 5,000 EMPLOYEES	14.8%	7.4%	68.5%	9.3%	54
5,001 - 10,000 EMPLOYEES	18.5%	5.6%	74.1%	1.9%	54
10,001 - 20,000 EMPLOYEES	13.0%	8.7%	78.3%	0.0%	46
MORE THAN 20,000 EMPLOYEES	17.3%	8.7%	72.1%	1.9%	104

TIME FRAME FOR LIFTING OR RE-EVALUATING TRAVEL RESTRICTIONS

During the last week of the March quick poll, respondents were asked if they knew when the imposed travel restrictions would be re-evaluated or lifted. Figure 16 shows the uncertainty present at the time—more than 70% of respondents reported that there was no specific date set to lift or re-evaluate travel restrictions.

In all of the industries having at least five respondents to the particular question, more than half of respondents indicated that there was no set date for re-evaluating or lifting travel restrictions at the time. The same was true geographically and by company size.

FIGURE 16: EXPECTED DATE FOR RE-EVALUATING/LIFTING TRAVEL RESTRICTIONS



COLLEGE RESPONSES

March ushered in the pandemic era in the United States. As the month progressed, most institutions of higher education responded by moving classes online, shutting down campuses, and restricting faculty from traveling for non-essential purposes.

Number of surveys distributed: **1,935**
 Number of responses: **1,070**
 Response rate: **55.3%**

CAMPUS CHANGES

By the end of March 2020, more than half of college respondents reported they were considering moving to online classes and cancelling study abroad programs. The changes to study abroad programs remained consistent since the second week of March, whereas converting in-person classes to online classes was more gradual. Only about a quarter of respondents considered the move to online classes in the second week of March; by the fourth week, half of respondents reported doing so. Just under half of respondents additionally reported they considered prohibiting sporting attendance and cancelling music events. About one-third of respondents said they planned to quarantine any students and faculty/staff who travelled abroad.

By Carnegie Classification, baccalaureate arts and sciences institutions were the most likely to cancel study abroad. (See Figure 17.) By region, the results were fairly consistent with the overall numbers, which indicates that schools around the country were responding similarly.

FIGURE 17: PERCENT OF RESPONDENTS TO CAMPUS CHANGES, OVERALL AND BY CARNEGIE CLASS

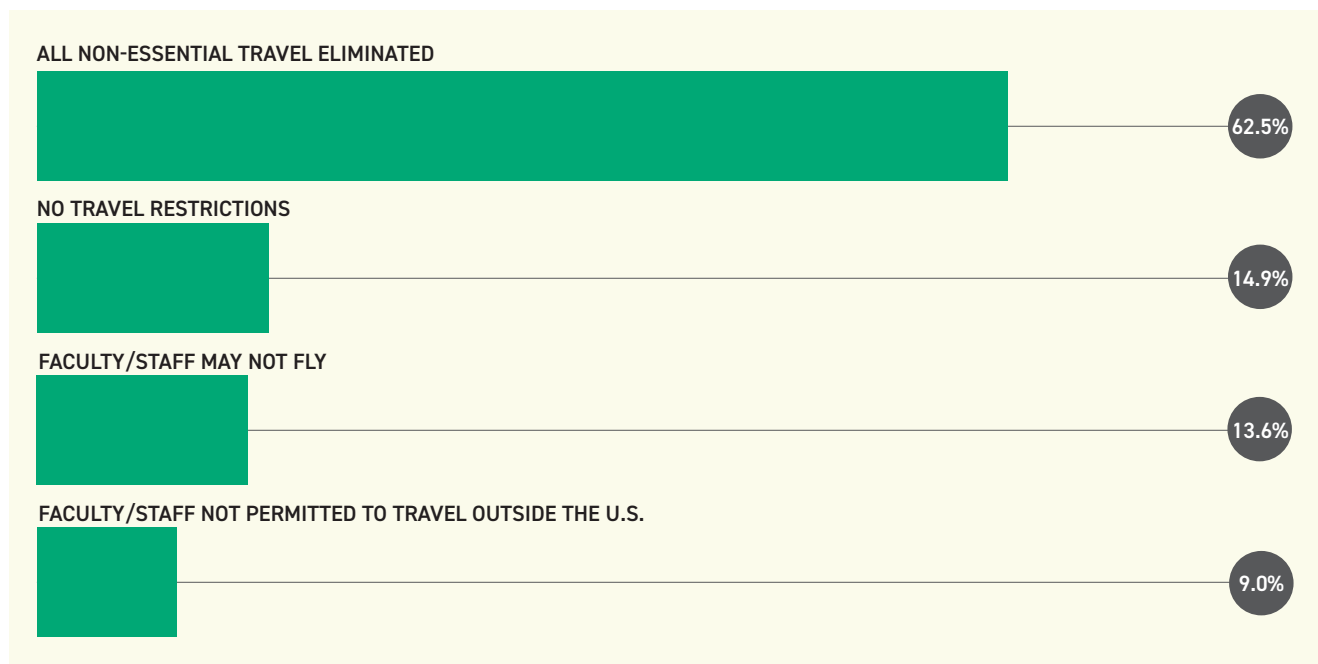
		STUDY ABROAD	QUARANTINE THOSE WHO TRAVELED	PROHIBIT SPORTING ATTENDANCE	CANCEL MUSIC EVENTS	MOVE TO ONLINE CLASSES	ALL OF THE ABOVE	NONE OF THE ABOVE	TOTAL RESPONDENTS
OVERALL		56.6%	34.5%	45.1%	48.4%	56.0%	41.5%	6.1%	1,030
ASSOCIATE'S		34.2%	21.6%	36.9%	49.5%	64.0%	22.5%	10.8%	111
BACCALAUREATE/ ASSOCIATE'S		56.7%	30.0%	66.7%	70.0%	70.0%	10.0%	16.7%	30
BACCALAUREATE	A & S	71.2%	36.5%	56.7%	57.7%	61.5%	43.3%	3.8%	104
	Diverse	38.0%	21.1%	42.3%	49.3%	59.2%	26.8%	14.1%	71
SPECIAL FOCUS		48.6%	20.0%	8.6%	14.3%	57.1%	22.9%	2.9%	35
MASTER'S	M3: Small	51.5%	39.4%	45.5%	51.5%	51.5%	36.4%	6.1%	33
	M2: Medium	64.1%	28.1%	46.9%	50.0%	56.3%	46.9%	3.1%	64
	M1: Large	63.0%	34.8%	42.0%	47.5%	56.9%	45.9%	5.5%	181
DOCTORAL	D/P	61.5%	50.0%	53.8%	52.6%	60.3%	47.4%	3.8%	78
	R2	63.2%	39.1%	47.1%	47.1%	50.0%	54.6%	1.7%	174
	R1	55.9%	34.2%	44.1%	42.3%	46.8%	55.0%	4.5%	111

TRAVEL RESTRICTIONS

Colleges were also asked about their travel restrictions for faculty/staff. By the time the poll ended, the majority of respondents (62.5%) reported that all non-essential travel has been eliminated. (See Figure 18.) However, just 16.5% reported this in the second week of March—and nearly 40% reported no travel restrictions at that time. Clearly, over the course of the month, colleges and universities realized they had to restrict travel for various reasons.

By region, colleges in the Mid East (17.8%) and Far West (21.2%) were least likely to have travel restrictions. In the Rocky Mountains region, 15.2% of respondents reported faculty/staff were not permitted to travel outside of the United States—more than 6 percentage points above the overall average.

FIGURE 18: TRAVEL RESTRICTIONS FOR FACULTY/STAFF



SPRING RECRUITING

Colleges were asked whether or not they altered their spring college recruiting activities. Overall, by the end of March, nearly 50% said they were cancelling on-campus career fairs, holding no on-campus interviews, and holding no employer presentations. When the poll was launched in the second week in March, less than 10% reported such plans, again an indication of how quickly plans changed as the pandemic unfolded.

Colleges most inclined to cancel on-campus spring career fairs were at the associate's level (57.3%) and baccalaureate/associate's level (61.3%). Approximately 60% of respondents in the Master's M2 Carnegie class reported cancelling employer presentations and on-campus interviewing. (See Figure 19.)

By region, schools in the Southwest and Far West were most likely to report plans to cancel on-campus career fairs for the spring (approximately 56%). (See Figure 20.)

FIGURE 19: PERCENT OF RESPONSES TO ALTERING SPRING COLLEGE RECRUITING, BY CARNEGIE CLASS

		NO ON-CAMPUS SPRING CAREER FAIRS	NO EMPLOYER PRESENTATIONS	NO EMPLOYER ON-CAMPUS INTERVIEWING	NO CHANGES	OTHER	TOTAL RESPONDENTS
OVERALL		49.9%	47.8%	47.4%	1046	6.1%	1,030
ASSOCIATE'S		57.3%	50.4%	50.4%	20.5%	23.1%	117
BACCALAUREATE/ ASSOCIATE'S		61.3%	48.4%	38.7%	22.6%	22.6%	31
BACCALAUREATE	A & S	44.2%	54.8%	52.9%	22.1%	29.8%	104
	Diverse	45.7%	55.7%	52.9%	25.7%	18.6%	70
SPECIAL FOCUS		42.9%	28.6%	25.7%	20.0%	51.4%	35
MASTER'S	M3: Small	55.9%	55.9%	50.0%	26.5%	29.4%	34
	M2: Medium	56.9%	61.5%	60.0%	15.4%	26.2%	65
	M1: Large	43.5%	41.9%	39.2%	23.1%	36.6%	186
DOCTORAL	D/P	53.7%	46.3%	51.2%	22.0%	31.7%	82
	R2	50.9%	43.9%	50.3%	22.8%	38.6%	171
	R1	50.9%	49.1%	48.2%	19.3%	35.1%	114

FIGURE 20: PERCENT OF RESPONSES TO ALTERING SPRING COLLEGE RECRUITING, BY REGION

REGION	NO ON-CAMPUS SPRING CAREER FAIRS	NO EMPLOYER PRESENTATIONS	NO EMPLOYER ON-CAMPUS INTERVIEWING	NO CHANGES	OTHER	TOTAL RESPONDENTS
OVERALL	49.9%	47.8%	47.4%	22.0%	32.2%	1,046
NEW ENGLAND	50.0%	52.6%	57.7%	14.1%	39.7%	78
MID EAST	49.8%	45.0%	43.5%	21.1%	36.4%	209
GREAT LAKES	48.6%	52.5%	52.0%	20.7%	27.9%	179
PLAINS	52.1%	56.3%	52.1%	16.7%	28.1%	96
SOUTHEAST	44.8%	45.3%	47.1%	24.7%	31.4%	223
SOUTHWEST	56.0%	38.1%	41.7%	27.4%	26.2%	84
ROCKY MOUNTAINS	51.4%	40.0%	40.0%	22.9%	42.9%	35
FAR WEST	56.6%	52.8%	48.1%	25.5%	30.2%	106

APRIL 2020

Poll conducted April 1 – 30, 2020

EMPLOYER RESPONSES

As the pandemic continued through the month of April, information was gathered on the longer-term effects of the economic shutdown on college recruiting, while also taking a glimpse at expectations for the fall and Class of 2021 recruiting.

REVOKING OFFERS

Overall, by the end of April, almost 60% of responding employers were not planning to revoke any offers, whether they were made for full-time jobs or internship positions. However, another 19% were considering doing so. (See Figure 21.)

Number of surveys distributed: **991**

Number of member responses: **331**

Response rate: **36.0%**

Nonmember responses: **108**

Total number of responses: **439**

Industries that were most impacted by the coronavirus showed the highest percentage of respondents who were revoking offers to both full-time recruits and interns. While the transportation sector had just a total of nine respondents, more than half were revoking offers to full-time recruits and interns, and only 11.1% were not revoking any offers. The remaining one-third of these respondents were revoking intern positions, but not full-time offers.

Motor vehicle manufacturers also had only a small percentage of respondents who were definitely not revoking any offers (21.4%), and half of the group's respondents reported they were considering doing so. (See Figure 22.)

More than half of respondents in six of the eight reported geographic regions reported that they would not be revoking any offers to full-time recruits or interns. Respondents in the Plains and Rocky Mountains regions had closer to 44% of respondents who were not revoking any offers. (See Figure 23.) The Plains region also had the largest percentage of respondents (26.8%) who were still considering revoking offers, and 7.3% who were revoking offers to both full-time recruits and interns.

Although the two largest company size categories of employers (10,001 - 20,000 employees, and more than 20,000 employees) had about half of respondents who were not revoking any offers by the end of April, they had the most respondents who were revoking offers to interns (25% and 22.5%, respectively). (See Figure 24.)

Employers that were planning to revoke offers to their interns for summer 2020 reported that they would revoke about two-thirds of their internship offers (based on 122 employer responses).

Employers that reported they would revoke offers to their full-time recruits planned to revoke 53% of those offers. (Note: Please interpret this finding with caution, as it was based on only 22 responses.) (See Figure 25.)

Data on the percentage of revoked offers for full-time recruits were somewhat limited, but industry breakouts revealed one industry—transportation—that planned to revoke nearly 98% of its full-time offers. In addition, transportation companies planned to revoke all of their offers to interns and co-ops. (See Figure 26.)

Respondents in the Southwest, Great Lakes, and the combined Rocky Mountains/Far West regions planned to revoke nearly three-quarters or more of their offers to interns and co-ops. Data on the percentage of full-time offers to be revoked were only sufficient in the Southeast region, where respondents reported they would revoke nearly two-thirds of their offers. (See Figure 27.)

Data were also limited on the percent of revoked offers for full-time recruits in terms of company size. However, companies with more than 20,000 employees reported that they were revoking nearly three-quarters of their full-time offers. They also reported the highest percentage of revoked offers for interns and co-ops, at nearly 80%. (See Figure 28.) This is not surprising, as four of the five respondents in the “more than 20,000 employees” size category were transportation firms.

FIGURE 21: REVOKING EMPLOYMENT OFFERS, BY PERCENT OF RESPONDENTS

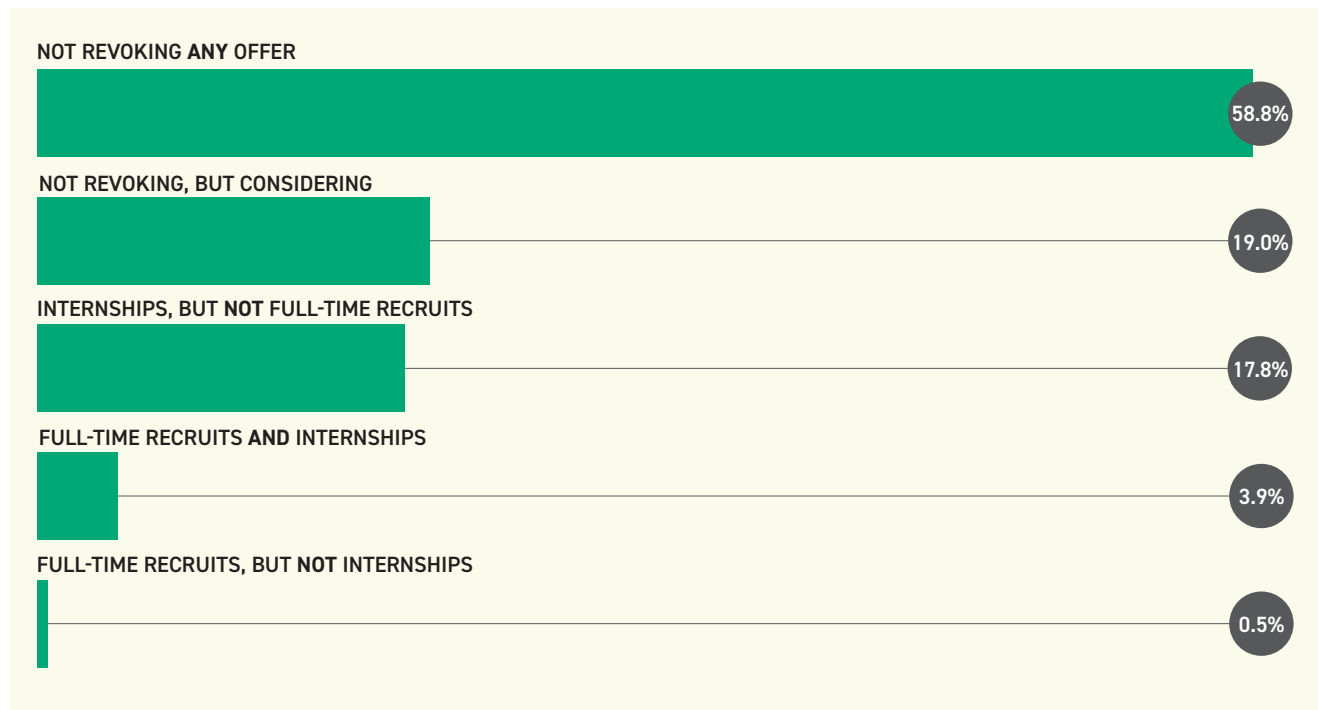


FIGURE 22: REVOKING EMPLOYMENT OFFERS, BY INDUSTRY

INDUSTRY	NOT REVOKING ANY OFFERS	NOT REVOKING, BUT CONSIDERING	REVOKING INTERNSHIPS, BUT NOT FULL-TIME RECRUITS	REVOKING FULL-TIME RECRUITS AND INTERNSHIPS	REVOKING FULL-TIME RECRUITS, BUT NOT INTERNSHIPS	TOTAL RESPONDENTS
OVERALL	58.8%	19.0%	17.8%	3.9%	0.5%	415*
OIL & GAS EXTRACTION	57.1%	28.6%	14.3%	0.0%	0.0%	7
UTILITIES	70.0%	20.0%	10.0%	0.0%	0.0%	10
CONSTRUCTION	56.0%	16.0%	16.0%	12.0%	0.0%	25
FOOD & BEVERAGE MFG.	80.0%	20.0%	0.0%	0.0%	0.0%	10
CHEMICAL (PHARMACEUTICAL) MFG.	72.0%	12.0%	16.0%	0.0%	0.0%	25
COMPUTER & ELECTRONICS MFG.	62.2%	18.9%	16.2%	2.7%	0.0%	37
MOTOR VEHICLE MFG.	21.4%	50.0%	21.4%	7.1%	0.0%	14
MISC. MFG.	41.9%	20.9%	32.6%	2.3%	2.3%	43
WHOLESALE TRADE	54.5%	22.7%	22.7%	0.0%	0.0%	22
RETAIL TRADE	39.3%	17.9%	35.7%	7.1%	0.0%	28
TRANSPORTATION	11.1%	0.0%	33.3%	55.6%	0.0%	9
INFORMATION	75.0%	15.0%	10.0%	0.0%	0.0%	20
FINANCE, INSURANCE, & REAL ESTATE	67.6%	16.9%	14.1%	0.0%	1.4%	71
ACCOUNTING SERVICES	72.7%	27.3%	0.0%	0.0%	0.0%	11
ENGINEERING SERVICES	44.4%	22.2%	22.2%	11.1%	0.0%	9
MANAGEMENT CONSULTING	80.0%	13.3%	6.7%	0.0%	0.0%	15
MISC. PROF. SERVICES	74.1%	0.0%	22.2%	3.7%	0.0%	27
SOCIAL SERVICES	57.1%	28.6%	14.3%	0.0%	0.0%	7
MISC. SUPPORT SERVICES	45.5%	45.5%	9.1%	0.0%	0.0%	11
GOVERNMENT	66.7%	22.2%	0.0%	11.1%	0.0%	9

*One respondent to this question could not be identified, therefore the overall total N is one greater than the sum of the individual regional totals.

FIGURE 23: REVOKING EMPLOYMENT OFFERS, BY REGION

REGION	NOT REVOKING ANY OFFERS	NOT REVOKING, BUT CONSIDERING	REVOKING INTERNSHIPS, BUT NOT FULL-TIME RECRUITS	REVOKING FULL-TIME RECRUITS AND INTERNSHIPS	REVOKING FULL-TIME RECRUITS, BUT NOT INTERNSHIPS	TOTAL RESPONDENTS
OVERALL	58.8%	19.0%	17.8%	3.9%	0.5%	415*
NEW ENGLAND	66.7%	19.0%	11.9%	2.4%	0.0%	42
MID EAST	58.0%	17.3%	22.2%	2.5%	0.0%	81
GREAT LAKES	59.3%	19.8%	19.8%	1.1%	0.0%	91
PLAINS	43.9%	26.8%	19.5%	7.3%	2.4%	41
SOUTHEAST	56.7%	14.9%	19.4%	9.0%	0.0%	67
SOUTHWEST	64.6%	22.9%	8.3%	2.1%	2.1%	48
ROCKY MOUNTAINS	44.4%	22.2%	22.2%	11.1%	0.0%	9
FAR WEST	65.7%	14.3%	17.1%	2.9%	0.0%	35

*One respondent to this question could not be identified, therefore the overall total N is one greater than the sum of the individual regional totals.

FIGURE 24: REVOKING EMPLOYMENT OFFERS, BY COMPANY SIZE

COMPANY SIZE	NOT REVOKING ANY OFFERS	NOT REVOKING, BUT CONSIDERING	REVOKING INTERNSHIPS, BUT NOT FULL-TIME RECRUITS	REVOKING FULL-TIME RECRUITS AND INTERNSHIPS	REVOKING FULL-TIME RECRUITS, BUT NOT INTERNSHIPS	TOTAL RESPONDENTS
OVERALL	58.8%	19.0%	17.8%	3.9%	0.5%	415*
500 OR FEWER EMPLOYEES	71.8%	15.4%	10.3%	2.6%	0.0%	39
501 - 1,000 EMPLOYEES	66.7%	19.0%	9.5%	4.8%	0.0%	21
1,001 - 2,500 EMPLOYEES	71.4%	14.3%	14.3%	0.0%	0.0%	35
2,501 - 5,000 EMPLOYEES	66.0%	23.4%	8.5%	2.1%	0.0%	47
5,001 - 10,000 EMPLOYEES	70.8%	10.4%	18.8%	0.0%	0.0%	48
10,001 - 20,000 EMPLOYEES	50.0%	18.2%	25.0%	4.5%	2.3%	44
MORE THAN 20,000 EMPLOYEES	51.7%	21.3%	22.5%	4.5%	0.0%	89

*Company size breakouts are provided only for NACE employer member respondents; therefore the overall total N is greater than the sum of the individual company size totals.

FIGURE 25: PERCENT OF OFFERS REVOKED IN APRIL 2020



FIGURE 26: PERCENT OF REVOKED OFFERS, BY INDUSTRY

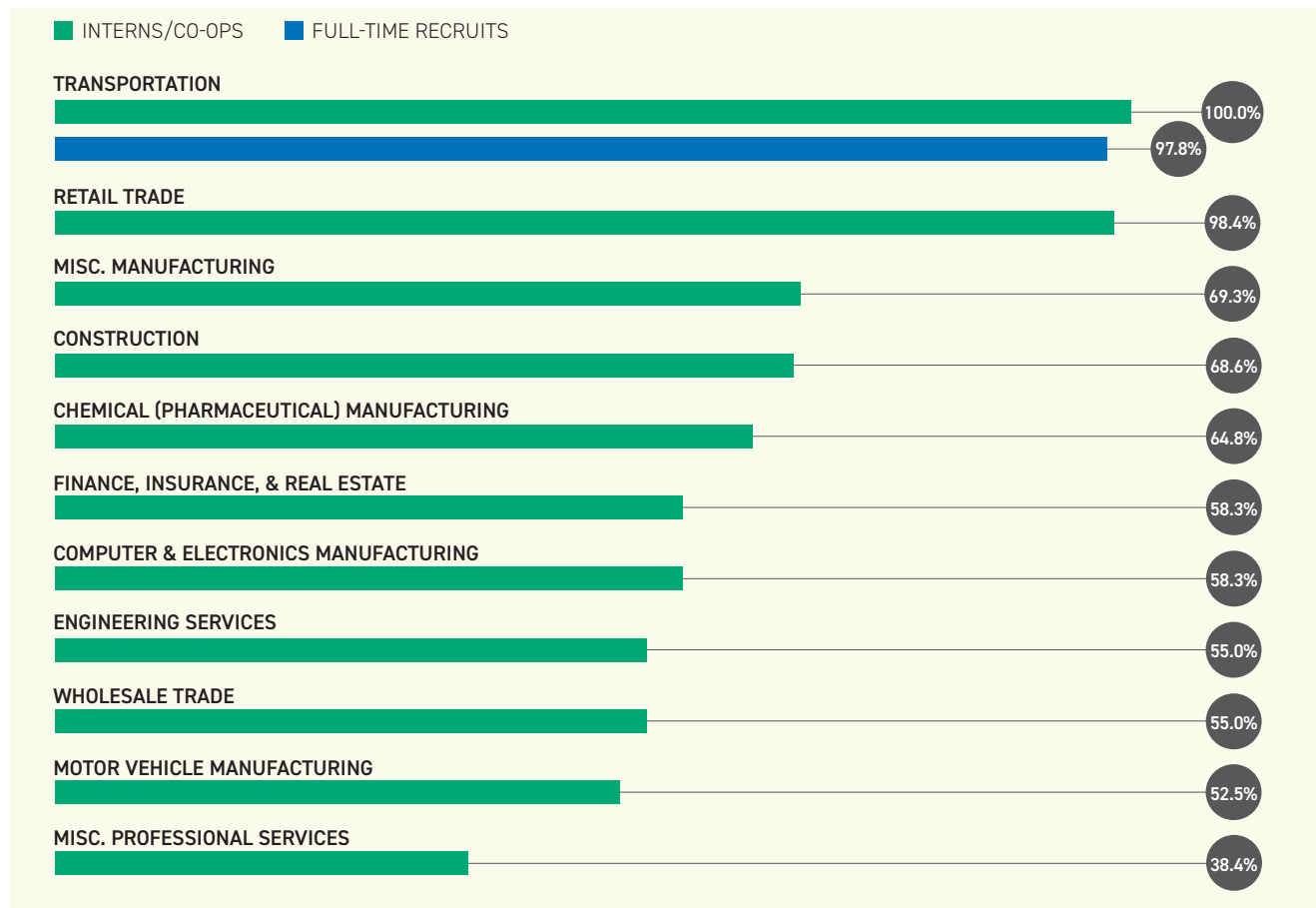


FIGURE 27: PERCENT OF REVOKED OFFERS, BY REGION

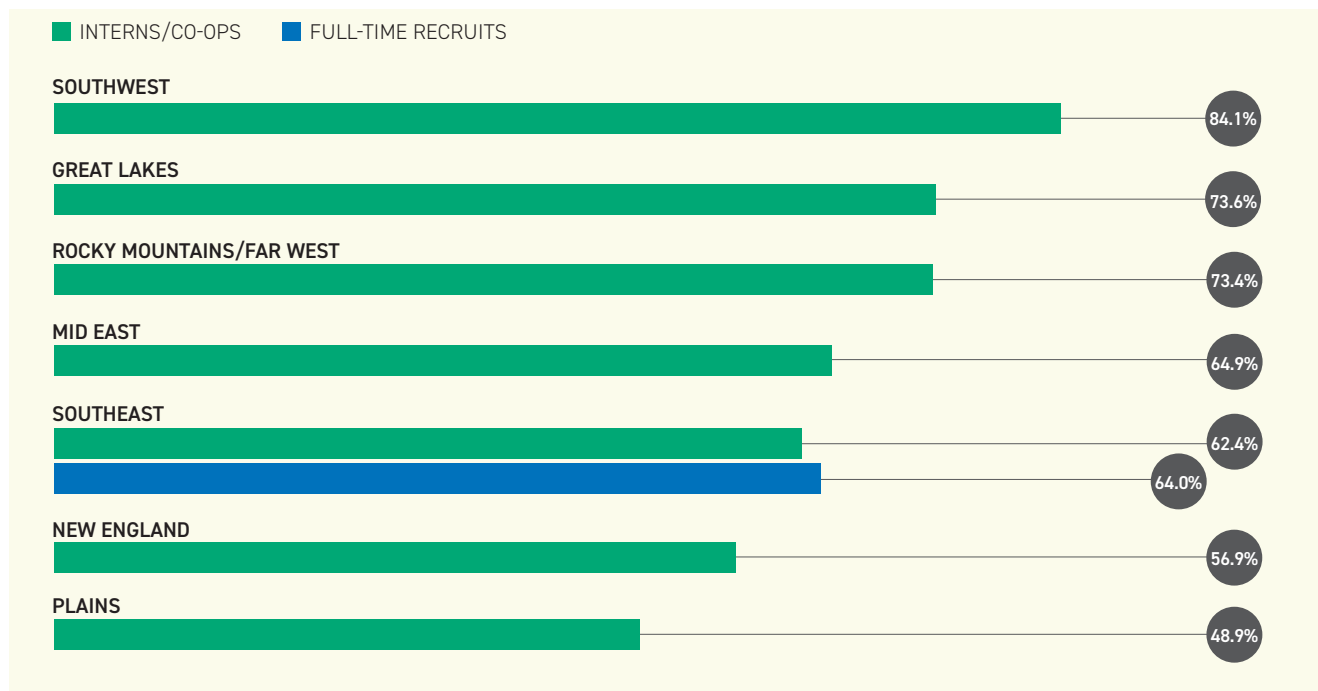
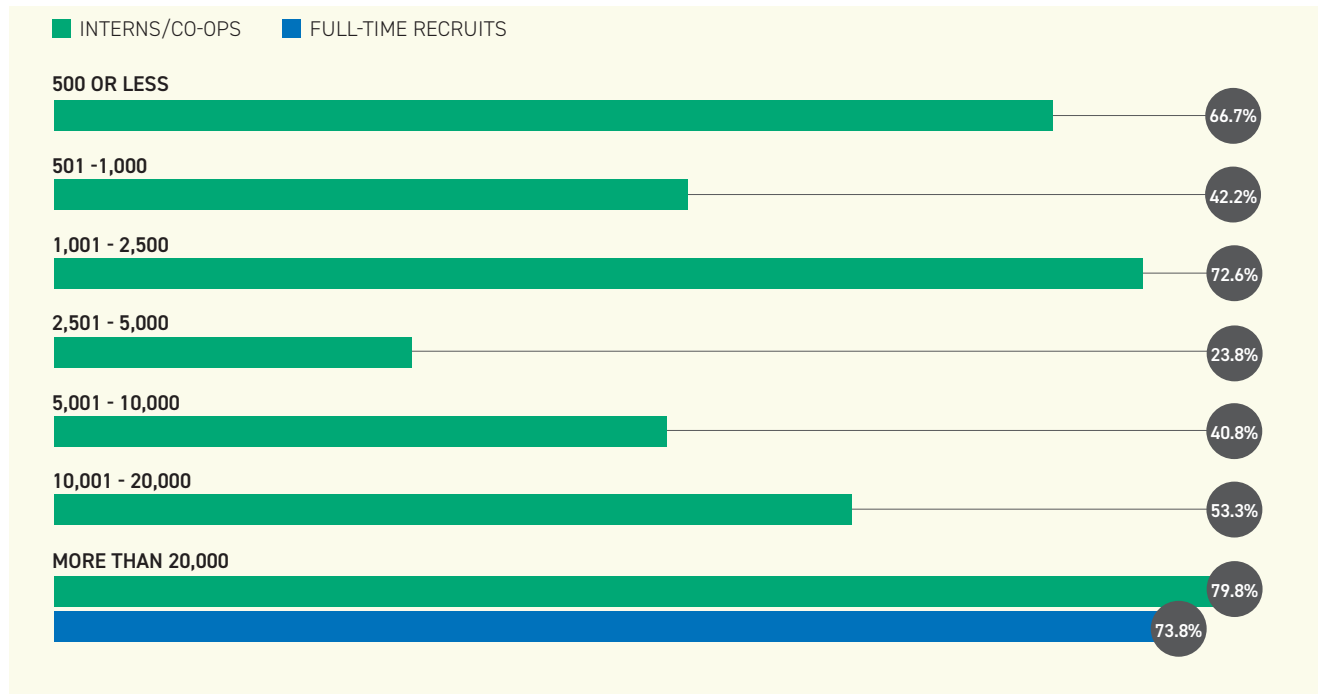


FIGURE 28: PERCENT OF REVOKED OFFERS, BY COMPANY SIZE



CHANGES TO SUMMER 2020 INTERNSHIP PROGRAMS

Among the organizations responding to the April quick poll that were going to maintain their summer 2020 internship programs, nearly 80% reported plans to adapt them in some way. More than half indicated that they were moving their programs to a virtual space. (See Figure 29.)

Some of the same industries that found it challenging to work remotely—as they reported in the March quick poll—were also those least likely to move their internships to a virtual program. Just 22.2% of motor vehicle manufacturers reported in March that they had moved to remote work, and just 8.3% of respondents in the same industry reported that their internship programs were going virtual for the summer. (See Figure 30.)

Respondents in the Southeast, Rocky Mountains, and Far West regions were those most likely planning to reduce the number of interns they would be onboarding, as at least one-third of respondents in those regions reported such plans. (See Figure 31.)

Very large companies having more than 20,000 employees were most likely to move their internship programs to virtual ones; nearly three-quarters of respondents in this size category planned to do so, and nearly 90% were making some type of adaptations to their summer 2020 internship programs. (See Figure 32.)

FIGURE 29: ADAPTATIONS TO SUMMER 2020 INTERNSHIP PROGRAMS, BY PERCENT OF RESPONDENTS*

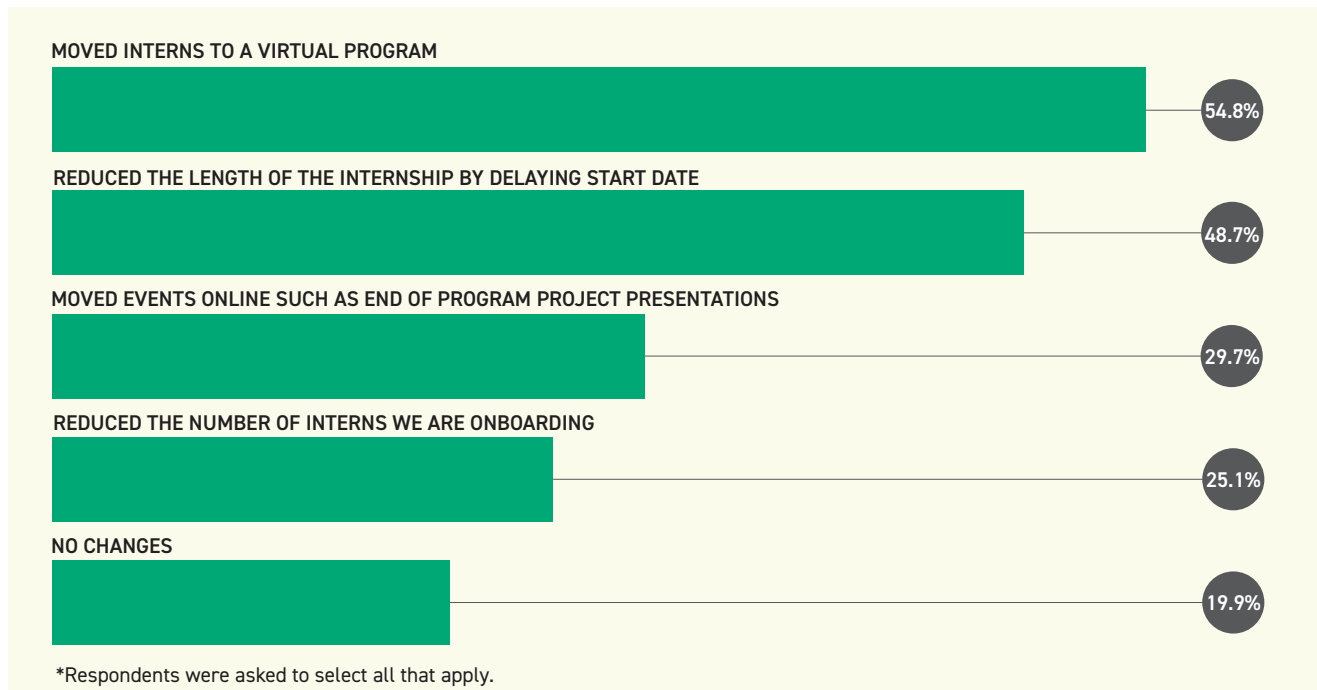


FIGURE 30: ADAPTATIONS TO SUMMER 2020 INTERNSHIP PROGRAMS, BY INDUSTRY

INDUSTRY	MOVED TO VIRTUAL PROGRAM	REDUCED THE LENGTH BY DELAYING START DATE	MOVED EVENTS ONLINE SUCH AS END OF PROGRAM PRESENTATIONS	REDUCED THE NUMBER OF INTERNS WE ARE ONBOARDING	NO CHANGES	TOTAL RESPONDENTS
OVERALL	54.8%	48.7%	29.7%	25.1%	19.9%	347*
OIL & GAS EXTRACTION	40.0%	40.0%	40.0%	40.0%	60.0%	5
UTILITIES	50.0%	70.0%	40.0%	20.0%	0.0%	10
CONSTRUCTION	19.0%	61.9%	47.6%	38.1%	19.0%	21
FOOD & BEVERAGE MFG.	60.0%	60.0%	20.0%	10.0%	30.0%	10
CHEMICAL (PHARMACEUTICAL) MFG.	52.4%	42.9%	28.6%	9.5%	19.0%	21
COMPUTER & ELECTRONICS MFG.	66.7%	38.9%	27.8%	22.2%	19.4%	36
MOTOR VEHICLE MFG.	8.3%	50.0%	16.7%	33.3%	33.3%	12
MISC. MFG.	40.0%	56.7%	26.7%	36.7%	23.3%	30
WHOLESALE TRADE	55.6%	55.6%	33.3%	33.3%	11.1%	18
RETAIL TRADE	46.7%	60.0%	26.7%	6.7%	20.0%	15
INFORMATION	80.0%	40.0%	55.0%	30.0%	5.0%	20
FINANCE, INSURANCE, & REAL ESTATE	64.7%	38.2%	25.0%	19.1%	25.0%	68
ACCOUNTING SERVICES	62.5%	37.5%	37.5%	12.5%	25.0%	8
ENGINEERING SERVICES	62.5%	62.5%	25.0%	50.0%	25.0%	8
MANAGEMENT CONSULTING	53.8%	69.2%	15.4%	15.4%	15.4%	13
MISC. PROF. SERVICES	68.2%	50.0%	27.3%	31.8%	13.6%	22
SOCIAL SERVICES	14.3%	42.9%	14.3%	28.6%	57.1%	7
MISC. SUPPORT SERVICES	60.0%	70.0%	50.0%	30.0%	0.0%	10
GOVERNMENT	77.8%	22.2%	11.1%	33.3%	11.1%	9

*One respondent to this question could not be identified; therefore, the overall total N is one greater than the sum of the individual regional totals.

FIGURE 31: ADAPTATIONS TO SUMMER 2020 INTERNSHIP PROGRAMS, BY REGION

REGION	MOVED TO VIRTUAL PROGRAM	REDUCED THE LENGTH BY DELAYING START DATE	MOVED EVENTS ONLINE SUCH AS END OF PROGRAM PRESENTATIONS	REDUCED THE NUMBER OF INTERNS WE ARE ONBOARDING	NO CHANGES	TOTAL RESPONDENTS
OVERALL	54.8%	48.7%	29.7%	25.1%	19.9%	347*
NEW ENGLAND	63.9%	47.2%	27.8%	19.4%	25.0%	36
MID EAST	73.4%	48.4%	23.4%	18.8%	10.9%	64
GREAT LAKES	38.3%	55.6%	21.0%	19.8%	23.5%	81
PLAINS	52.6%	55.3%	39.5%	31.6%	21.1%	38
SOUTHEAST	53.1%	49.0%	40.8%	34.7%	16.3%	49
SOUTHWEST	53.5%	46.5%	27.9%	25.6%	20.9%	43
ROCKY MOUNTAINS	44.4%	22.2%	44.4%	33.3%	44.4%	9
FAR WEST	57.7%	34.6%	34.6%	34.6%	19.2%	26

*One respondent to this question could not be identified; therefore, the overall total N is one greater than the sum of the individual regional totals.

FIGURE 32: ADAPTATIONS TO SUMMER 2020 INTERNSHIP PROGRAMS, BY COMPANY SIZE

COMPANY SIZE	MOVED TO VIRTUAL PROGRAM	REDUCED THE LENGTH BY DELAYING START DATE	MOVED EVENTS ONLINE SUCH AS END OF PROGRAM PRESENTATIONS	REDUCED THE NUMBER OF INTERNS WE ARE ONBOARDING	NO CHANGES	TOTAL RESPONDENTS
OVERALL	54.8%	48.7%	29.7%	25.1%	19.9%	347*
500 OR FEWER EMPLOYEES	61.3%	51.6%	32.3%	19.4%	25.8%	31
501 - 1,000 EMPLOYEES	28.6%	47.6%	28.6%	28.6%	23.8%	21
1,001 - 2,500 EMPLOYEES	58.1%	51.6%	32.3%	19.4%	19.4%	31
2,501 - 5,000 EMPLOYEES	42.2%	60.0%	31.1%	31.1%	24.4%	45
5,001 - 10,000 EMPLOYEES	62.2%	53.3%	40.0%	35.6%	13.3%	45
10,001 - 20,000 EMPLOYEES	65.7%	48.6%	40.0%	28.6%	17.1%	35
MORE THAN 20,000 EMPLOYEES	71.2%	47.9%	31.5%	21.9%	12.3%	73

*Company size breakouts are provided only for NACE employer member respondents; therefore, the overall total N is greater than the sum of the individual company size totals.

CLASS OF 2021 RECRUITING

One of the most promising findings from the April quick poll was that 61% of employers planned to recruit graduates from the Class of 2021 at the same level as they did for the Class of 2020. In addition, although 16.2% were decreasing their recruiting for the Class of 2021, another 16.2% were still unsure of their Class of 2021 recruiting levels.

Given the nature of their business, it comes as no surprise that more than half of respondents in the transportation industry were among those with plans to decrease recruiting for the Class of 2021. The industries that were more likely to increase their college recruiting for Class of 2021 graduates fell in the construction (15.4%), miscellaneous professional services (14.3%), and social services (14.3%) sectors. [\(See Figure 33.\)](#)

By region, respondents in the Rocky Mountain and Far West regions had nearly one-quarter of respondents who planned to decrease recruiting for the Class of 2021; however, they also had the largest percentages of respondents planning to increase recruiting. [\(See Figure 34.\)](#)

Among very large companies—those with more than 20,000 employees—nearly one-quarter of respondents reported plans to cut back on recruiting for the Class of 2021. On the other end, 17.5% of very small companies—those with fewer than 500 employees—reported the same. [\(See Figure 35.\)](#)

FIGURE 33: RECRUITING EXPECTATIONS FOR THE CLASS OF 2021, OVERALL AND BY INDUSTRY

INDUSTRY	INCREASING OUR RECRUITING FOR THE CLASS OF 2021	SAME RECRUITING LEVEL COMPARED TO THE CLASS OF 2020	DECREASING OUR RECRUITING FOR THE CLASS OF 2021	NOT RECRUITING	STILL DECIDING	TOTAL N
OVERALL	5.5%	61.3%	16.2%	1.0%	16.2%	421*
OIL & GAS EXTRACTION	0.0%	0.0%	0.0%	33.3%	66.7%	6
UTILITIES	0.0%	90.0%	0.0%	0.0%	10.0%	10
CONSTRUCTION	15.4%	53.8%	19.2%	0.0%	11.5%	26
FOOD & BEVERAGE MFG.	0.0%	90.0%	0.0%	0.0%	10.0%	10
CHEMICAL (PHARMACEUTICAL) MFG.	3.7%	66.7%	7.4%	0.0%	22.2%	27
COMPUTER & ELECTRONICS MFG.	5.3%	57.9%	15.8%	0.0%	21.1%	38
MOTOR VEHICLE MFG.	0.0%	57.1%	28.6%	0.0%	14.3%	14
MISC. MFG.	4.5%	50.0%	29.5%	0.0%	15.9%	44
WHOLESALE TRADE	9.1%	68.2%	4.5%	0.0%	18.2%	22
RETAIL TRADE	8.0%	68.0%	20.0%	0.0%	4.0%	25
TRANSPORTATION	0.0%	11.1%	55.6%	0.0%	33.3%	9
INFORMATION	4.5%	50.0%	18.2%	0.0%	27.3%	22
FINANCE, INSURANCE, & REAL ESTATE	2.6%	75.3%	6.5%	2.6%	13.0%	77
ACCOUNTING SERVICES	0.0%	63.6%	27.3%	0.0%	9.1%	11
ENGINEERING SERVICES	11.1%	55.6%	22.2%	0.0%	11.1%	9
MANAGEMENT CONSULTING	0.0%	80.0%	6.7%	0.0%	13.3%	15
MISC. PROF. SERVICES	14.3%	50.0%	21.4%	0.0%	14.3%	28
SOCIAL SERVICES	14.3%	71.4%	14.3%	0.0%	0.0%	7
MISC. SUPPORT SERVICES	11.1%	33.3%	33.3%	0.0%	22.2%	9
GOVERNMENT	0.0%	57.1%	14.3%	0.0%	28.6%	7

*Two respondents to this question did not provide their state; therefore, the overall total N is two greater than the sum of the individual regional totals.

FIGURE 34: RECRUITING EXPECTATIONS FOR THE CLASS OF 2021, BY REGION

REGION	INCREASING OUR RECRUITING FOR THE CLASS OF 2021	SAME RECRUITING LEVEL COMPARED TO THE CLASS OF 2020	DECREASING OUR RECRUITING FOR THE CLASS OF 2021	NOT RECRUITING	STILL DECIDING	TOTAL N
OVERALL	5.5%	61.3%	16.2%	1.0%	16.2%	421*
NEW ENGLAND	6.8%	70.5%	9.1%	0.0%	13.6%	44
MID EAST	5.2%	58.4%	19.5%	0.0%	16.9%	77
GREAT LAKES	4.4%	62.6%	23.1%	0.0%	9.9%	91
PLAINS	4.7%	79.1%	7.0%	0.0%	9.3%	43
SOUTHEAST	5.9%	60.3%	13.2%	0.0%	20.6%	68
SOUTHWEST	3.9%	51.0%	9.8%	3.9%	31.4%	51
ROCKY MOUNTAINS	11.1%	44.4%	22.2%	0.0%	22.2%	9
FAR WEST	8.3%	50.0%	25.0%	5.6%	11.1%	36

*Two respondents to this question did not provide their state; therefore, the overall total N is two greater than the sum of the individual regional totals.

FIGURE 35: RECRUITING EXPECTATIONS FOR THE CLASS OF 2021, BY COMPANY SIZE

COMPANY SIZE	MOVED TO VIRTUAL PROGRAM	REDUCED THE LENGTH BY DELAYING START DATE	MOVED EVENTS ONLINE SUCH AS END OF PROGRAM PRESENTATIONS	REDUCED THE NUMBER OF INTERNS WE ARE ONBOARDING	NO CHANGES	TOTAL N
OVERALL	5.5%	61.3%	16.2%	1.0%	16.2%	421*
500 OR FEWER EMPLOYEES	7.5%	67.5%	17.5%	2.5%	5.0%	40
501 - 1,000 EMPLOYEES	4.5%	68.2%	13.6%	4.5%	9.1%	22
1,001 - 2,500 EMPLOYEES	5.7%	48.6%	20.0%	0.0%	25.7%	35
2,501 - 5,000 EMPLOYEES	6.4%	68.1%	10.6%	0.0%	14.9%	47
5,001 - 10,000 EMPLOYEES	6.3%	68.8%	16.7%	0.0%	8.3%	48
10,001 - 20,000 EMPLOYEES	0.0%	73.8%	9.5%	2.4%	14.3%	42
MORE THAN 20,000 EMPLOYEES	7.0%	53.5%	24.4%	0.0%	15.1%	86

*Company size breakouts are provided only for NACE employer member respondents; therefore, the overall total N is greater than the sum of the individual company size totals.

FALL 2020 CAREER FAIRS

At the end of April, nearly 60% of respondents still had plans to attend both on-campus and virtual career fair events in fall 2020. At that time, less than 10% of overall respondents were either not going to attend any career fairs or never had plans to attend career fairs in fall 2020. (See Figure 36.)

Of industries with more than 10 respondents, finance, insurance and real estate firms (15.4%) and miscellaneous professional service firms (14.3%) had the largest groups of respondents who would only attend virtual career fairs in the fall. But, both sectors additionally had more than half of respondents who planned to participate in both on-campus and virtual career fairs in the fall.

By the end of April, more than three-quarters of the respondents in the Rocky Mountains region reported plans to attend both on-campus and/or virtual career fairs in the fall. The remaining respondents in this region were undecided about their participation. (See Figure 37.)

Companies with more than 20,000 employees had the most respondents (69.2%) who intended to attend fall career fairs both virtually and on campus. (See Figure 38.)

FIGURE 36: EXPECTATIONS FOR FALL CAREER FAIR PARTICIPATION, OVERALL AND BY INDUSTRY

INDUSTRY	ATTENDING BOTH ON-CAMPUS AND VIRTUAL	ATTENDING ON-CAMPUS BUT NOT VIRTUAL	ATTENDING VIRTUAL BUT NOT ON-CAMPUS	NEVER HAD PLANS TO ATTEND THIS FALL	NOT ATTENDING THIS FALL	STILL DECIDING	TOTAL N
OVERALL	59.8%	10.3%	8.3%	5.1%	4.4%	12.2%	435*
OIL & GAS EXTRACTION	0.0%	14.3%	0.0%	14.3%	28.6%	42.9%	7
UTILITIES	60.0%	30.0%	0.0%	0.0%	10.0%	0.0%	10
CONSTRUCTION	60.0%	20.0%	4.0%	8.0%	0.0%	8.0%	25
FOOD & BEVERAGE MFG.	70.0%	0.0%	10.0%	0.0%	0.0%	20.0%	10
CHEMICAL (PHARMACEUTICAL) MFG.	75.0%	3.6%	0.0%	10.7%	3.6%	7.1%	28
COMPUTER & ELECTRONICS MFG.	68.4%	7.9%	2.6%	2.6%	2.6%	15.8%	38
MOTOR VEHICLE MFG.	50.0%	0.0%	7.1%	0.0%	7.1%	35.7%	14
MISC. MFG.	54.3%	17.4%	6.5%	8.7%	6.5%	6.5%	46
WHOLESALE TRADE	77.3%	13.6%	4.5%	0.0%	0.0%	4.5%	22
RETAIL TRADE	59.3%	11.1%	11.1%	7.4%	3.7%	7.4%	27
TRANSPORTATION	44.4%	0.0%	11.1%	0.0%	11.1%	33.3%	9
INFORMATION	47.8%	13.0%	8.7%	4.3%	4.3%	21.7%	23
FINANCE, INSURANCE, & REAL ESTATE	59.0%	9.0%	15.4%	3.8%	3.8%	9.0%	78
ACCOUNTING SERVICES	72.7%	9.1%	0.0%	0.0%	0.0%	18.2%	11
ENGINEERING SERVICES	60.0%	20.0%	10.0%	0.0%	0.0%	10.0%	10
MANAGEMENT CONSULTING	80.0%	13.3%	0.0%	0.0%	0.0%	6.7%	15
MISC. PROF. SERVICES	57.1%	7.1%	14.3%	0.0%	3.6%	17.9%	28
SOCIAL SERVICES	62.5%	0.0%	25.0%	12.5%	0.0%	0.0%	8
MISC. SUPPORT SERVICES	54.5%	0.0%	9.1%	18.2%	18.2%	0.0%	11
GOVERNMENT	22.2%	11.1%	22.2%	0.0%	11.1%	33.3%	9

*Two respondents to this question did not provide their state; therefore, the overall total N is two greater than the sum of the individual regional totals.

FIGURE 37: EXPECTATIONS FOR FALL CAREER FAIR PARTICIPATION, BY REGION

REGION	ATTENDING BOTH ON-CAMPUS AND VIRTUAL	ATTENDING ON-CAMPUS BUT NOT VIRTUAL	ATTENDING VIRTUAL BUT NOT ON-CAMPUS	NEVER HAD PLANS TO ATTEND THIS FALL	NOT ATTENDING THIS FALL	STILL DECIDING	TOTAL N
OVERALL	59.8%	10.3%	8.3%	5.1%	4.4%	12.2%	435*
NEW ENGLAND	65.9%	6.8%	11.4%	4.5%	2.3%	9.1%	44
MID EAST	54.3%	8.6%	12.3%	9.9%	3.7%	11.1%	81
GREAT LAKES	58.9%	15.8%	5.3%	5.3%	6.3%	8.4%	95
PLAINS	62.2%	11.1%	2.2%	4.4%	2.2%	17.8%	45
SOUTHEAST	68.1%	8.7%	7.2%	2.9%	4.3%	8.7%	69
SOUTHWEST	57.4%	9.3%	9.3%	1.9%	5.6%	16.7%	54
ROCKY MOUNTAINS	55.6%	0.0%	22.2%	0.0%	0.0%	22.2%	9
FAR WEST	52.8%	11.1%	8.3%	2.8%	5.6%	19.4%	36

*Two respondents to this question did not provide their state; therefore, the overall total N is two greater than the sum of the individual regional totals.

FIGURE 38: EXPECTATIONS FOR FALL CAREER FAIR PARTICIPATION, BY COMPANY SIZE

COMPANY SIZE	ATTENDING BOTH ON-CAMPUS AND VIRTUAL	ATTENDING ON-CAMPUS BUT NOT VIRTUAL	ATTENDING VIRTUAL BUT NOT ON-CAMPUS	NEVER HAD PLANS TO ATTEND THIS FALL	NOT ATTENDING THIS FALL	STILL DECIDING	TOTAL N
OVERALL	59.8%	10.3%	8.3%	5.1%	4.4%	12.2%	435*
500 OR FEWER EMPLOYEES	58.5%	19.5%	2.4%	7.3%	4.9%	7.3%	41
501 - 1,000 EMPLOYEES	59.1%	9.1%	13.6%	4.5%	4.5%	9.1%	22
1,001 - 2,500 EMPLOYEES	62.9%	14.3%	0.0%	11.4%	2.9%	8.6%	35
2,501 - 5,000 EMPLOYEES	62.5%	10.4%	4.2%	2.1%	4.2%	16.7%	48
5,001 - 10,000 EMPLOYEES	67.3%	10.2%	6.1%	6.1%	0.0%	10.2%	49
10,001 - 20,000 EMPLOYEES	65.9%	11.4%	6.8%	0.0%	4.5%	11.4%	44
MORE THAN 20,000 EMPLOYEES	69.2%	5.5%	9.9%	0.0%	3.3%	12.1%	91

*Company size breakouts are provided only for NACE employer member respondents; therefore, the overall total N is greater than the sum of the individual company size totals.

INCREASED USE OF VIRTUAL MEDIA

At the end of April, almost half of respondents (47.4%) expected to increase their college recruiting through virtual media in fall 2020, with nearly as many (46.9%) undecided. Just 6% of respondents indicated that they were not going to increase use of virtual media this fall. (See Figure 39.)

Retail employers were most likely to increase their virtual media use in college recruiting in the fall (71%).

By region and company size, there was little variation in the overall results. However, respondents in the New England region and those from the largest-sized companies were most likely to report plans to increase their college recruiting through virtual media in the fall. (See Figures 40 and 41.)

FIGURE 39: EXPECTATIONS FOR INCREASING RECRUITING THROUGH VIRTUAL MEDIA THIS FALL, OVERALL AND BY INDUSTRY

INDUSTRY	YES	NO	STILL DECIDING	TOTAL N
OVERALL	47.4%	5.7%	46.9%	439
OIL & GAS EXTRACTION	14.3%	14.3%	71.4%	7
UTILITIES	30.0%	10.0%	60.0%	10
CONSTRUCTION	34.6%	3.8%	61.5%	26
FOOD & BEVERAGE MFG.	40.0%	0.0%	60.0%	10
CHEMICAL (PHARMACEUTICAL) MFG.	42.9%	0.0%	57.1%	28
COMPUTER & ELECTRONICS MFG.	35.9%	12.8%	51.3%	39
MOTOR VEHICLE MFG.	57.1%	7.1%	35.7%	14
MISC. MFG.	41.3%	6.5%	52.2%	46
WHOLESALE TRADE	40.9%	13.6%	45.5%	22
RETAIL TRADE	71.4%	0.0%	28.6%	28
TRANSPORTATION	55.6%	0.0%	44.4%	9
INFORMATION	56.5%	4.3%	39.1%	23
FINANCE, INSURANCE, & REAL ESTATE	50.0%	3.8%	46.2%	78
ACCOUNTING SERVICES	45.5%	9.1%	45.5%	11
ENGINEERING SERVICES	60.0%	10.0%	30.0%	10
MANAGEMENT CONSULTING	53.3%	0.0%	46.7%	15
MISC. PROF. SERVICES	58.6%	6.9%	34.5%	29
SOCIAL SERVICES	50.0%	12.5%	37.5%	8
MISC. SUPPORT SERVICES	45.5%	9.1%	45.5%	11
GOVERNMENT	55.6%	0.0%	44.4%	9

FIGURE 40: EXPECTATIONS FOR INCREASING RECRUITING THROUGH VIRTUAL MEDIA IN FALL 2020, BY REGION

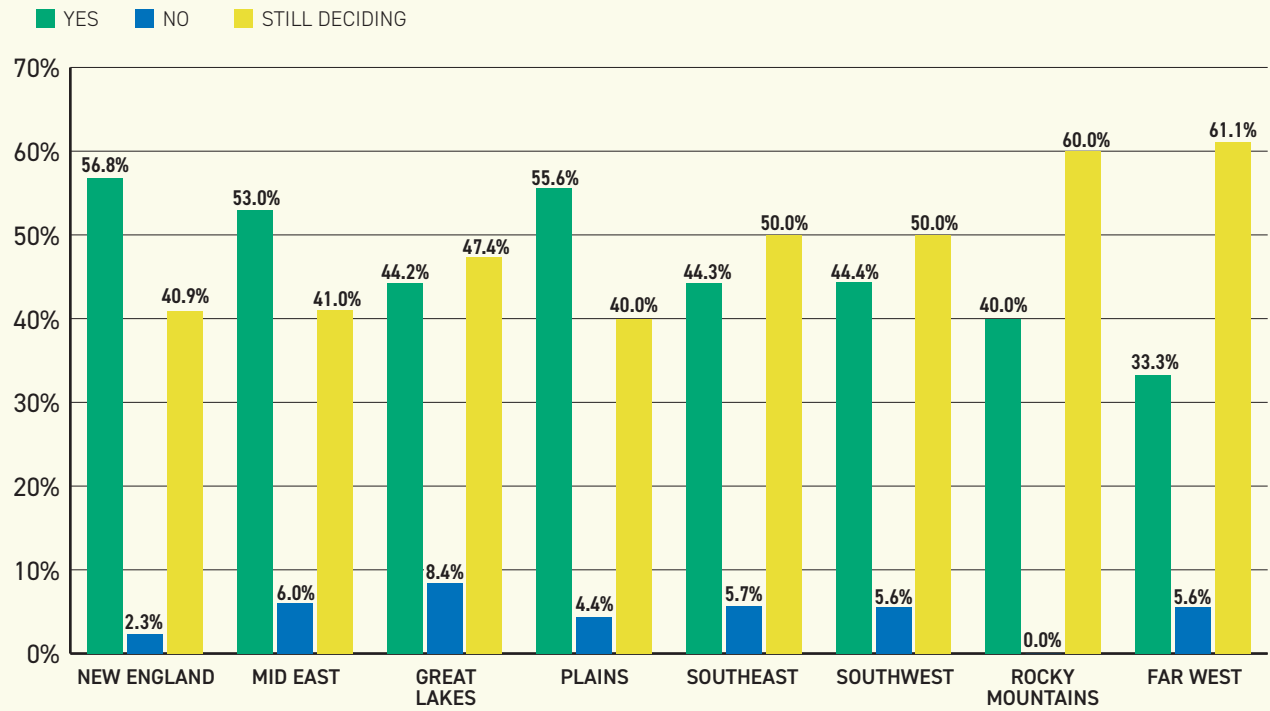
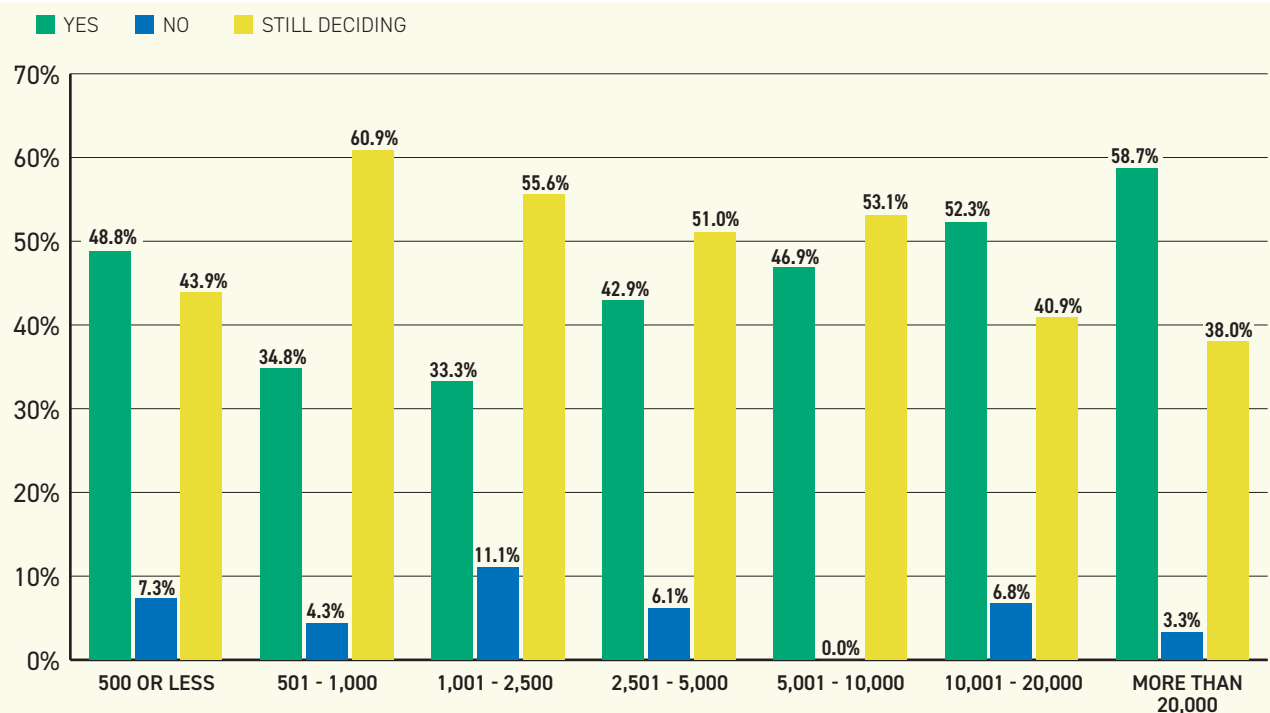


FIGURE 41: EXPECTATIONS FOR INCREASING RECRUITING THROUGH VIRTUAL MEDIA IN FALL 2020, BY COMPANY SIZE



COLLEGE RESPONSES

With government regulations in place for quarantining and stay-at-home orders, colleges had no choice but to complete the spring semester virtually. Some colleges even adjusted their grading systems to better reflect the online method of instruction, using a pass/fail system. With graduation around the corner, the question of an in-person ceremony loomed, as a safe option for colleges to hold in-person ceremonies seemed unrealistic to many schools.

Number of surveys distributed: **1,947**

Number of responses: **839**

Response rate: **43.1%**

The April poll queried colleges about their virtual interactions with students, the future of career fairs, and employer-college interactions.

ENGAGING STUDENTS

Colleges reported that essentially all their interactions with students were virtual (98.5%) as campuses were shut down. (See Figure 42.)

NACE asked career centers which particular services they were offering virtually. Overall, resume review and job-search advice were the top services being provided to students, followed close behind by general counseling. Approximately two-thirds of respondents were providing career workshops virtually and just over half were providing testing, e.g. Strong, Myers-Briggs. (See Figure 43.) M2 and M3 respondents were most likely to provide remote testing for their students.

FIGURE 42: INTERACTION WITH STUDENTS, OVERALL

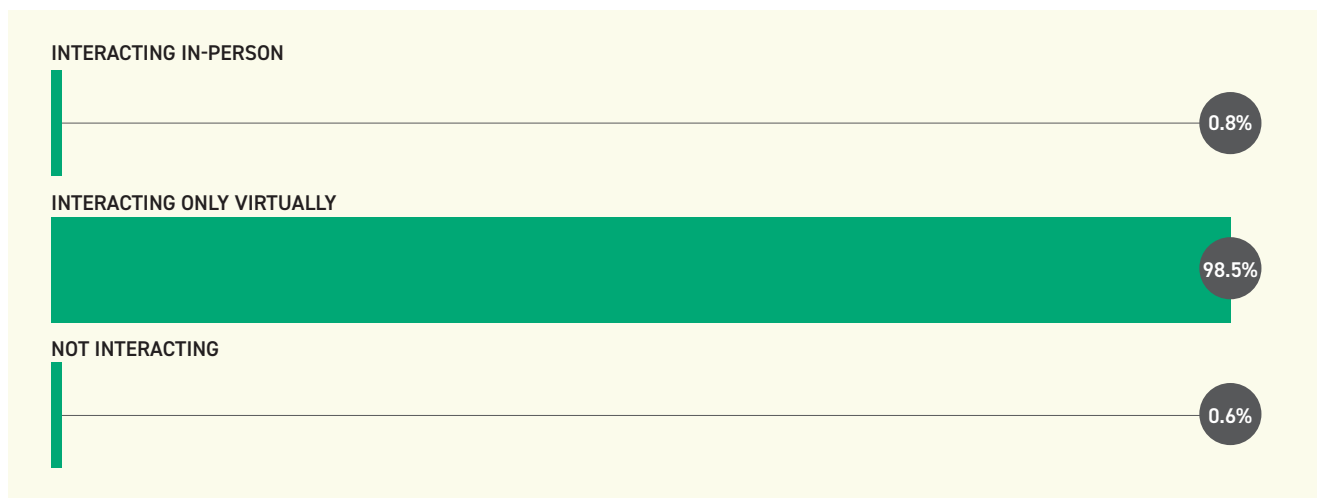


FIGURE 43: CAREER SERVICES VIRTUAL INTERACTIONS, BY CARNEGIE CLASS

		GENERAL COUNSELING	JOB SEARCH ADVICE	RESUME REVIEW	CAREER WORKSHOPS	TESTING	TOTAL RESPONDENTS
OVERALL		93.3%	98.1%	98.2%	76.7%	55.9%	823
ASSOCIATE'S		79.2%	93.1%	93.1%	56.9%	51.4%	72
BACCALAUREATE/ ASSOCIATE'S		95.2%	100.0%	100.0%	71.4%	57.1%	21
BACCALAUREATE	A & S	97.6%	100.0%	100.0%	78.6%	58.3%	84
	Diverse	95.7%	93.6%	100.0%	44.7%	51.1%	47
SPECIAL FOCUS		92.0%	96.0%	96.0%	68.0%	40.0%	25
MASTER'S	M3: Small	100.0%	100.0%	100.0%	65.5%	65.5%	29
	M2: Medium	90.2%	100.0%	100.0%	70.6%	70.6%	51
	M1: Large	94.5%	100.0%	99.3%	78.8%	61.6%	146
DOCTORAL	D/P	89.4%	98.5%	98.5%	81.8%	62.1%	66
	R2	96.3%	98.8%	96.9%	87.5%	48.8%	160
	R1	94.1%	98.0%	98.0%	89.2%	56.9%	102

THE FUTURE OF CAREER FAIRS

Colleges were asked whether they would still hold career fairs in fall 2020 and, if so, how. Although 15% reported plans to hold only virtual fairs, the remaining respondents were split between hosting in-person fairs and holding a combination of in-person and virtual fairs (approximately 35% each). (See Figure 44.)

The percentage of colleges planning to hold in-person career fairs in fall 2020 started at 48.8% at the beginning of the month, but shrunk to 34.5% by the month's end. As Figure 49 illustrates, the percentage of colleges that planned to hold all fairs virtually more than doubled from the beginning to the end of April.

Among respondents who said they would not be holding career fairs at all, Baccalaureate Arts & Science colleges and Associate's level colleges had the largest response rates.

By region, the Far West had the highest percentage of respondents in favor of virtual career fairs and as well as the highest percentage of those holding no career fairs this fall (27.1% for both). The Rocky Mountains region respondents were most inclined to hold on-campus events this coming fall. (See Figure 45).

FIGURE 44: OVERALL STATUS OF FALL CAREER FAIRS, BY WEEK IN APRIL 2020

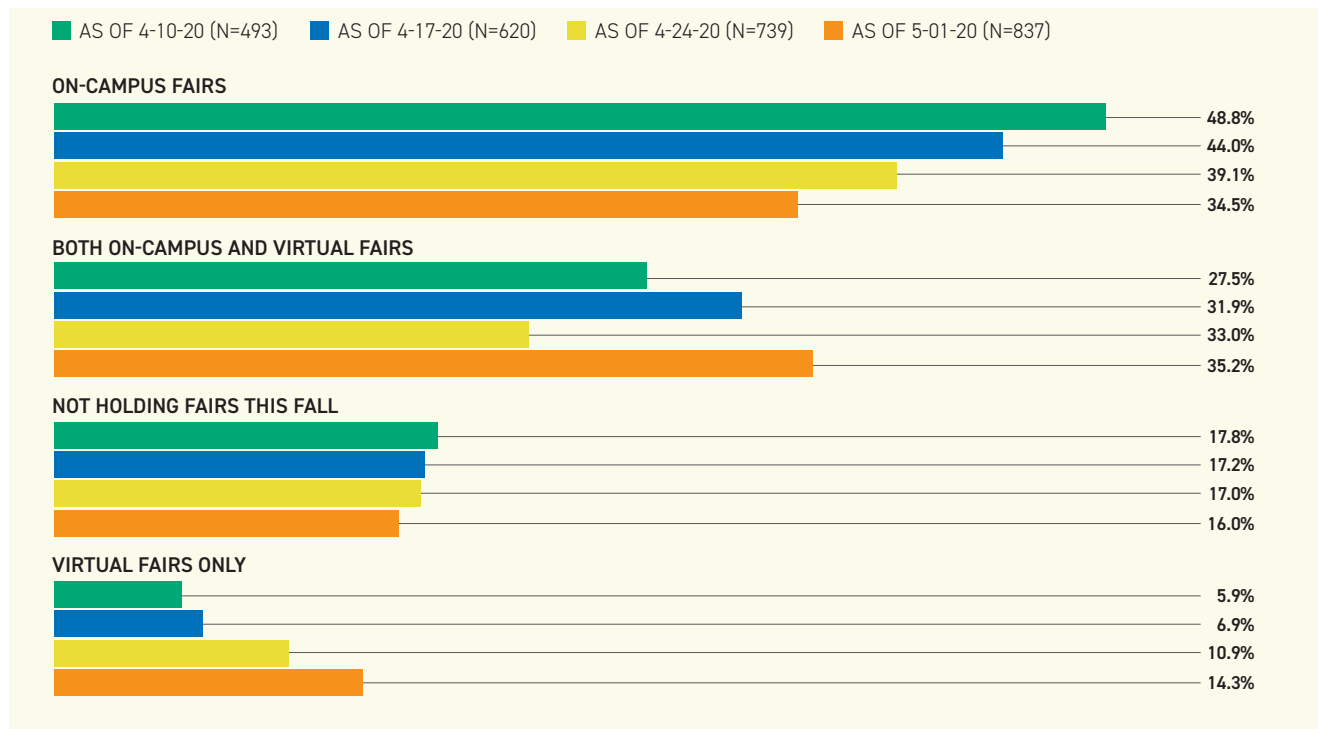
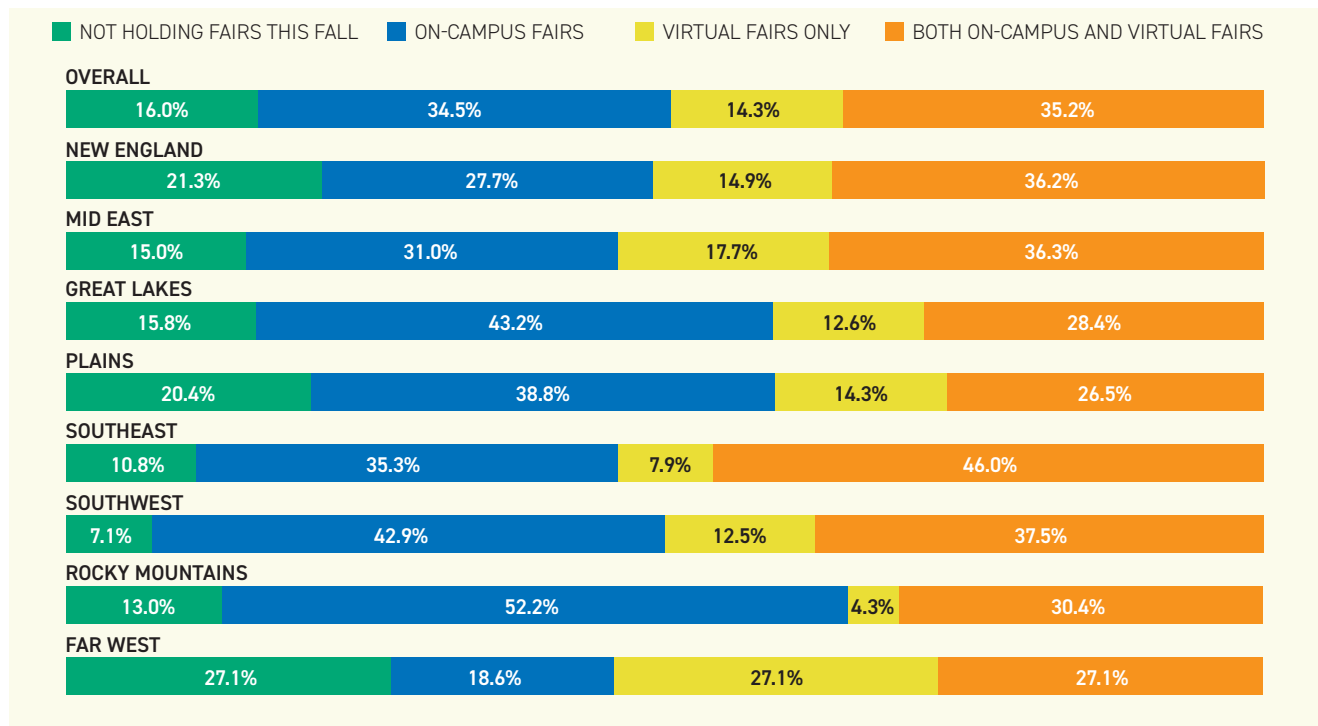


FIGURE 45: STATUS OF FALL CAREER FAIRS, BY REGION



COLLEGE-EMPLOYER INTERACTIONS

When asked if they expected to facilitate employer recruiting interviews with students, nearly half of responding colleges reported they expected to do so both on campus and virtually; nearly 30 thought they would do so using only virtual platforms. Nearly 20%, however, said they would not be facilitating interviews at all. (See Figure 46.)

By Carnegie class, Associate's and Baccalaureate/Associate's levels were not at all inclined to facilitate employer recruiting interviews compared to other Carnegie classes. (See Figure 47.)

By region, 16.7% of respondents in the Rocky Mountains expected to facilitate recruiting interviews in physical rooms on their campuses—well above the overall average. In contrast, approximately 50% of respondents in the Far West region expected to facilitate recruiting interviews only in a virtual environment.

FIGURE 46: FACILITATION OF EMPLOYER RECRUITING INTERVIEWS, OVERALL

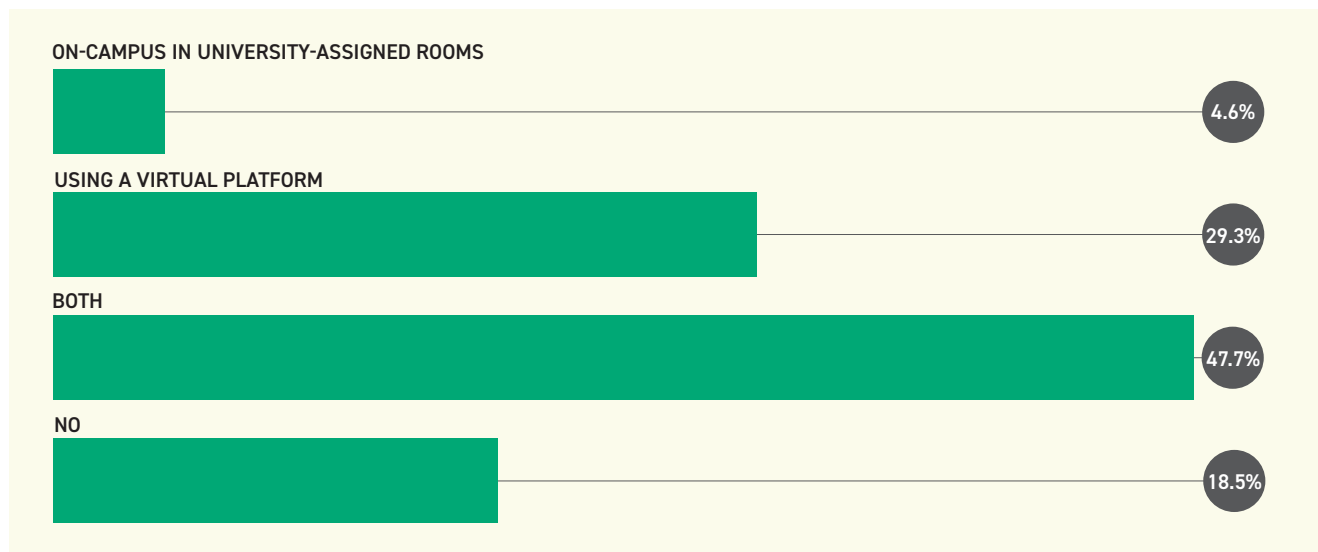
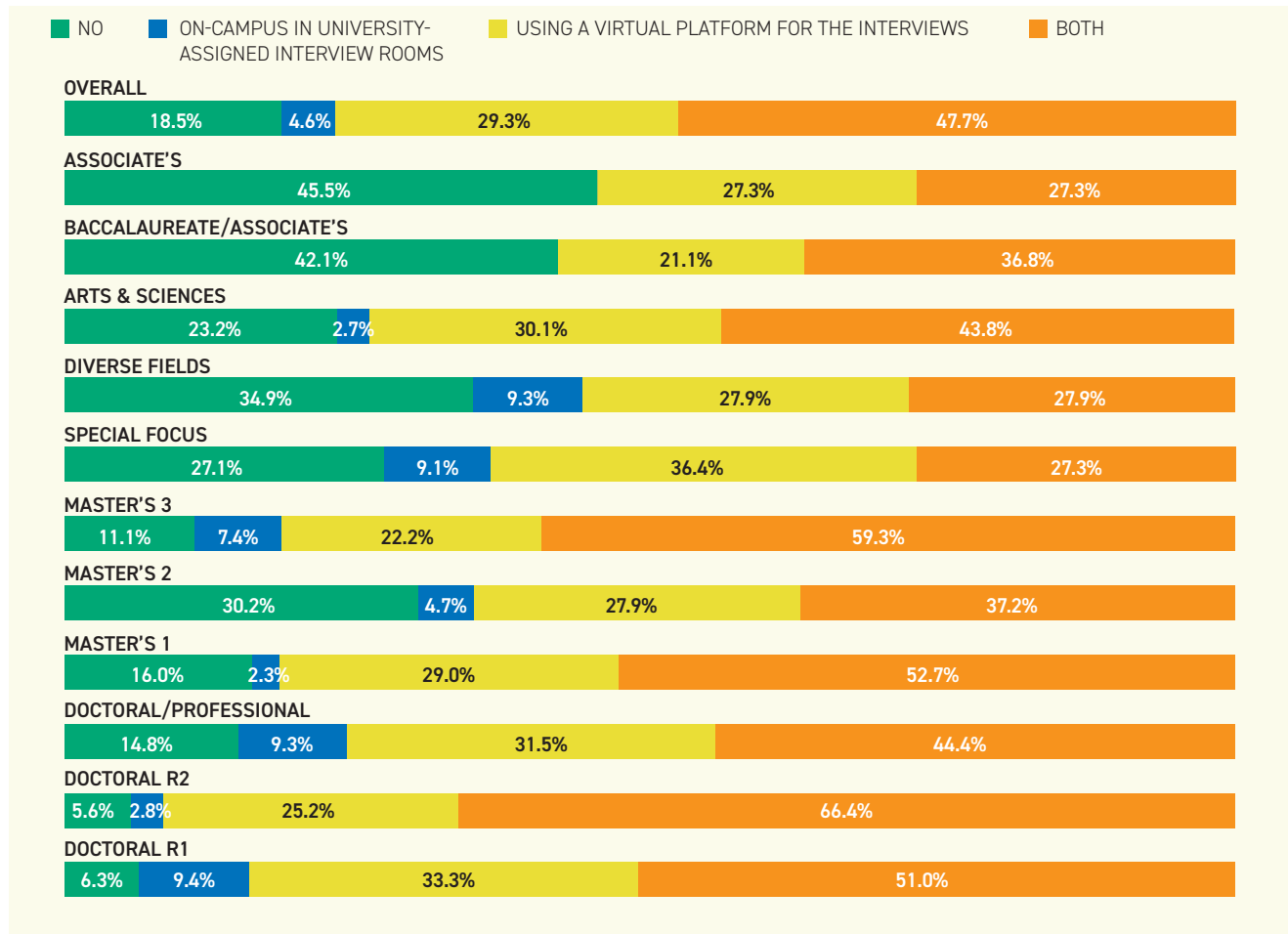


FIGURE 47: FACILITATION OF EMPLOYER RECRUITING INTERVIEWS, BY CARNEGIE CLASS



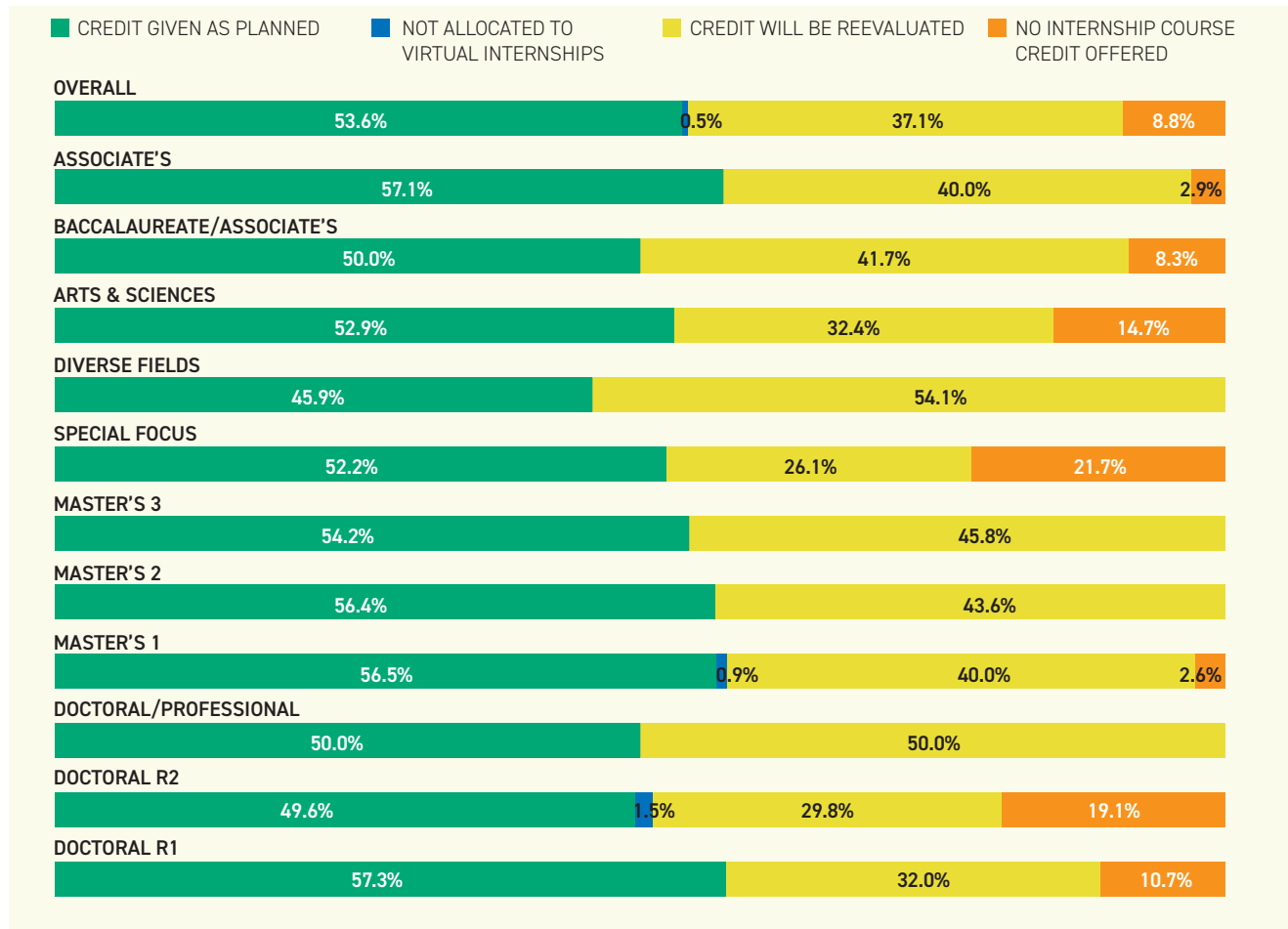
IMMEDIATE IMPACT ON INTERNSHIPS

The majority of colleges reported they would not provide students with financial support if an employer revoked a student’s paid internship this summer. Only 7% of respondents said they would provide this. Baccalaureate Arts & Sciences (17.9%) and Doctoral R2 (9.2%) colleges had the highest response for providing financial support to students. By region, colleges in the New England and Plains had the highest response rates in terms of providing financial support (11.4% and 13.2%, respectively).

However, overall, the majority of respondents reported that course credits given would remain the same if the student’s internship was changed from an in-person to a virtual setting; however, more than one-third reported that the relevant academic department would need to reevaluate credits if the internship went from in person to remote. (See Figure 48.)

As the United States began responding to the Coronavirus pandemic, it was inevitable that higher education institutions needed to adjust not only their teaching and interaction methods but their employer interactions and even course credits and grading systems. The future of fall career fairs seemed to have still hung in the balance in April, as many were not fully committed to the in-person status nor a solely virtual status.

FIGURE 48: COURSE CREDIT SOLUTIONS FOR VIRTUAL INTERNSHIPS, OVERALL AND BY CARNEGIE CLASS



MAY QUICK POLL

May Quick Poll

EMPLOYER RESPONSES

With economic conditions strongly impacted by COVID-19, NACE's May quick poll of employers was geared toward gathering data on the imminent changes in the college recruiting environment. The survey covered employer recruiting operations and planning for fall 2020 recruiting.

As we have seen in the results from our earlier quick polls, employers were trying to avoid making decisions until they had more information; they were especially focused on what their college counterparts would do in the fall. Although the pandemic had been underway for more than two months, respondents did not have a clear idea of where the economy was headed.

Number of surveys distributed to members: **932**

Number of responses from members: **224**

Response rate from members: **24.0%**

Number of responses from nonmembers: **114**

Total number of responses: **338**

CHANGES IN RECRUITING STAFF

By the time the May poll closed, nearly 64% of recruiting offices reported that they were not changing their staffing levels. Another 27% of respondents had instituted hiring freezes, and 8.4% said they had laid off staff. (See Figure 49.)

Figures 50 through 56 show the individual staffing changes, and the percent of respondents by industry that selected them. The following results were reported:

- Transportation employers were most likely to experience changes to their recruiting staff; just one-quarter reported no changes.
- Transportation employers also had the one of the highest groups of respondents who instituted hiring freezes (62.5%), along with miscellaneous support services, which had three-quarters of respondents who reported hiring freezes.
- Although one-quarter or fewer respondents across all industries reported that they had furloughed staff, respondents in the miscellaneous manufacturing (25.7%), transportation (25%), and miscellaneous support services (25%) sectors were once again those with the highest reports.
- With most business functions coming to a standstill as a result of the pandemic, it comes as no surprise that construction firms had nearly 30% of respondents who reported that they had laid off college recruiting staff.
- With crude oil prices hitting a historical low on April 20—negative \$37.63 per barrel according to the WTI index—oil and gas extraction firms had the largest percentage of respondents (33.3%) that were still deciding whether to make changes to their college recruiting staff.

MAY QUICK POLL

- Although one-quarter of transportation employers reported furloughing college recruiting staff, one-quarter of transportation employers reported said they were retaining their staff but cutting staff hours.
- While just five of the 20 reported industries indicated that they would be increasing college recruiting staff, all had less than 10% of respondents planning to do so.

More than half of respondents in all eight reported geographic regions had not made any changes to their college recruiting staff by the end of May. In addition, respondents in the Southeast region, a some had increased college recruiting staff, although it was less than 5% of respondents. (See Figure 57.)

Regardless of company size, more than 60% of respondents had no plans to make changes to their college recruiting staff. However, the smallest companies—those with fewer than 500 employees—had nearly one-quarter of respondents who laid off college recruiting staff. In contrast, just 5.6% of respondents with more than 20,000 employees reported staff layoffs. (See Figure 58.)

FIGURE 49: OVERALL CHANGES IN COLLEGE RECRUITING STAFFING, BY PERCENT OF RESPONDENTS

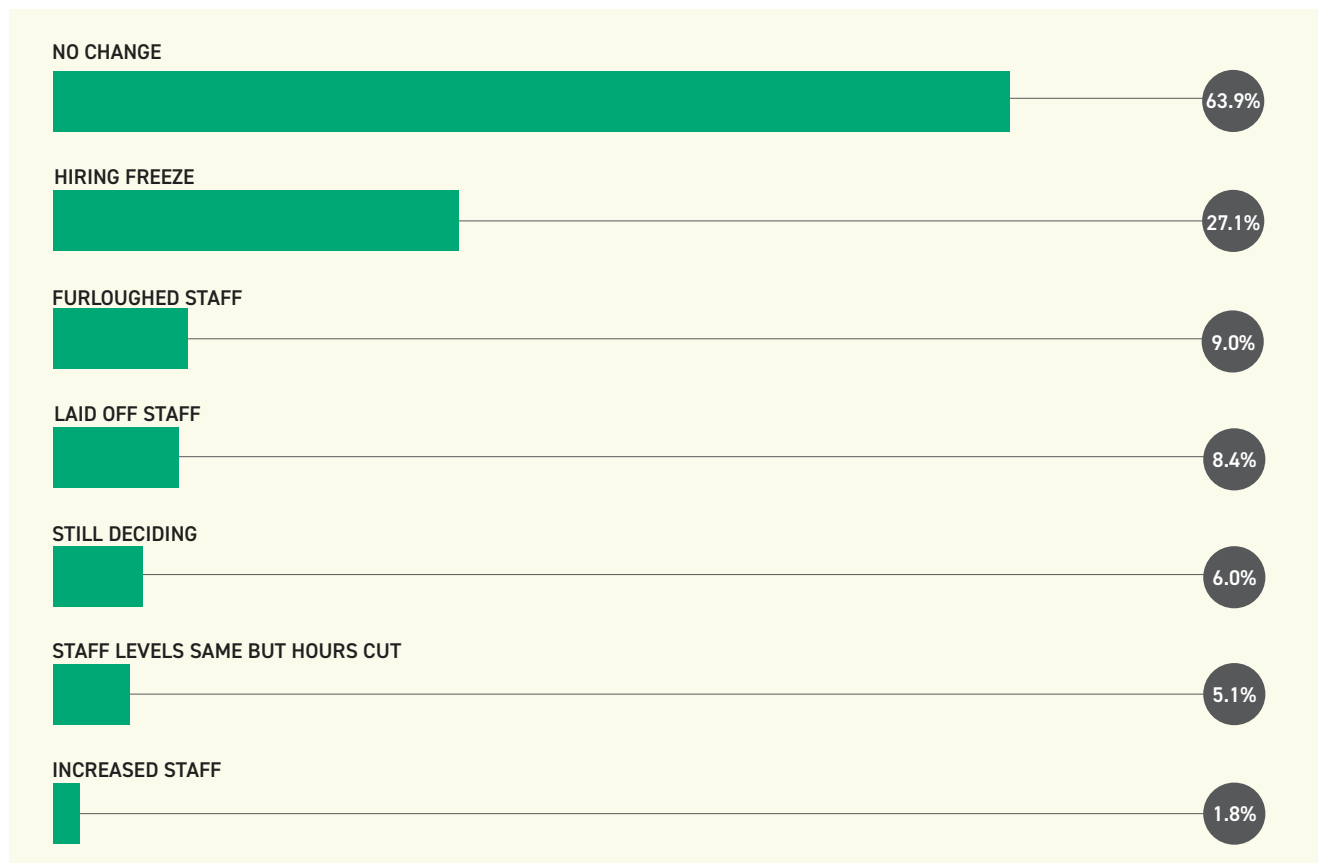


FIGURE 50: RESPONDENTS WHO MADE NO CHANGES TO COLLEGE RECRUITING STAFF, BY INDUSTRY

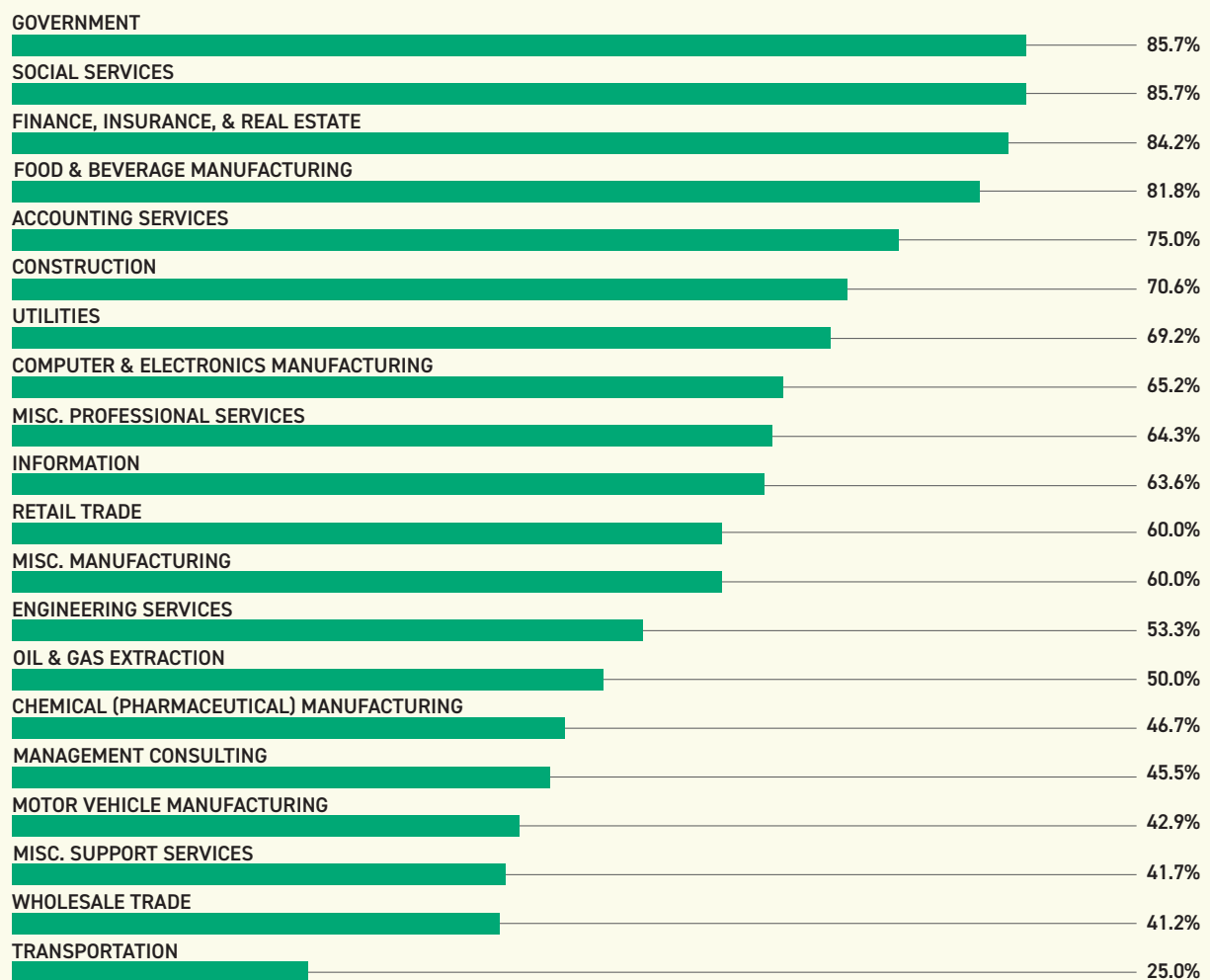


FIGURE 51: RESPONDENTS WHO INSTITUTED A HIRING FREEZE IN COLLEGE RECRUITING STAFF, BY INDUSTRY

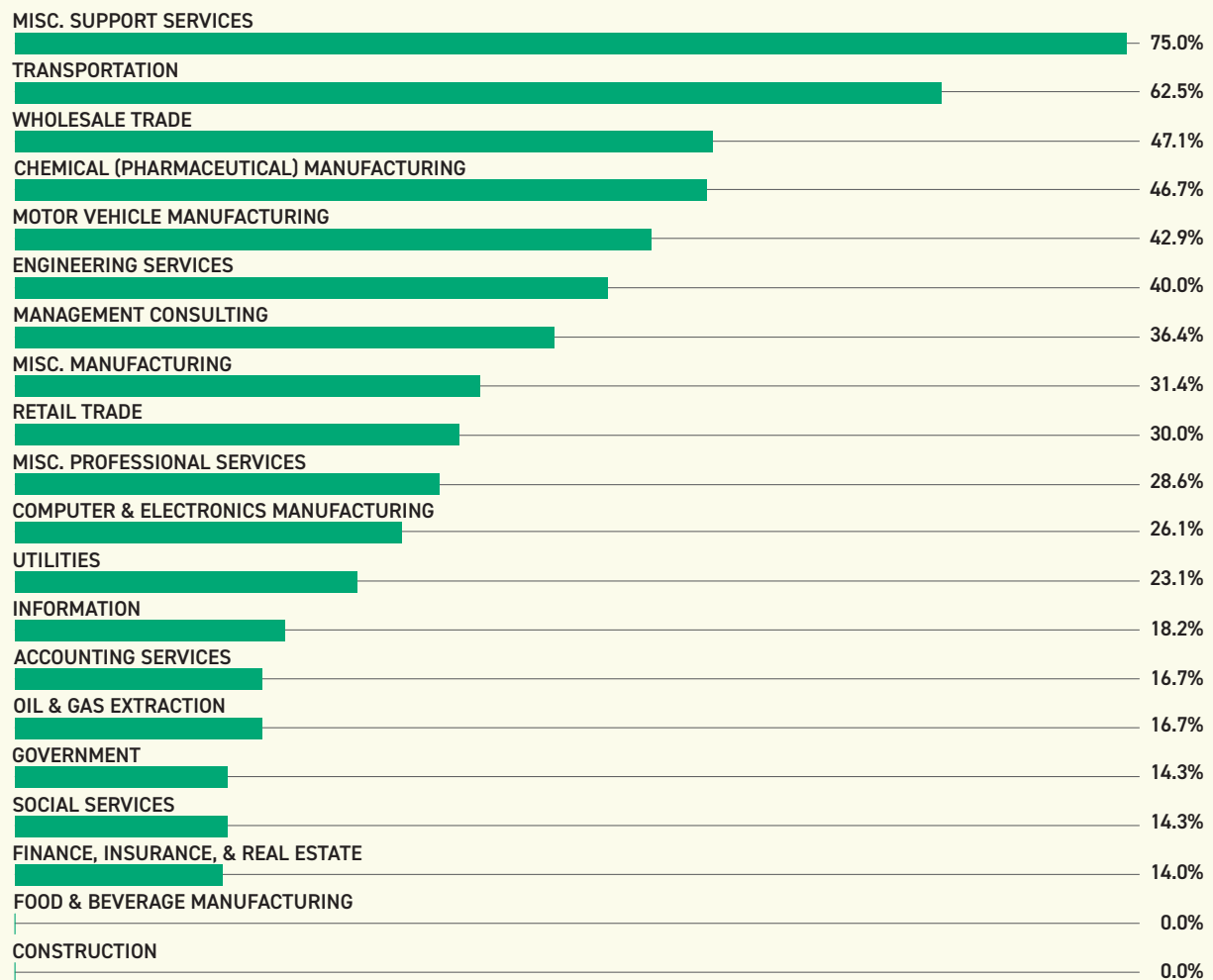


FIGURE 52: RESPONDENTS WHO FURLOUGHED COLLEGE RECRUITING STAFF, BY INDUSTRY

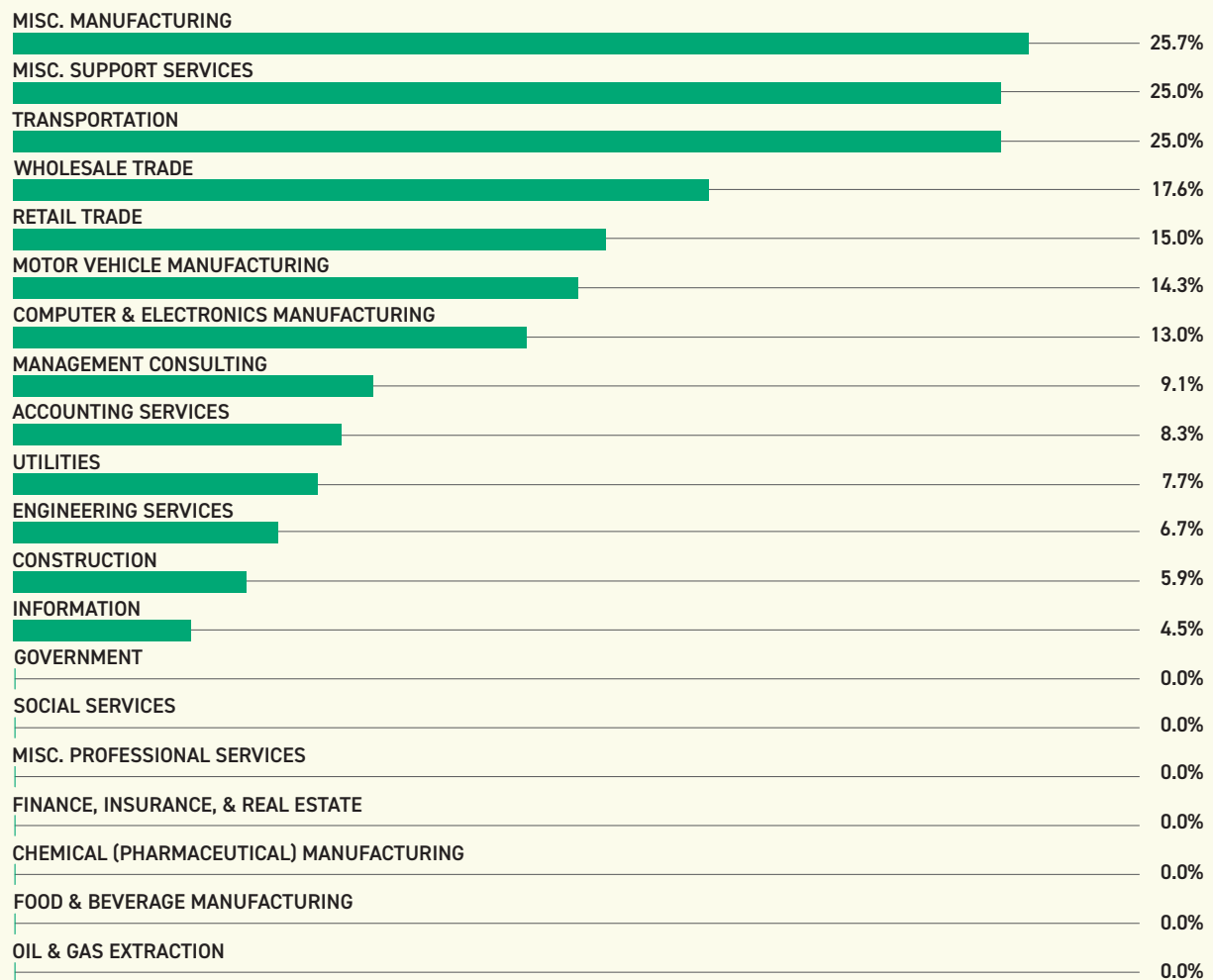


FIGURE 53: RESPONDENTS WHO LAID OFF COLLEGE RECRUITING STAFF, BY INDUSTRY

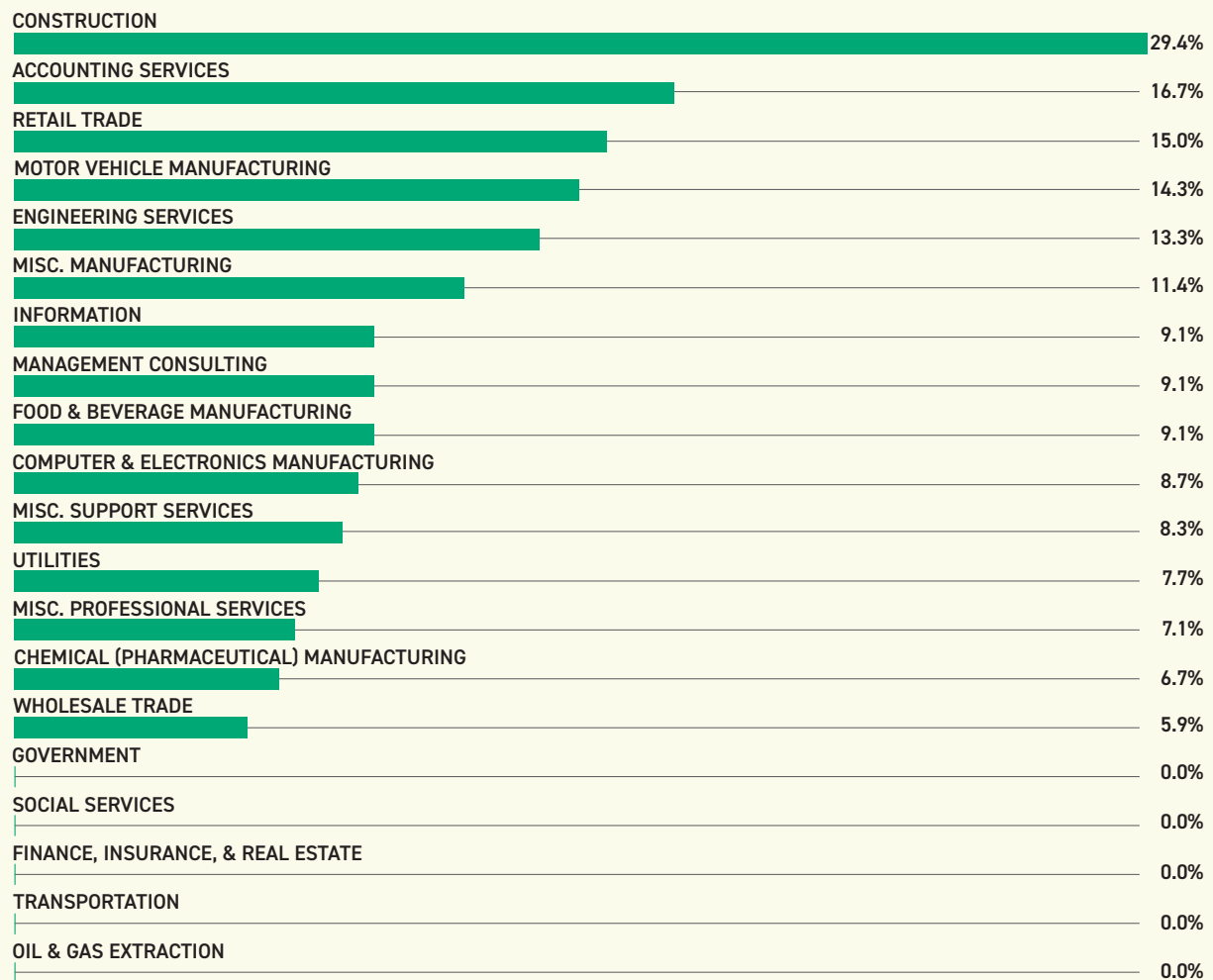


FIGURE 54: RESPONDENTS WHO WERE STILL DECIDING ON CHANGES TO COLLEGE RECRUITING STAFF, BY INDUSTRY

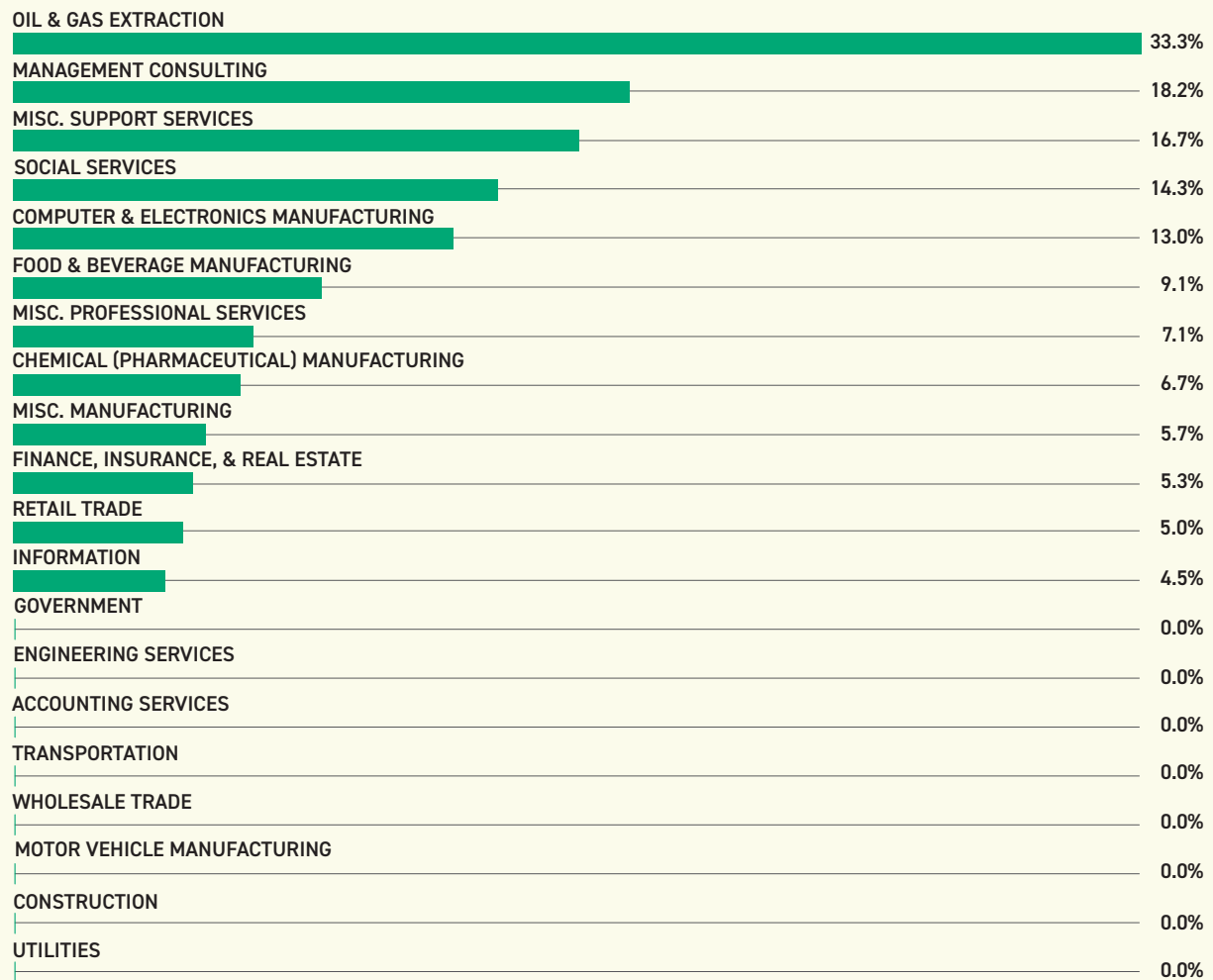


FIGURE 55: RESPONDENTS WHO KEPT STAFF LEVELS THE SAME BUT CUT HOURS FOR COLLEGE RECRUITING STAFF, BY INDUSTRY

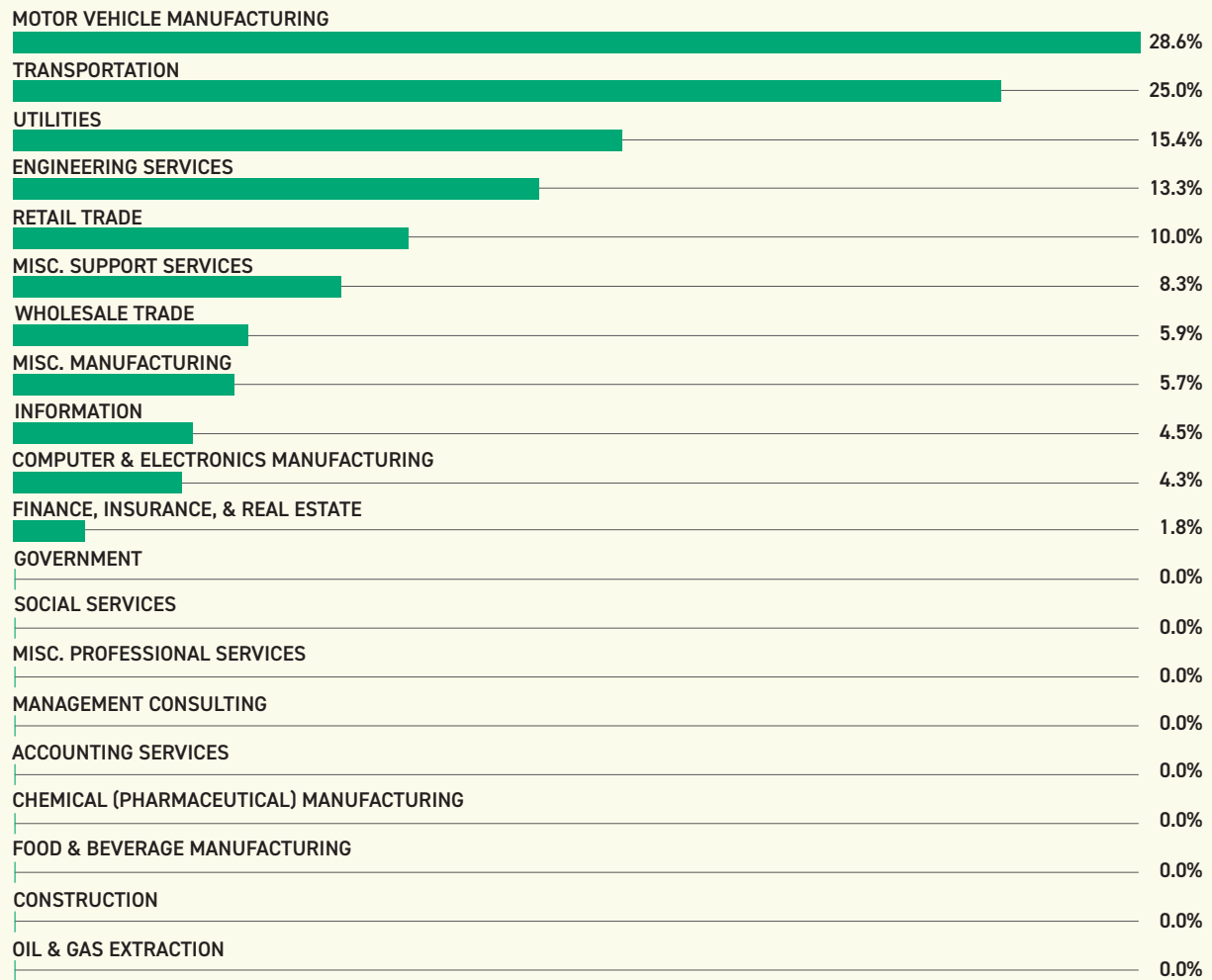


FIGURE 56: RESPONDENTS WHO INCREASED COLLEGE RECRUITING STAFF, BY INDUSTRY

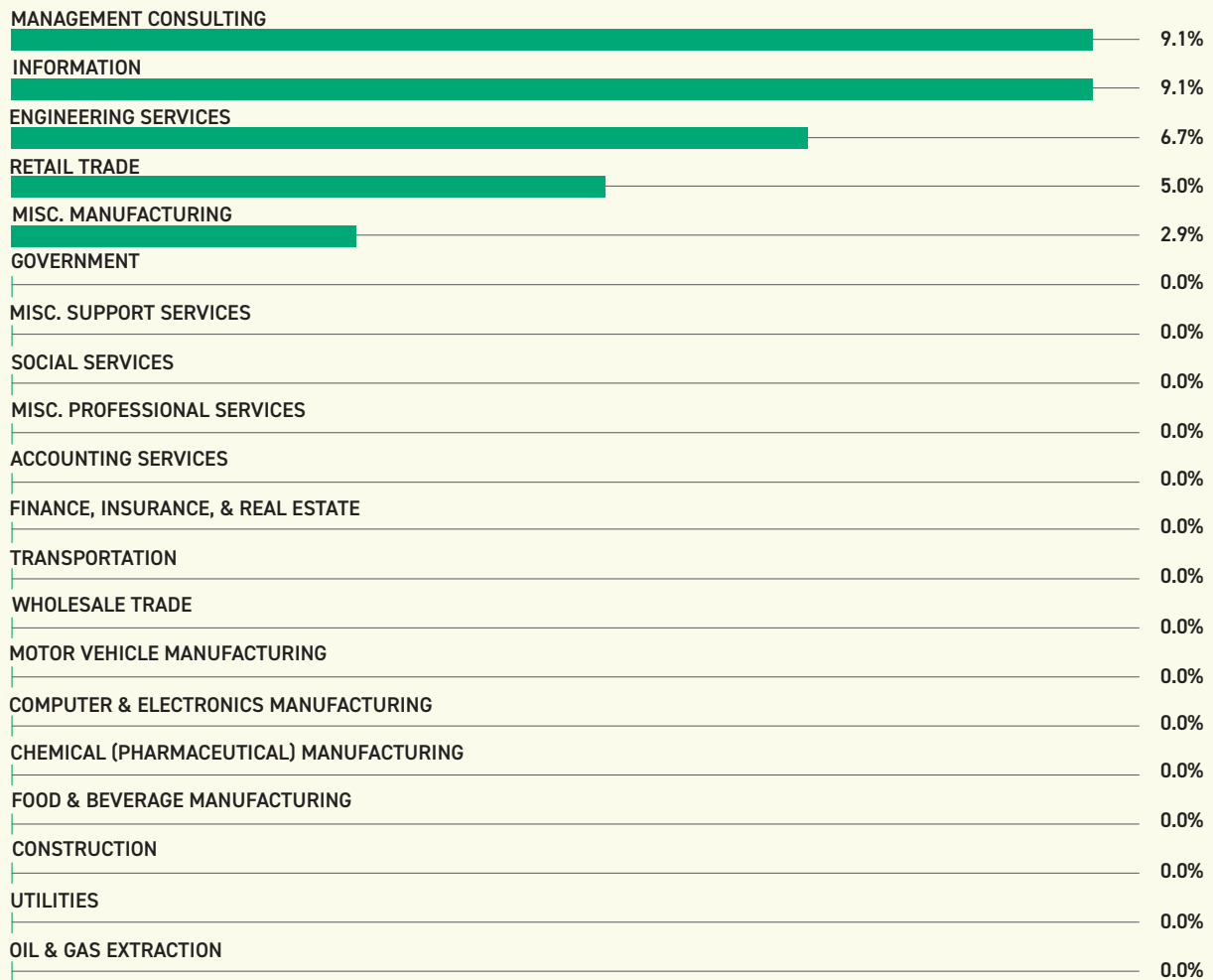


FIGURE 57: CHANGES IN COLLEGE RECRUITING STAFFING, BY REGION

REGION	NO CHANGE	HIRING FREEZE	FURLOUGHED STAFF	LAI D OFF STAFF	STILL DECIDING	STAFFING SAME BUT CUT HOURS	INCREASED STAFF	TOTAL N
OVERALL	63.9%	27.1%	9.0%	8.4%	6.0%	5.1%	1.8%	332
NEW ENGLAND	71.9%	15.6%	9.4%	12.5%	3.1%	0.0%	0.0%	32
MID EAST	72.7%	18.2%	3.6%	9.1%	9.1%	7.3%	0.0%	55
GREAT LAKES	61.0%	33.8%	10.4%	7.8%	3.9%	6.5%	2.6%	77
PLAINS	70.0%	20.0%	15.0%	5.0%	5.0%	5.0%	0.0%	40
SOUTHEAST	57.1%	36.7%	10.2%	10.2%	4.1%	8.2%	4.1%	49
SOUTHWEST	62.2%	29.7%	8.1%	2.7%	8.1%	2.7%	2.7%	37
ROCKY MOUNTAINS	71.4%	28.6%	0.0%	0.0%	14.3%	0.0%	0.0%	7
FAR WEST	51.4%	28.6%	8.6%	14.3%	8.6%	2.9%	2.9%	35

FIGURE 58: CHANGES IN COLLEGE RECRUITING STAFFING, BY COMPANY SIZE

COMPANY SIZE	NO CHANGE	HIRING FREEZE	FURLOUGHED STAFF	LAI D OFF STAFF	STILL DECIDING	STAFFING SAME BUT CUT HOURS	INCREASED STAFF	TOTAL N
OVERALL	63.9%	27.1%	9.0%	8.4%	6.0%	5.1%	1.8%	332*
500 OR FEWER EMPLOYEES	65.6%	12.5%	6.3%	21.9%	0.0%	3.1%	3.1%	32
501 - 1,000 EMPLOYEES	66.7%	26.7%	6.7%	6.7%	0.0%	13.3%	0.0%	15
1,001 - 2,500 EMPLOYEES	65.2%	17.4%	4.3%	8.7%	13.0%	4.3%	0.0%	23
2,501 - 5,000 EMPLOYEES	68.0%	28.0%	4.0%	4.0%	4.0%	0.0%	0.0%	25
5,001 - 10,000 EMPLOYEES	64.5%	9.4%	16.1%	6.5%	12.9%	0.0%	3.2%	31
10,001 - 20,000 EMPLOYEES	61.9%	26.2%	9.5%	4.8%	0.0%	2.4%	4.8%	42
MORE THAN 20,000 EMPLOYEES	66.7%	27.8%	5.6%	5.6%	5.6%	9.3%	1.9%	54

*Company size breakouts are provided only for NACE employer member respondents; therefore, the overall total N is greater than the sum of the individual company size totals

COLLEGE RECRUITING BUDGETS

When the poll closed at the end of May, nearly half of respondents reported that there were no changes in their college recruiting budgets. Meanwhile, nearly 18% of offices saw their budgets decrease by more than 10%, and just over 29% were still undecided about making changes to their budget. (See Figure 59.)

Employers in the retail trade sector saw the worst changes to their respective college recruiting budgets, with more than 44% of respondents reporting that their recruiting budgets had decreased by more than 10%. (See Figure 60.)

FIGURE 59: OVERALL CHANGES TO COLLEGE RECRUITING BUDGETS, BY PERCENT OF RESPONDENTS

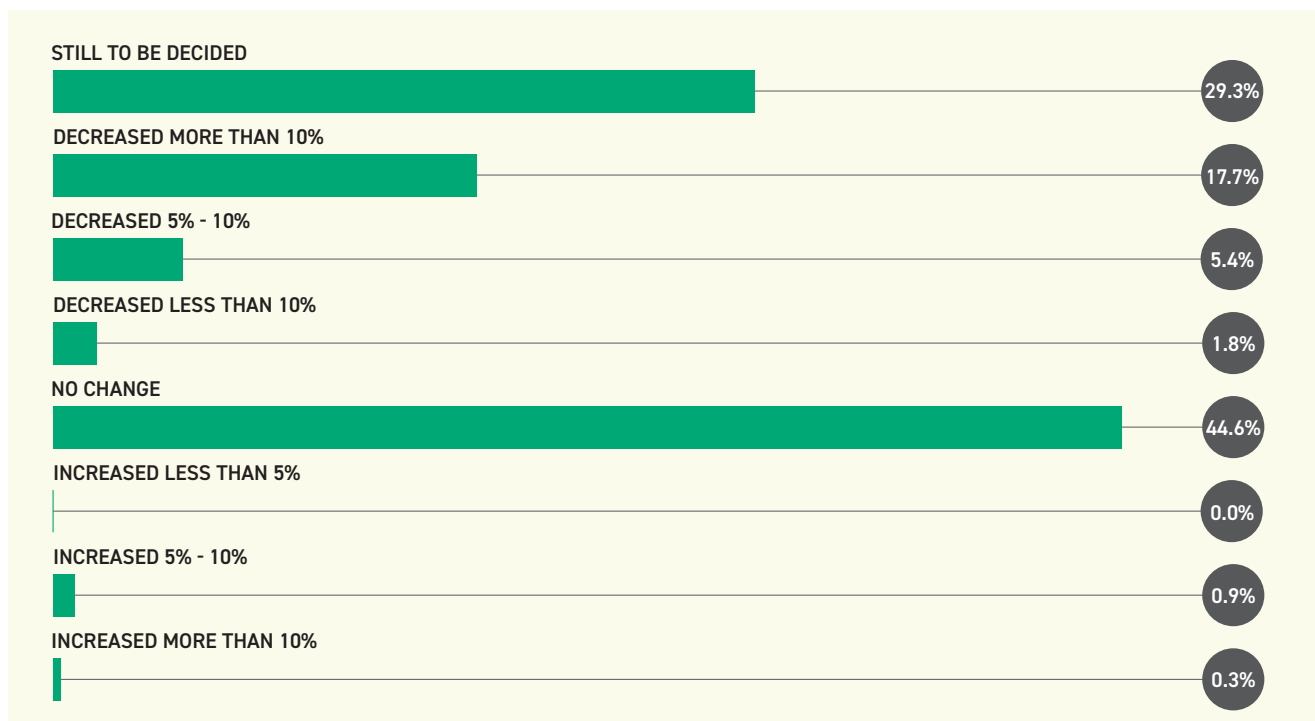


FIGURE 60: CHANGES TO COLLEGE RECRUITING BUDGETS, BY INDUSTRY

INDUSTRY	STILL TO BE DECIDED	DECREASED MORE THAN 10%	DECREASED 5% - 10%	DECREASED LESS THAN 5%	NO CHANGE	INCREASED LESS THAN 5%	INCREASED 5% - 10%	INCREASED MORE THAN 10%	TOTAL N
OVERALL	29.3%	17.7%	5.4%	1.8%	44.6%	0.0%	0.9%	0.3%	334
OIL & GAS EXTRACTION	33.3%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	6
UTILITIES	15.4%	7.7%	7.7%	0.0%	61.5%	0.0%	7.7%	0.0%	13
CONSTRUCTION	23.5%	23.5%	0.0%	0.0%	52.9%	0.0%	0.0%	0.0%	17
FOOD & BEVERAGE MFG.	18.2%	9.1%	0.0%	0.0%	72.7%	0.0%	0.0%	0.0%	11
CHEMICAL (PHARMACEUTICAL) MFG.	18.8%	12.5%	12.5%	6.3%	50.0%	0.0%	0.0%	0.0%	16
COMPUTER & ELECTRONICS MFG.	26.1%	13.0%	8.7%	0.0%	52.2%	0.0%	0.0%	0.0%	23
MOTOR VEHICLE MFG.	14.3%	28.6%	14.3%	0.0%	42.9%	0.0%	0.0%	0.0%	7
MISC. MFG.	31.4%	22.9%	14.3%	2.9%	28.6%	0.0%	0.0%	0.0%	35
WHOLESALE TRADE	33.3%	27.8%	0.0%	0.0%	38.9%	0.0%	0.0%	0.0%	18
RETAIL TRADE	16.7%	44.4%	0.0%	5.6%	33.3%	0.0%	0.0%	0.0%	18
TRANSPORTATION	25.0%	25.0%	12.5%	0.0%	37.5%	0.0%	0.0%	0.0%	8
INFORMATION	27.3%	18.2%	4.5%	0.0%	45.5%	0.0%	0.0%	4.5%	22
FINANCE, INSURANCE, & REAL ESTATE	36.2%	6.9%	1.7%	5.2%	50.0%	0.0%	0.0%	0.0%	58
ACCOUNTING SERVICES	23.1%	30.8%	15.4%	0.0%	30.8%	0.0%	0.0%	0.0%	13
ENGINEERING SERVICES	40.0%	0.0%	13.3%	0.0%	46.7%	0.0%	0.0%	0.0%	15
MANAGEMENT CONSULTING	27.3%	27.3%	0.0%	0.0%	36.4%	0.0%	9.1%	0.0%	11
MISC. PROF. SERVICES	28.6%	21.4%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	14
SOCIAL SERVICES	42.9%	14.3%	0.0%	0.0%	28.6%	0.0%	14.3%	0.0%	7
MISC. SUPPORT SERVICES	50.0%	25.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	12
GOVERNMENT	57.1%	0.0%	0.0%	0.0%	42.9%	0.0%	0.0%	0.0%	7

FIGURE 61: CHANGES TO COLLEGE RECRUITING BUDGETS, BY REGION

REGION	STILL TO BE DECIDED	DECREASED MORE THAN 10%	DECREASED 5% - 10%	DECREASED LESS THAN 5%	NO CHANGE	INCREASED LESS THAN 5%	INCREASED 5% - 10%	INCREASED MORE THAN 10%	TOTAL N
OVERALL	29.3%	17.7%	5.4%	1.8%	44.6%	0.0%	0.9%	0.3%	334
NEW ENGLAND	23.5%	23.5%	0.0%	0.0%	52.9%	0.0%	0.0%	0.0%	34
MID EAST	36.4%	9.1%	3.6%	3.6%	47.3%	0.0%	0.0%	0.0%	55
GREAT LAKES	32.9%	19.7%	3.9%	1.3%	40.8%	0.0%	1.3%	0.0%	76
PLAINS	30.8%	20.5%	7.7%	0.0%	41.0%	0.0%	0.0%	0.0%	39
SOUTHEAST	33.3%	15.7%	3.9%	2.0%	41.2%	0.0%	3.9%	0.0%	51
SOUTHWEST	18.9%	16.2%	10.8%	0.0%	54.1%	0.0%	0.0%	0.0%	37
ROCKY MOUNTAINS	57.1%	0.0%	0.0%	0.0%	42.9%	0.0%	0.0%	0.0%	7
FAR WEST	14.3%	25.7%	11.4%	5.7%	40.0%	0.0%	0.0%	2.9%	35

FIGURE 62: CHANGES TO COLLEGE RECRUITING BUDGETS, BY COMPANY SIZE

COMPANY SIZE	STILL TO BE DECIDED	DECREASED MORE THAN 10%	DECREASED 5% - 10%	DECREASED LESS THAN 5%	NO CHANGE	INCREASED LESS THAN 5%	INCREASED 5% - 10%	INCREASED MORE THAN 10%	TOTAL N
OVERALL	29.3%	17.7%	5.4%	1.8%	44.6%	0.0%	0.9%	0.3%	334*
500 OR FEWER EMPLOYEES	29.0%	22.6%	0.0%	0.0%	48.4%	0.0%	0.0%	0.0%	31
501 - 1,000 EMPLOYEES	26.7%	6.7%	6.7%	0.0%	60.0%	0.0%	0.0%	0.0%	15
1,001 - 2,500 EMPLOYEES	29.2%	29.2%	8.3%	0.0%	33.3%	0.0%	0.0%	0.0%	24
2,501 - 5,000 EMPLOYEES	46.2%	11.5%	11.5%	0.0%	30.8%	0.0%	0.0%	0.0%	26
5,001 - 10,000 EMPLOYEES	19.4%	22.6%	6.5%	0.0%	51.6%	0.0%	0.0%	0.0%	31
10,001 - 20,000 EMPLOYEES	26.2%	2.4%	7.1%	4.8%	54.8%	0.0%	4.8%	0.0%	42
MORE THAN 20,000 EMPLOYEES	29.6%	29.6%	7.4%	0.0%	31.5%	0.0%	0.0%	1.9%	54

*Company size breakouts are provided only for NACE employer member respondents, therefore the overall total N is greater than the sum of the individual company size totals.

SPENDING FREEZES

Just 21% of overall respondents had implemented a spending freeze for college recruiting operations by the end of May. (See Figure 63.)

More than half of respondents in the miscellaneous support services and transportation industries had more than half of respondents put spending freezes into place for their college recruiting operations by the end of May. Among the industries reported, only motor vehicle and food and beverage manufacturers reported no spending freezes in their college recruiting operations. (See Figure 64.)

By region, respondents in the Southwest were most likely to report spending freezes (31.4%). By size of company, those with fewer than 500 employees were most likely to report such freezes. (See Figures 65 and 66.)

FIGURE 63: PERCENT OF RESPONDENTS WHO HAD IMPLEMENTED A SPENDING FREEZE FOR RECRUITING OPERATIONS

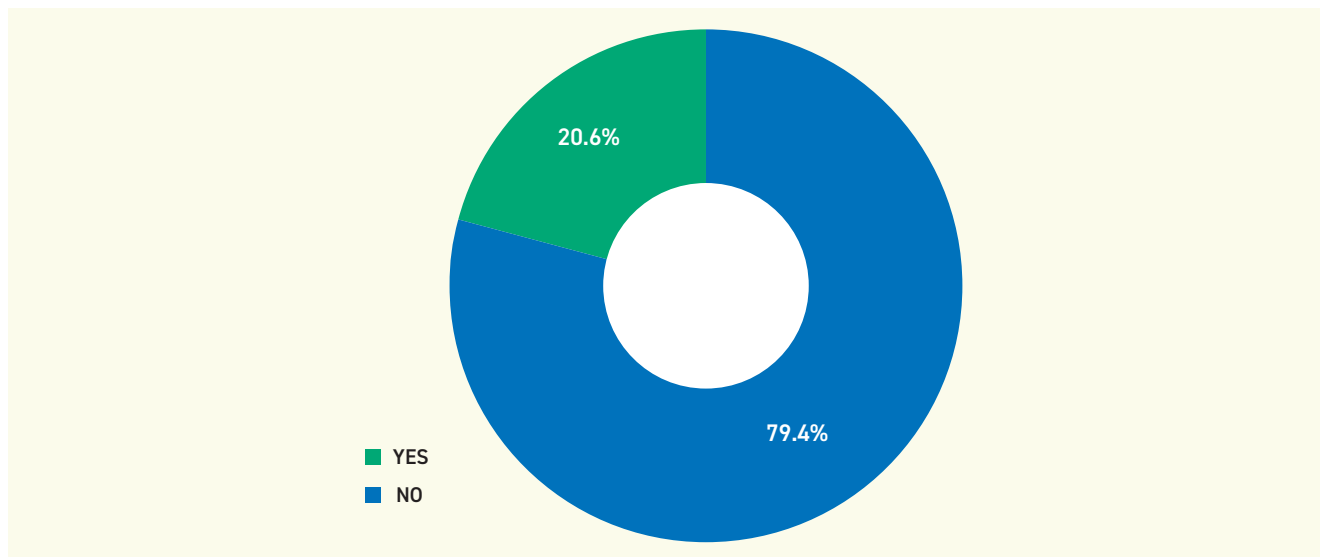


FIGURE 64: PERCENT OF RESPONDENTS WHO HAD IMPLEMENTED A SPENDING FREEZE FOR RECRUITING OPERATIONS, BY INDUSTRY

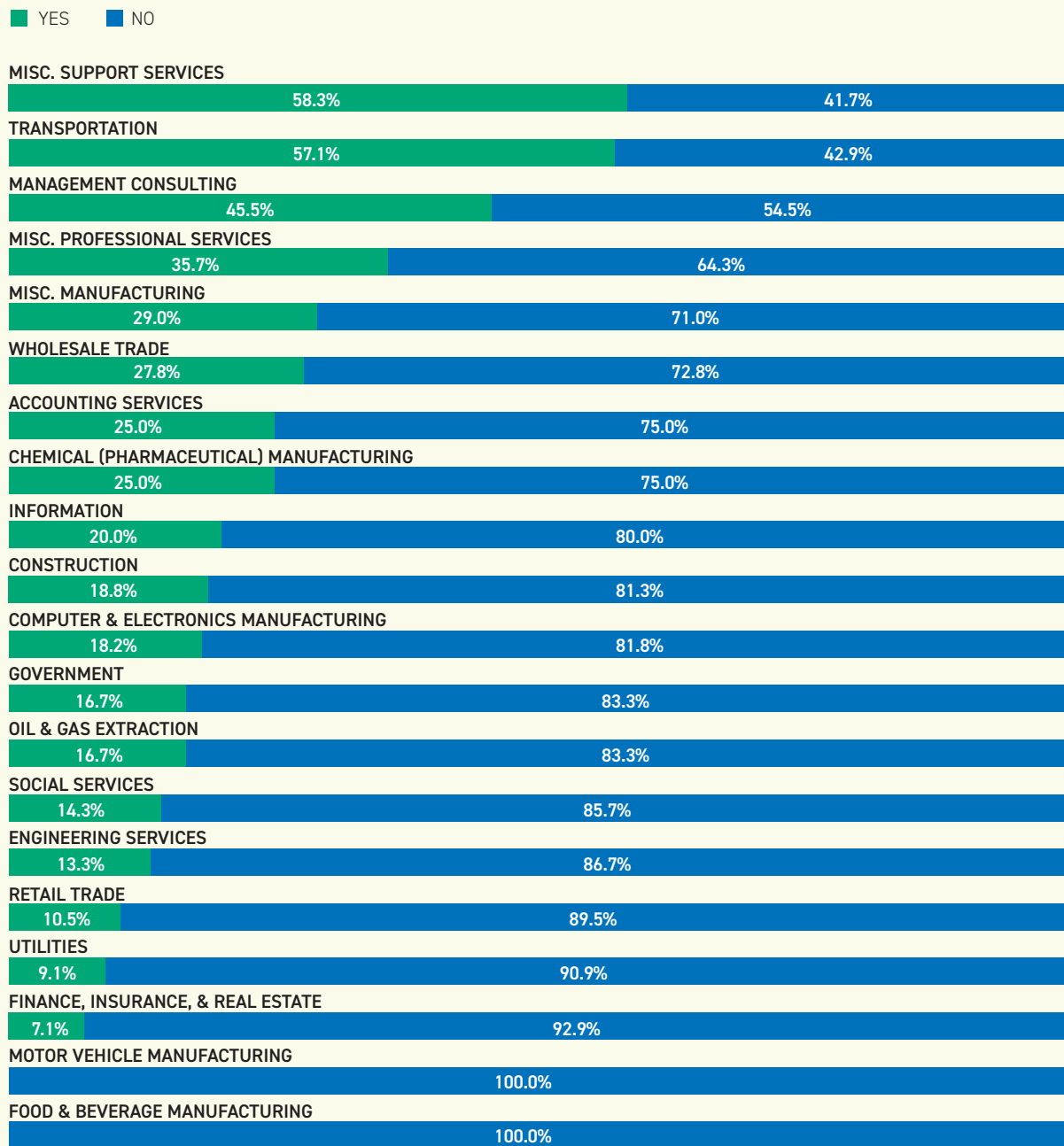


FIGURE 65: PERCENT OF RESPONDENTS WHO HAD IMPLEMENTED A SPENDING FREEZE FOR RECRUITING OPERATIONS, BY REGION

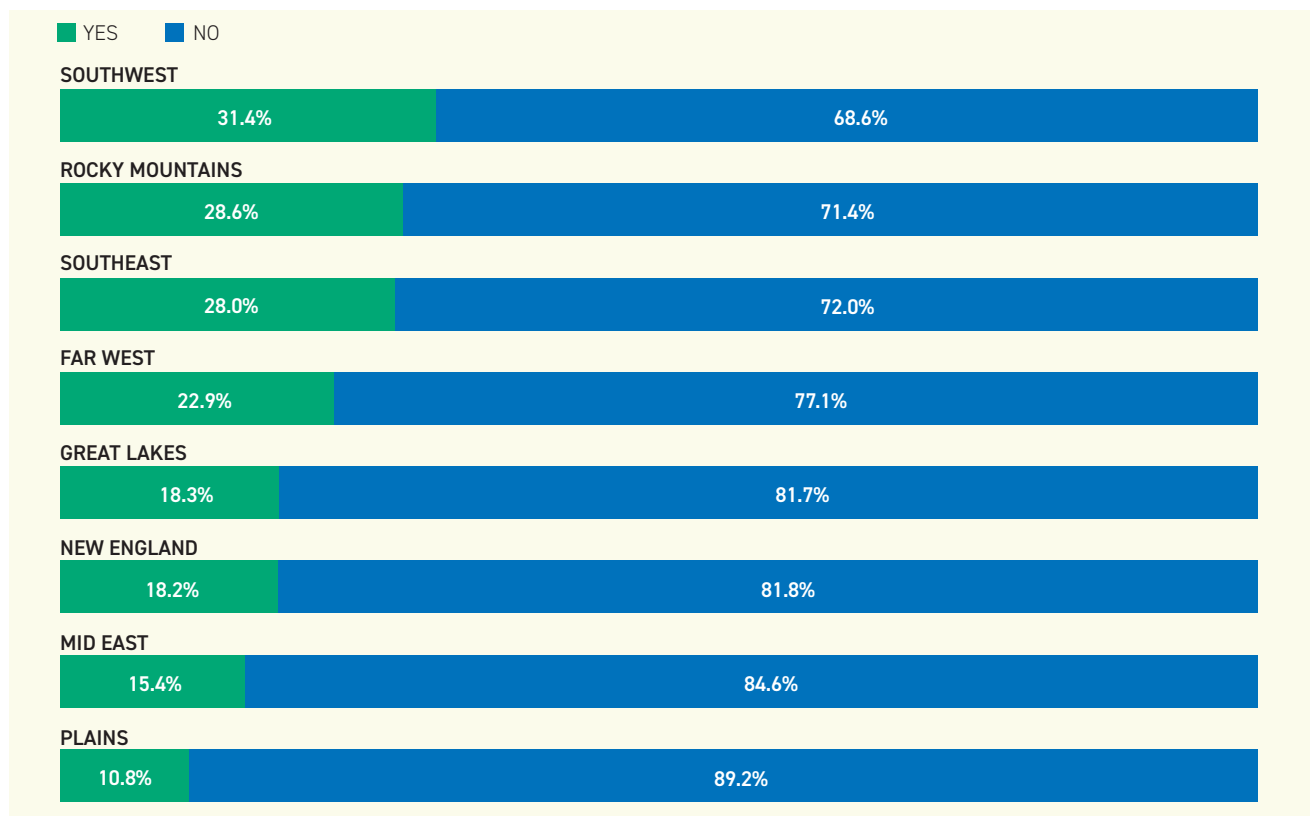
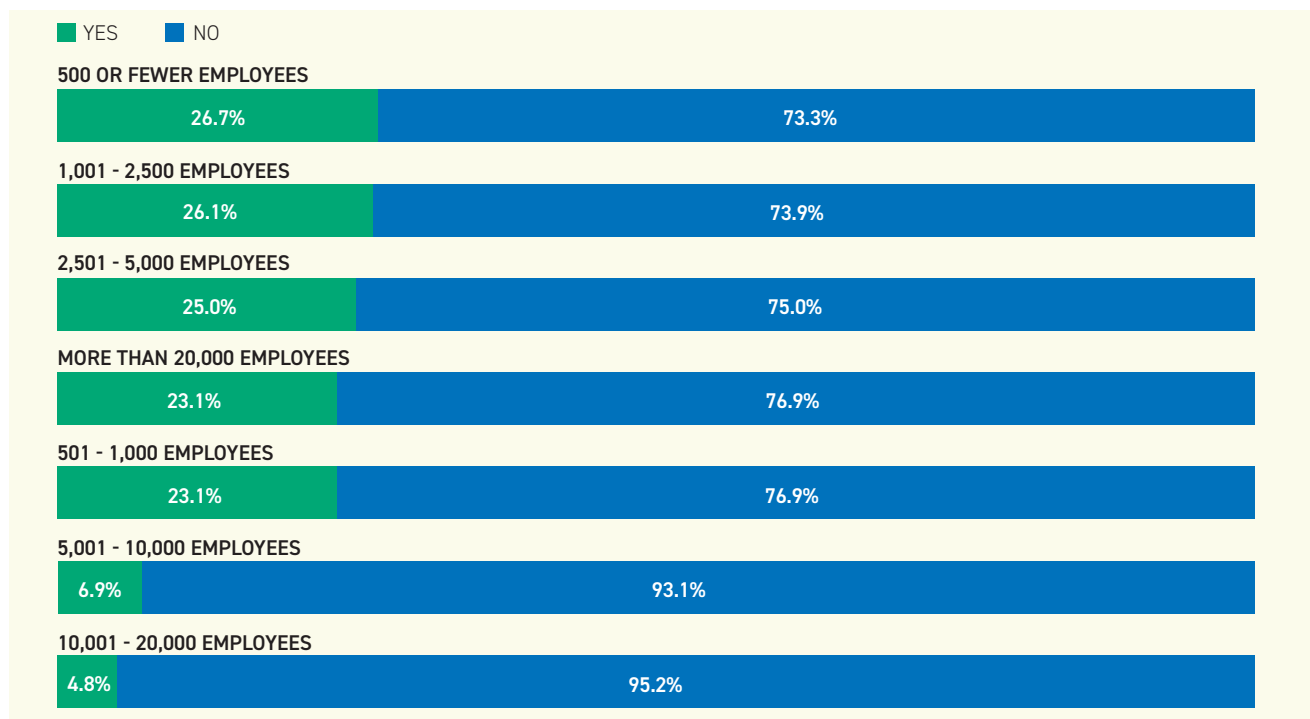


FIGURE 66: PERCENT OF RESPONDENTS WHO HAD IMPLEMENTED A SPENDING FREEZE FOR RECRUITING OPERATIONS, BY COMPANY SIZE

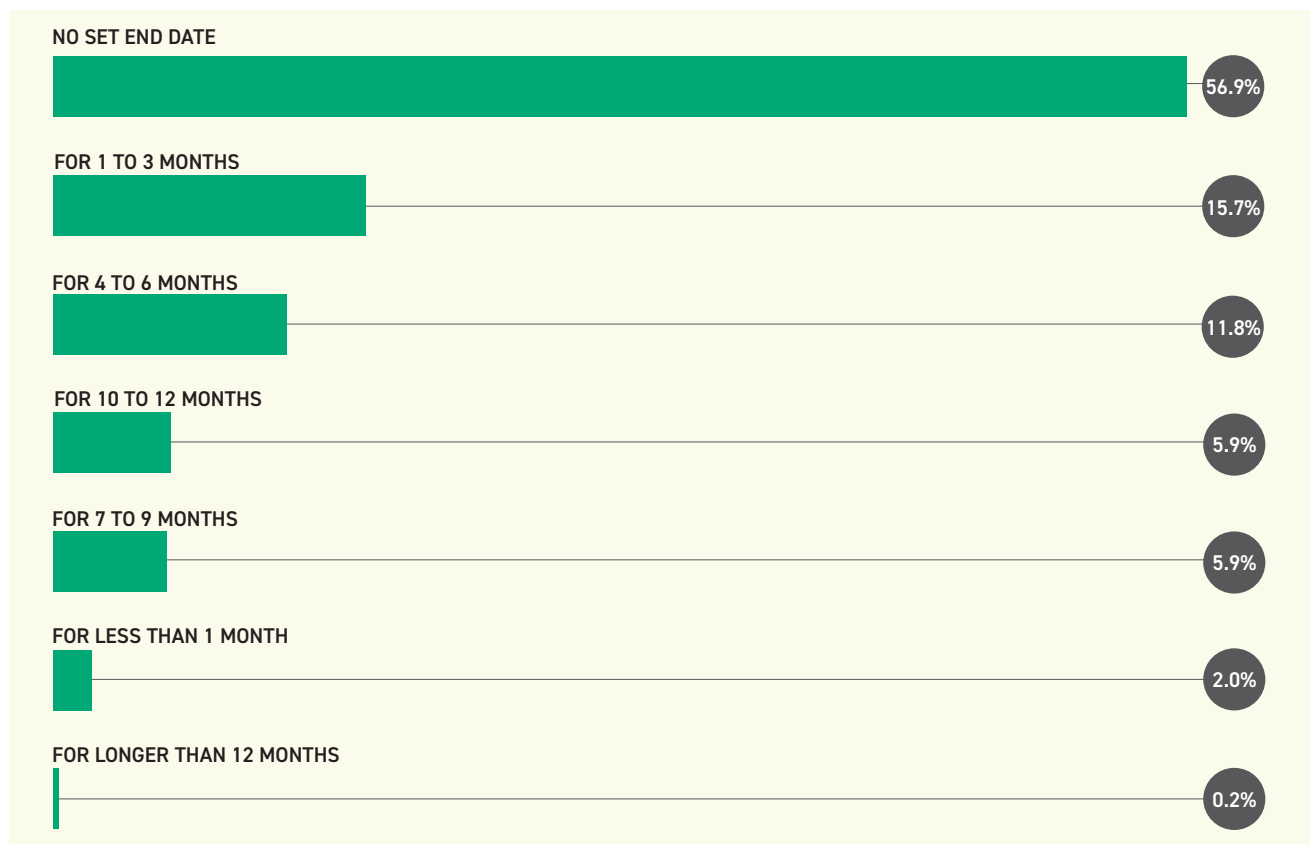


Length of freeze: Although the sample size was small (n = 51), nearly 57% of respondents indicated that their spending freeze was indefinite, and 16% reported that the freeze was expected to last one to three months. Over the course of the month of May, there was movement away from a one-to-three-month spending freeze toward a freeze of an indefinite length. (See Figure 67.)

With such limited data reported on the length of spending freezes, just three industries had at least five respondents reporting the expected duration. In all three, most respondents from each industry reported an unknown date for the spending freeze, with the next largest groups of respondents reporting a spending freeze lasting four to six months.

By region and company size, the data also reveal the uncertainty on the part of employers across the board in terms of the length of the spending freezes.

FIGURE 67: LENGTH OF SPENDING FREEZE FOR COLLEGE RECRUITING OPERATIONS, BY PERCENT OF RESPONDENTS



VIRTUAL RECRUITING FOR THE CLASS OF 2021

Recruiting offices reported that they planned to increase their virtual recruiting activities by opting for live, interactive methods as opposed to recorded ones. For example, approximately 61% of respondents reported they would conduct live virtual employer information sessions compared to roughly 25% who indicated they would use recorded employer information sessions. (See Figure 68.)

Figures 69 through 76 show the industry breakouts of the top seven methods that respondents planned to use to increase their virtual recruiting for the Class of 2021. The findings are summarized below:

- Management consulting firms had nearly all respondents indicate that they would conduct interactive, two-way interviews with candidates in an effort to increase recruiting through virtual platforms. (See Figure 69.)
- All respondents in the government and food and beverage industries reported that they would attend virtual career fairs. (See Figure 70.)
- Nearly three-quarters of food and beverage manufacturers expected to use social media as a means of increasing their virtual recruiting; no other industry had more than half of its respondents identify this method. (See Figure 72.)
- Many respondents were unsure of how to increase their virtual college recruiting. This was the case, for example, among miscellaneous support services (50%), chemical (pharmaceutical) manufacturers (50%), and oil and gas extraction firms (66.7%). (See Figure 73.)
- More than half of accounting services firms said they would use one-way interviews with candidates, but more than one-quarter of reported industries had no respondents choosing this option. (See Figure 75.)
- The use of predictive analytics was a less common approach to increase virtual recruiting, as almost half of the reported industries had no respondents with such plans. Two industries most likely to use predictive analytics: accounting services firms (23.1%) and construction companies (23.5%). (See Figure 76.)

By region, respondents in the New England region appeared to be most determined in how they would increase their virtual recruiting. In five of the seven methods, the New England region had the largest group of respondents indicating that they intended to increase their virtual recruiting using the corresponding method. They also had just under 10% that were still deciding how they planned to increase virtual recruiting.

Regardless of company size, conducting interactive two-way interviews with candidates and attending virtual career fairs were the favored methods to increase virtual college recruiting. At least half of respondents in all size categories indicated plans to use them for virtually recruiting the Class of 2021. The use of predictive analytics to select recruits, however, was far more likely to be used by very large companies (more than 20,000 employees) than by the smallest-size companies (fewer than 500 employees). (See Figures 77 through 84.)

FIGURE 68: METHODS USED TO INCREASE VIRTUAL RECRUITING, BY PERCENT OF RESPONDENTS

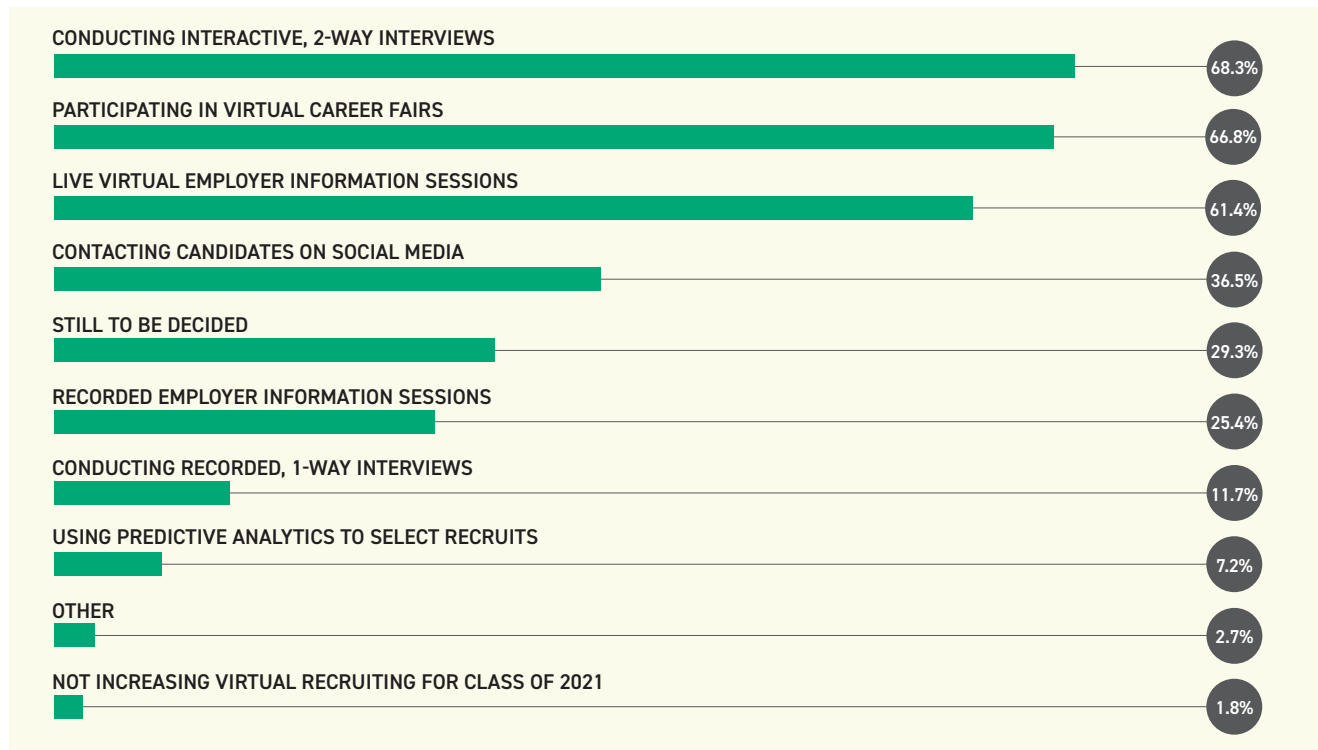


FIGURE 69: RESPONDENTS USING TWO-WAY INTERVIEWS TO INCREASE VIRTUAL RECRUITING, BY INDUSTRY

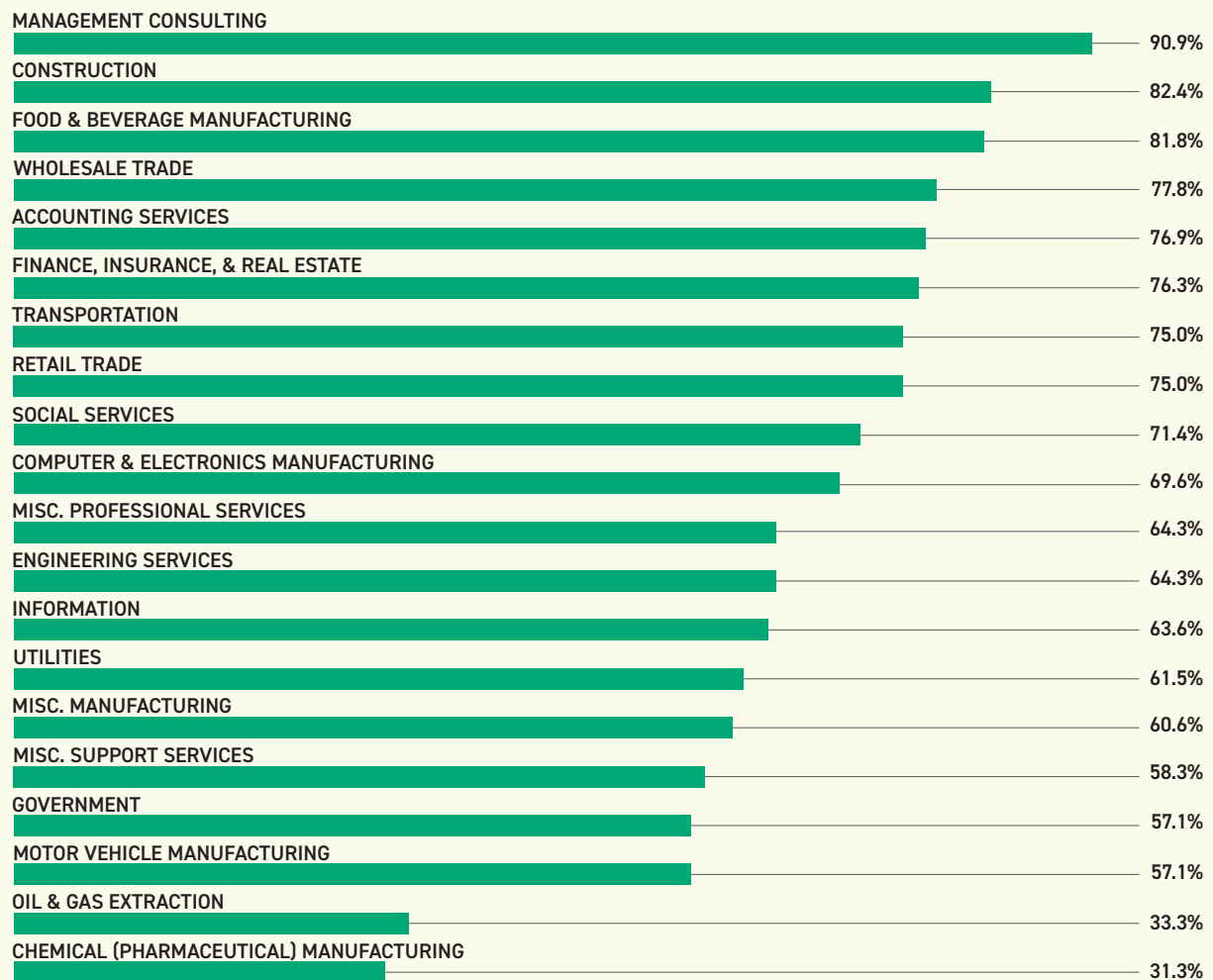


FIGURE 70: RESPONDENTS USING VIRTUAL CAREER FAIRS TO INCREASE VIRTUAL RECRUITING, BY INDUSTRY

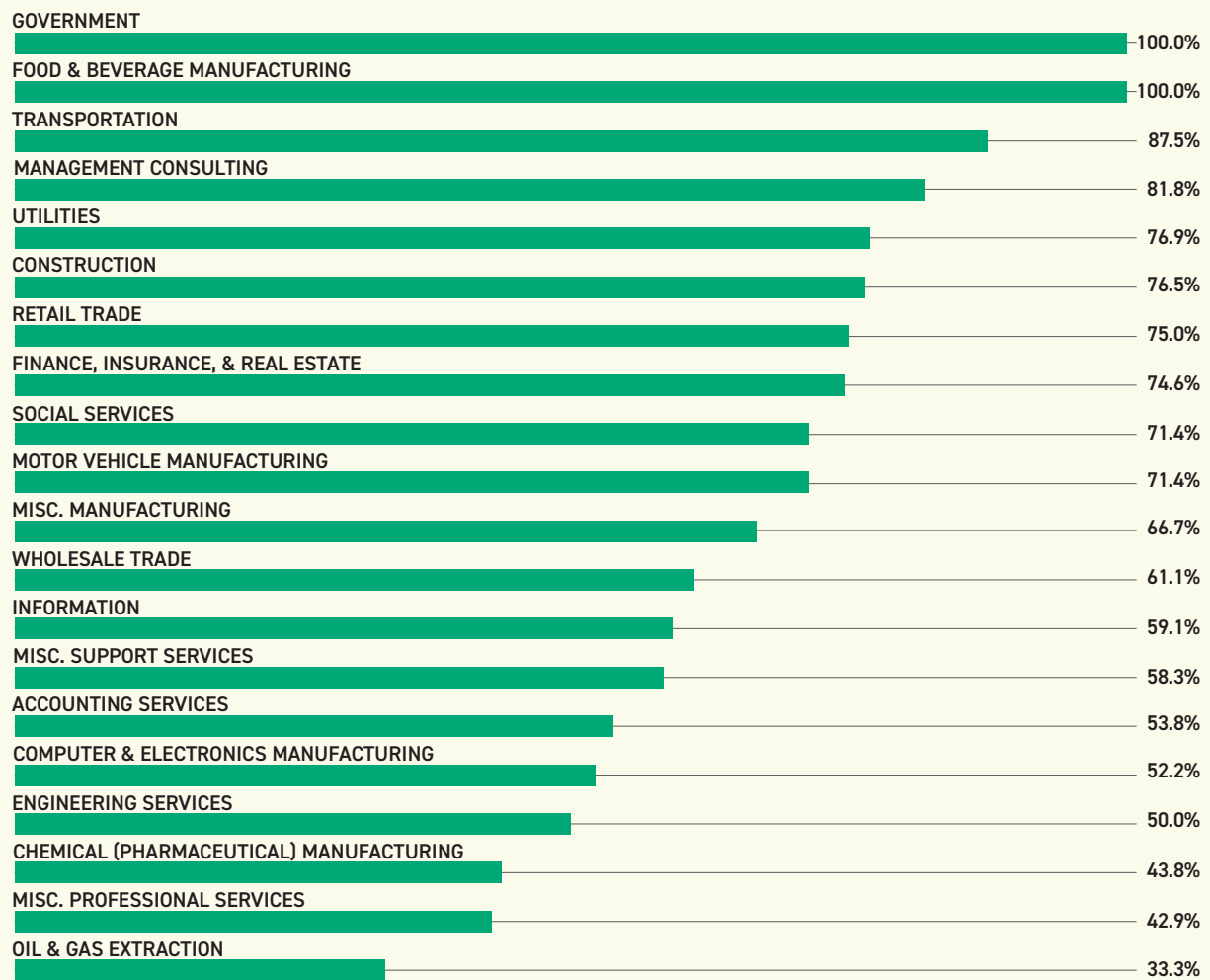


FIGURE 71: RESPONDENTS USING LIVE VIRTUAL EMPLOYER INFORMATION SESSIONS TO INCREASE VIRTUAL RECRUITING, BY INDUSTRY

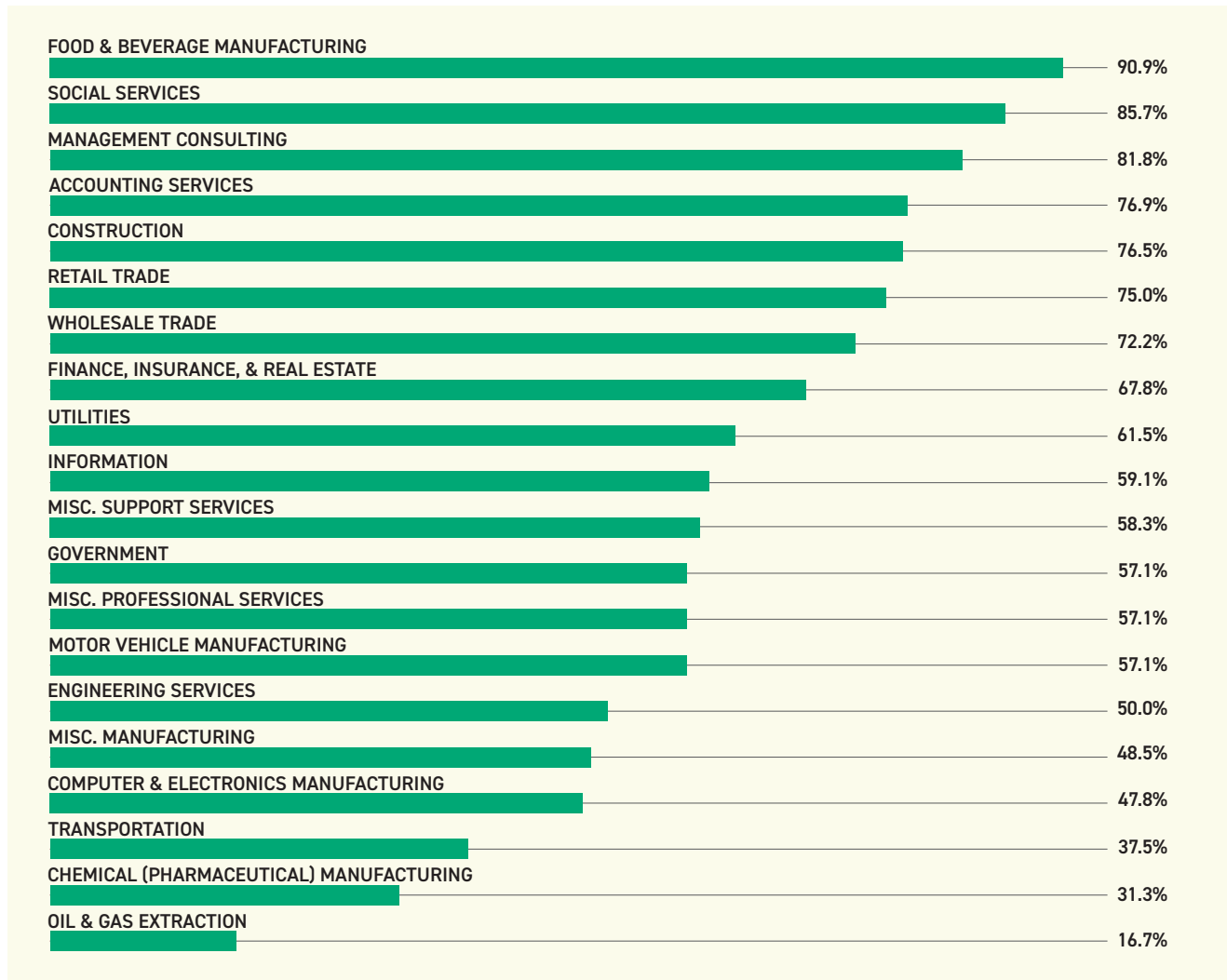


FIGURE 72: RESPONDENTS WHO WILL REACH OUT TO INDIVIDUAL CANDIDATES ON SOCIAL MEDIA TO INCREASE VIRTUAL RECRUITING, BY INDUSTRY

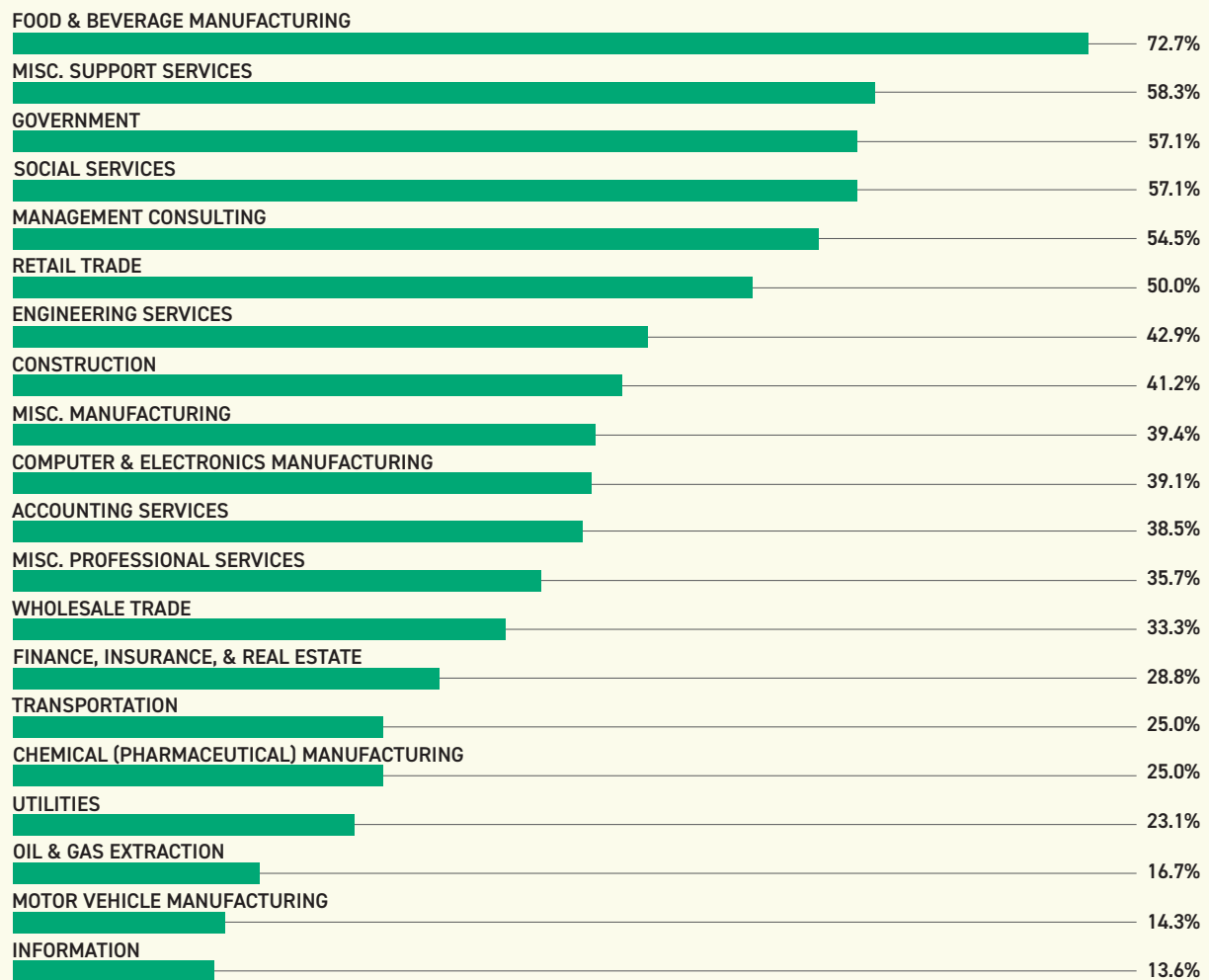


FIGURE 73: RESPONDENTS WHO ARE STILL DECIDING HOW THEY WILL INCREASE VIRTUAL RECRUITING, BY INDUSTRY

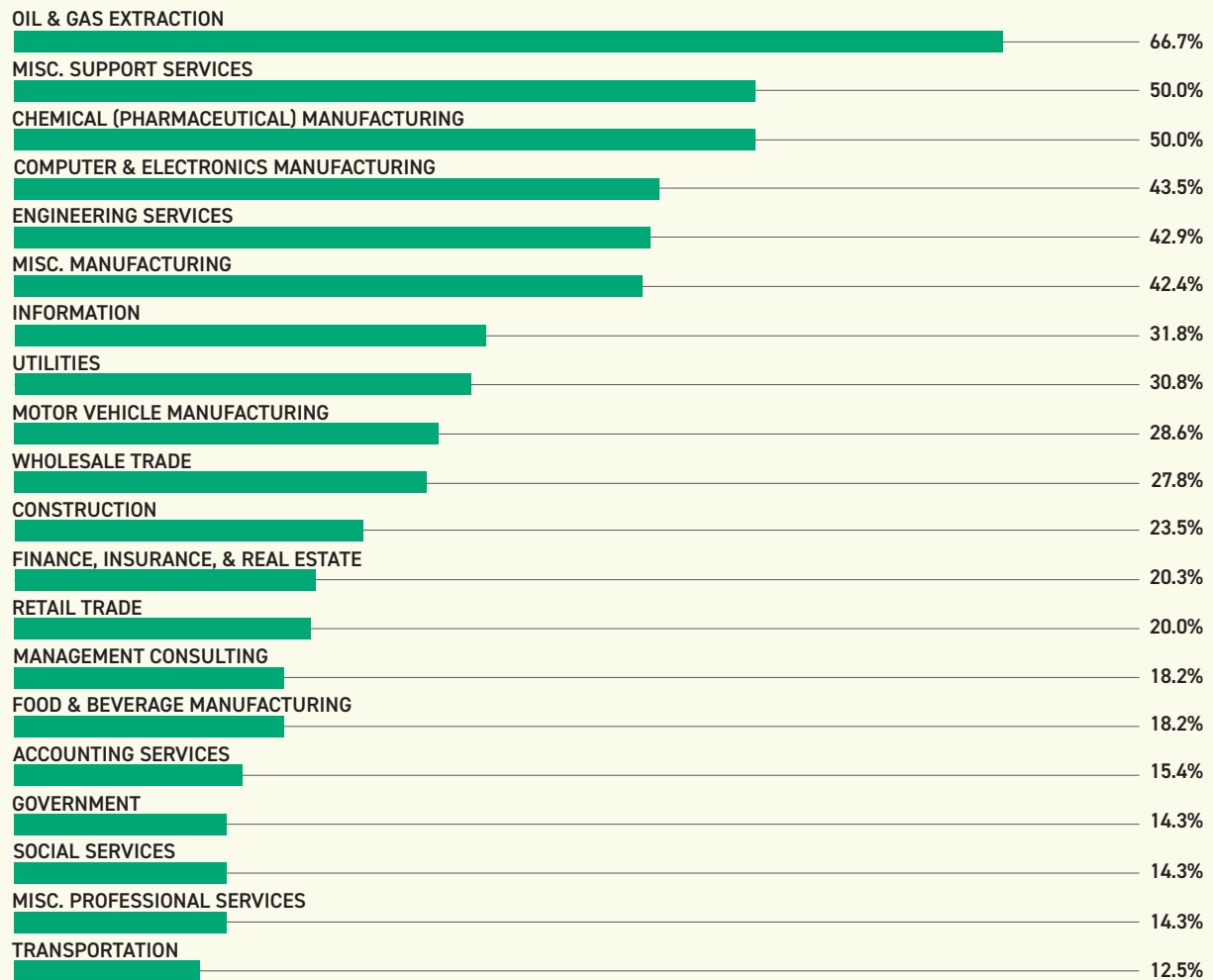


FIGURE 74: RESPONDENTS WHO WILL USE RECORDED EMPLOYER INFORMATION SESSIONS TO INCREASE VIRTUAL RECRUITING, BY INDUSTRY

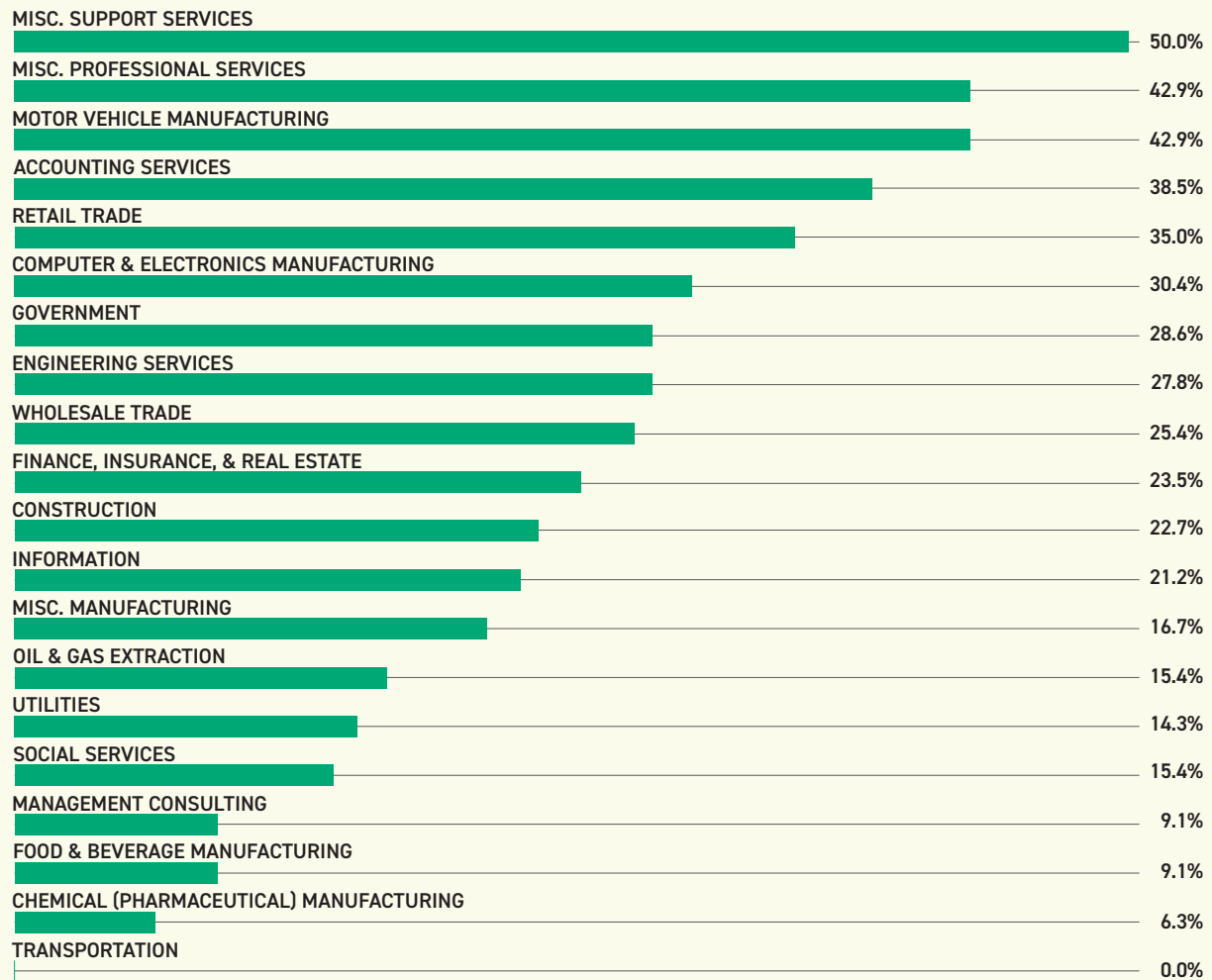


FIGURE 75: RESPONDENTS WHO WILL CONDUCT RECORDED ONE-WAY INTERVIEWS WITH CANDIDATES TO INCREASE VIRTUAL RECRUITING, BY INDUSTRY

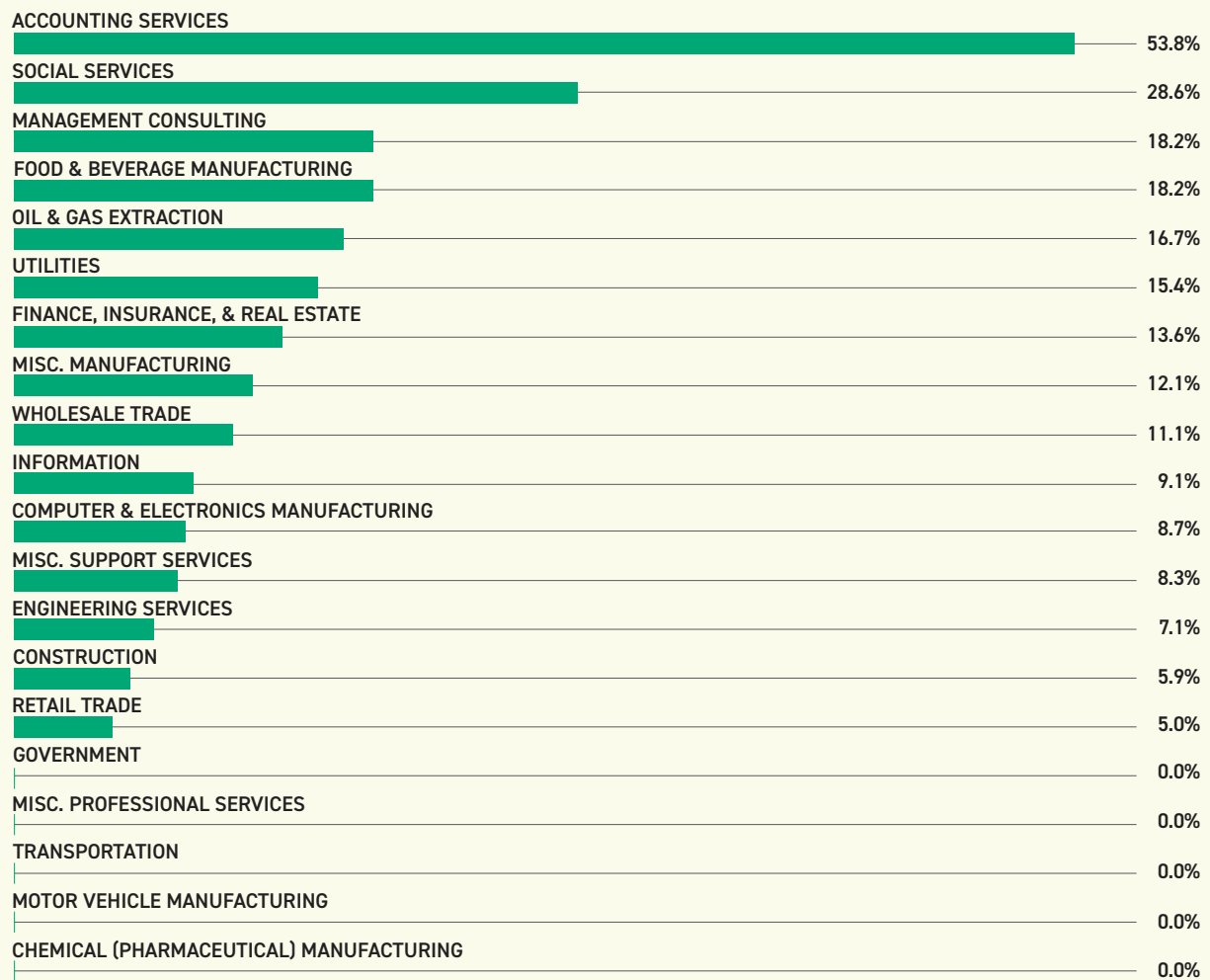


FIGURE 76: RESPONDENTS WHO WILL USE PREDICTIVE ANALYTICS TO SELECT RECRUITS TO INCREASE VIRTUAL RECRUITING, BY INDUSTRY

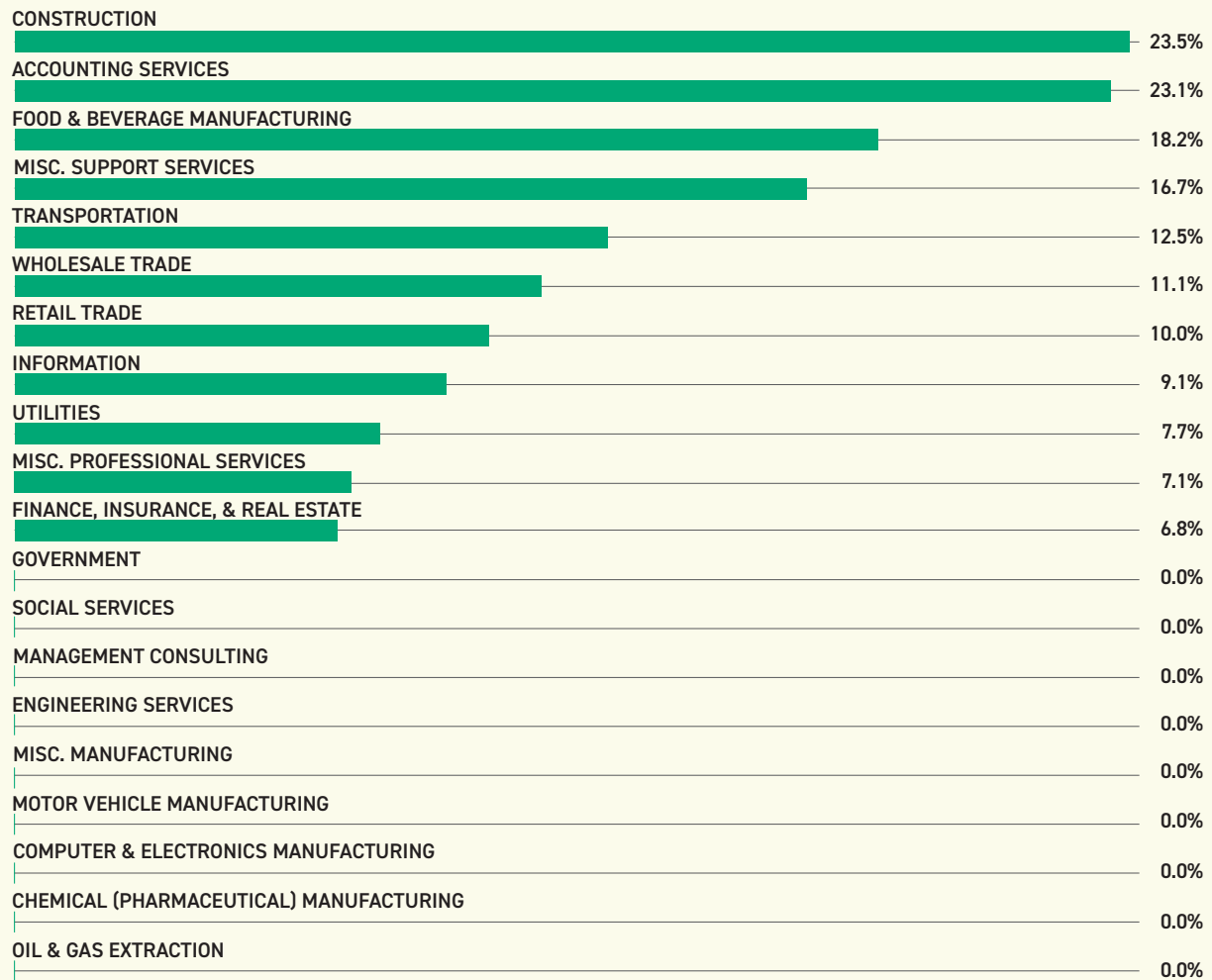


FIGURE 77: RESPONDENTS USING TWO-WAY INTERVIEWS TO INCREASE VIRTUAL RECRUITING, BY COMPANY SIZE

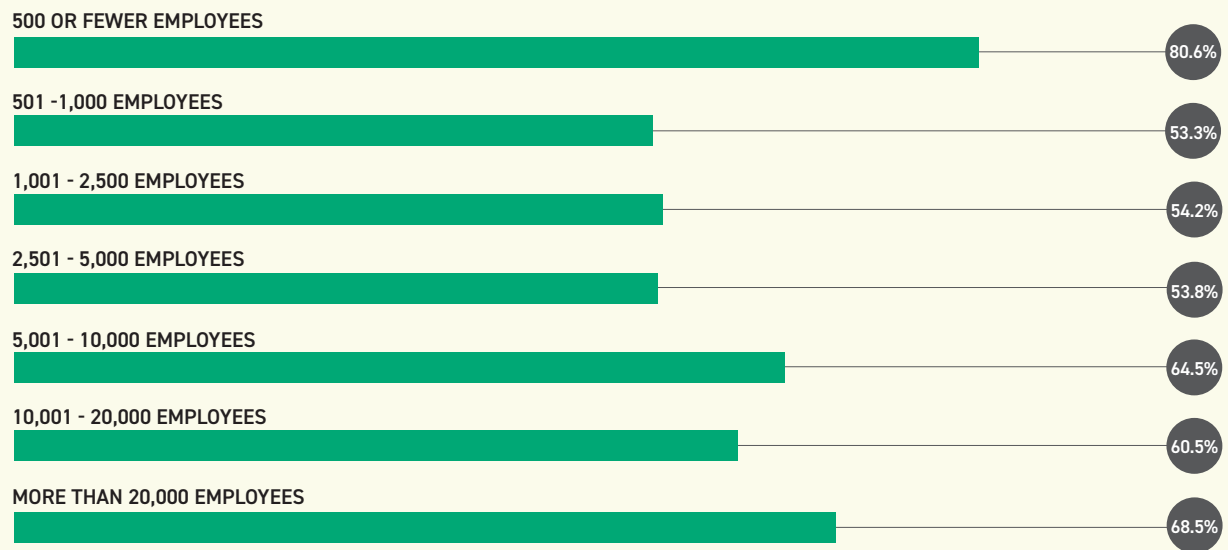


FIGURE 78: RESPONDENTS USING VIRTUAL CAREER FAIRS TO INCREASE VIRTUAL RECRUITING, BY COMPANY SIZE



FIGURE 79: RESPONDENTS USING LIVE VIRTUAL EMPLOYER INFORMATION SESSIONS TO INCREASE VIRTUAL RECRUITING, BY COMPANY SIZE

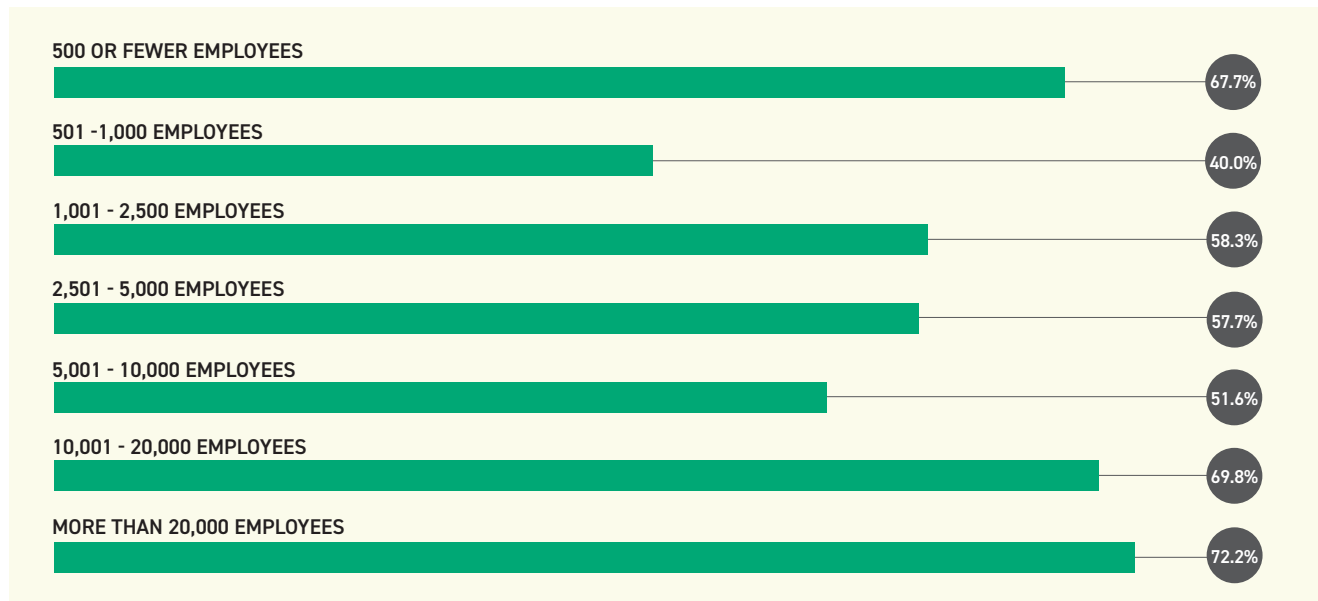


FIGURE 80: RESPONDENTS WHO WILL REACH OUT TO INDIVIDUAL CANDIDATES ON SOCIAL MEDIA TO INCREASE VIRTUAL RECRUITING, BY COMPANY SIZE

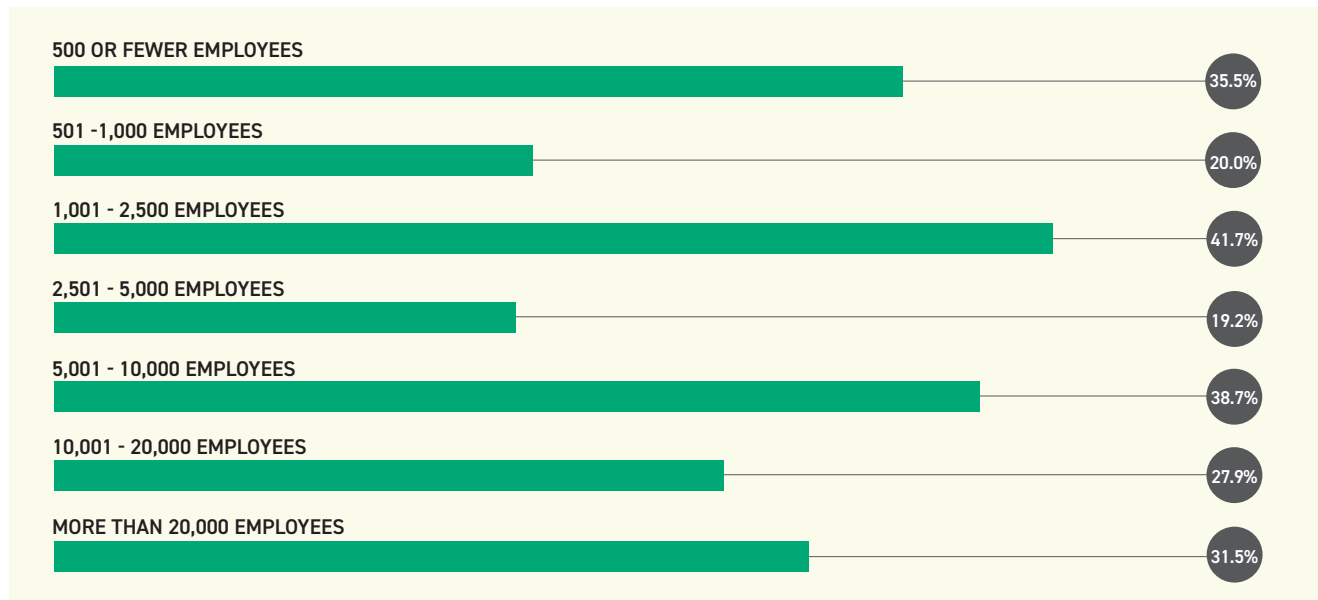


FIGURE 81: RESPONDENTS WHO ARE STILL DECIDING HOW THEY WILL INCREASE VIRTUAL RECRUITING, BY COMPANY SIZE

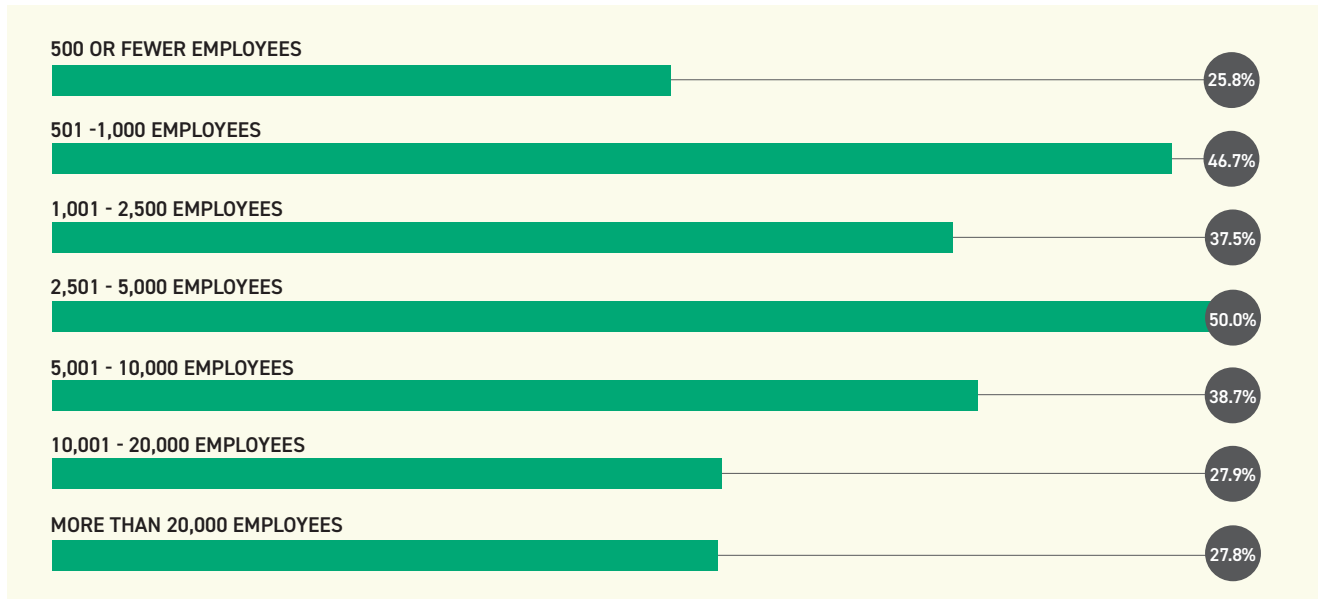


FIGURE 82: RESPONDENTS WHO WILL USE RECORDED EMPLOYER INFORMATION SESSIONS TO INCREASE VIRTUAL RECRUITING, BY COMPANY SIZE

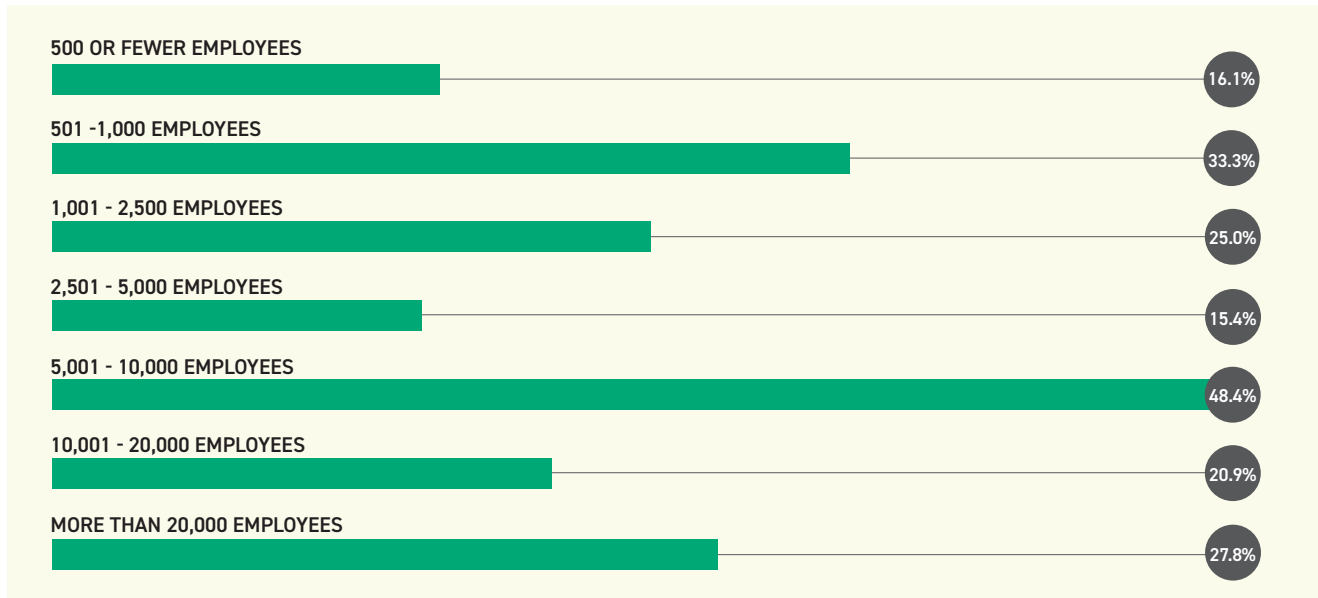


FIGURE 83: RESPONDENTS WHO WILL CONDUCT RECORDED ONE-WAY INTERVIEWS WITH CANDIDATES TO INCREASE VIRTUAL RECRUITING, BY COMPANY SIZE

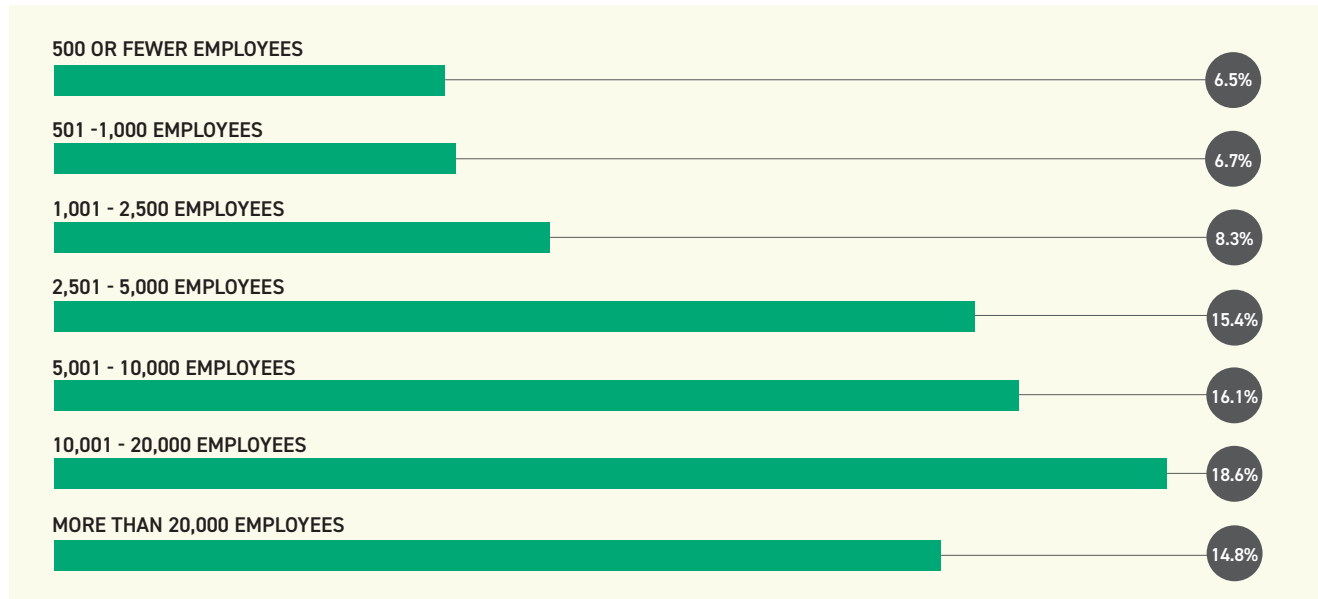
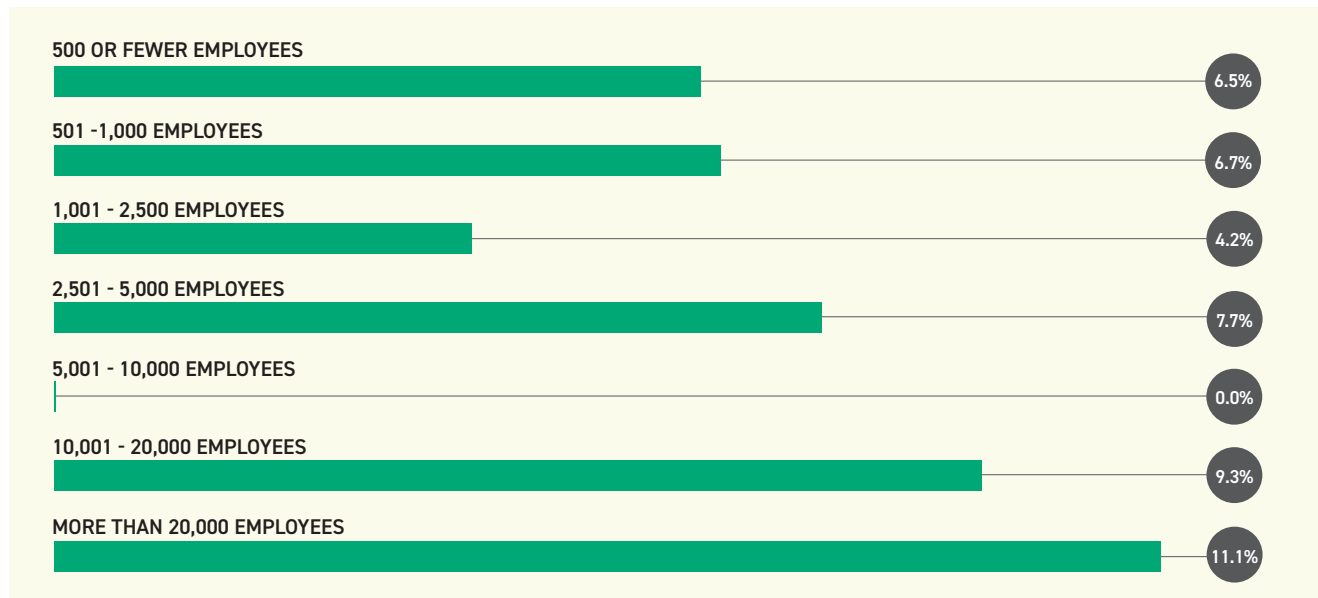


FIGURE 84: RESPONDENTS WHO WILL USE PREDICTIVE ANALYTICS TO SELECT RECRUITS TO INCREASE VIRTUAL RECRUITING, BY COMPANY SIZE



RECRUITING SCHEDULE FOR THE CLASS OF 2021

Typically, employers conduct nearly 70% of their college recruiting for the upcoming class in the fall, as reported in the NACE *Job Outlook 2020*. Therefore, under normal circumstances, the bulk of the recruiting for the Class of 2021 would be held in fall 2020.

To gain insight on how the pandemic would affect fall recruiting schedules, respondents were given four options as to how they are planning for the fall. Results showed that, by the end of May, there were nearly equal groups of respondents who were either maintaining their fall recruiting schedules or waiting to see how things would progress. Only 5% had decided by then to move their fall recruiting to the winter/spring of 2021. (See Figure 85.)

Only the transportation industry had no respondents with plans to maintain their standard recruiting schedule; most were waiting to see if their target schools were returning to on-campus activities. Not only did management consulting firms have the largest percentage of respondents maintaining their original recruiting schedules, they also had the largest percentage who are moving the bulk of recruiting from fall 2020 to winter/spring 2021. (See Figure 86.)

By region and company size, Southwestern respondents and companies with less than 500 employees were those most likely moving fall recruiting to winter/spring. (See Figures 87 and 88.)

FIGURE 85: CHANGES IN TIMING OF RECRUITING SCHEDULE FOR CLASS OF 2021

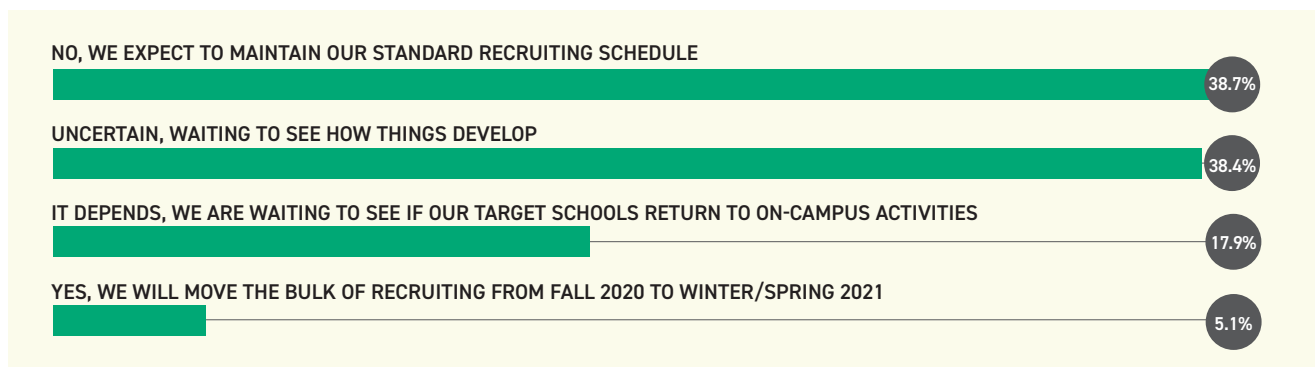


FIGURE 86: CHANGES TO TIMING OF RECRUITING SCHEDULE FOR CLASS OF 2021, BY INDUSTRY

INDUSTRY	NO CHANGES	UNCERTAIN, WAITING TO SEE	DEPENDS ON TARGET SCHOOLS	MOVING BULK TO WINTER/SPRING	TOTAL N
OVERALL	38.7%	38.4%	17.9%	5.1%	336
OIL & GAS EXTRACTION	16.7%	66.7%	16.7%	0.0%	6
UTILITIES	30.8%	61.5%	7.7%	0.0%	13
CONSTRUCTION	47.1%	41.2%	11.8%	0.0%	17
FOOD & BEVERAGE MFG.	54.5%	27.3%	18.2%	0.0%	11
CHEMICAL (PHARMACEUTICAL) MFG.	12.5%	50.0%	25.0%	12.5%	16
COMPUTER & ELECTRONICS MFG.	39.1%	47.8%	13.0%	0.0%	23
MOTOR VEHICLE MFG.	85.7%	0.0%	14.3%	0.0%	7
MISC. MFG.	38.2%	41.2%	14.7%	5.9%	34
WHOLESALE TRADE	33.3%	33.3%	27.8%	5.6%	18
RETAIL TRADE	50.0%	30.0%	20.0%	0.0%	20
TRANSPORTATION	0.0%	25.0%	62.5%	12.5%	8
INFORMATION	27.3%	50.0%	13.6%	9.1%	22
FINANCE, INSURANCE, & REAL ESTATE	44.1%	33.9%	18.6%	3.4%	59
ACCOUNTING SERVICES	38.5%	38.5%	23.1%	0.0%	13
ENGINEERING SERVICES	33.3%	40.0%	20.0%	6.7%	15
MANAGEMENT CONSULTING	63.6%	18.2%	0.0%	18.2%	11
MISC. PROF. SERVICES	35.7%	42.9%	7.1%	14.3%	14
SOCIAL SERVICES	42.9%	0.0%	57.1%	0.0%	7
MISC. SUPPORT SERVICES	25.0%	50.0%	8.3%	16.7%	12
GOVERNMENT	42.9%	42.9%	14.3%	0.0%	7

FIGURE 87: CHANGES TO TIMING OF RECRUITING SCHEDULE FOR CLASS OF 2021, BY REGION

REGION	NO CHANGES	UNCERTAIN, WAITING TO SEE	DEPENDS ON TARGET SCHOOLS	MOVING BULK TO WINTER/SPRING	TOTAL N
OVERALL	38.7%	38.4%	17.9%	5.1%	336
NEW ENGLAND	55.9%	17.6%	23.5%	2.9%	34
MID EAST	30.4%	48.2%	19.6%	1.8%	56
GREAT LAKES	42.1%	35.5%	14.5%	7.9%	76
PLAINS	35.0%	40.0%	22.5%	2.5%	40
SOUTHEAST	39.2%	43.1%	15.7%	2.0%	51
SOUTHWEST	32.4%	37.8%	18.9%	10.8%	37
ROCKY MOUNTAINS	28.6%	28.6%	42.9%	0.0%	7
FAR WEST	40.0%	42.9%	8.6%	8.6%	35

FIGURE 88: CHANGES TO TIMING OF RECRUITING SCHEDULE FOR CLASS OF 2021, BY COMPANY SIZE

COMPANY SIZE	NO CHANGES	UNCERTAIN, WAITING TO SEE	DEPENDS ON TARGET SCHOOLS	MOVING BULK TO WINTER/SPRING	TOTAL N
OVERALL	38.7%	38.4%	17.9%	5.1%	336*
500 OR FEWER EMPLOYEES	40.6%	28.1%	21.9%	9.4%	32
501 – 1,000 EMPLOYEES	46.7%	40.0%	13.3%	0.0%	15
1,001 – 2,500 EMPLOYEES	33.3%	58.3%	4.2%	4.2%	24
2,501 – 5,000 EMPLOYEES	24.0%	48.0%	24.0%	4.0%	25
5,001 – 10,000 EMPLOYEES	19.4%	58.1%	19.4%	3.2%	31
10,001 – 20,000 EMPLOYEES	55.8%	27.9%	14.0%	2.3%	43
MORE THAN 20,000 EMPLOYEES	46.3%	27.8%	22.2%	3.7%	54

*Company size breakouts are provided only for NACE employer member respondents; therefore, the overall total N is greater than the sum of the individual company size totals.

COLLEGE RECRUITING FOR THE 2020-21 ACADEMIC YEAR

The pandemic created a great deal of uncertainty, as shown by employers trying to plan their college recruiting for the full academic year of 2020-21. More than half of respondents indicated that they were either still deciding on their plans or had not yet started planning their college recruiting year for 2020-21. By the end of May, just 3% of respondents were planning to recruit in person for the entire 2020-21 academic year. (See Figure 89.)

Figures 90 through 95 illustrate plans of 20 industries for the 2020-21 college recruiting year.

- In nearly all industries, the largest percentage of respondents reported they were taking a “wait-and-see” approach.
- Among those with a plan, hybrid recruiting for fall 2020 and in person recruiting for spring 2021 was favored. This was the only scenario that had all reported industries with at least 10% or more respondents who indicated that it best described their offices’ planning for the 2020-21 academic year.
- Social services employers had the most respondents who planned to do all recruiting virtually for the 2020-21 academic year.
- One in five management consulting respondents planned to recruit virtually in fall 2020, and in person for spring 2021.
- Oil and gas extraction firms had the largest percentage of respondents, albeit just 16.7%, who planned to recruit in person for the entire 2020-21 academic year.

The breakouts by region reflect the overall findings; respondents were either undecided or had not started to plan for the 2020-21 academic year. Nearly 20% or more respondents in all regions expected to use a hybrid approach to recruiting for fall 2020 and an in-person method for spring 2021. The New England region had nearly one-quarter of respondents who planned to recruit virtually the entire 2020-21 year, while 7.3% of respondents in the Mid East planned to recruit in-person for the 2020-21 recruiting year. (See Figures 96 through 101.)

Although most plans were yet to be determined, it appeared that mid-size companies planned a combination of virtual and in-person recruiting for fall 2020 and in-person for spring 2021. Also, companies with more than 20,000 employees had the most respondents (15.4%) who planned to recruit virtually for the entire 2020-21 year; in contrast, companies with 500 employees or less were most likely (10%) to say they would recruit in person for the 2020-21 year. (See Figures 102 through 107.)

FIGURE 89: SCENARIO THAT BEST DESCRIBES OFFICE'S PLANNING FOR THE 2020-21 ACADEMIC YEAR, BY PERCENT OF RESPONDENTS

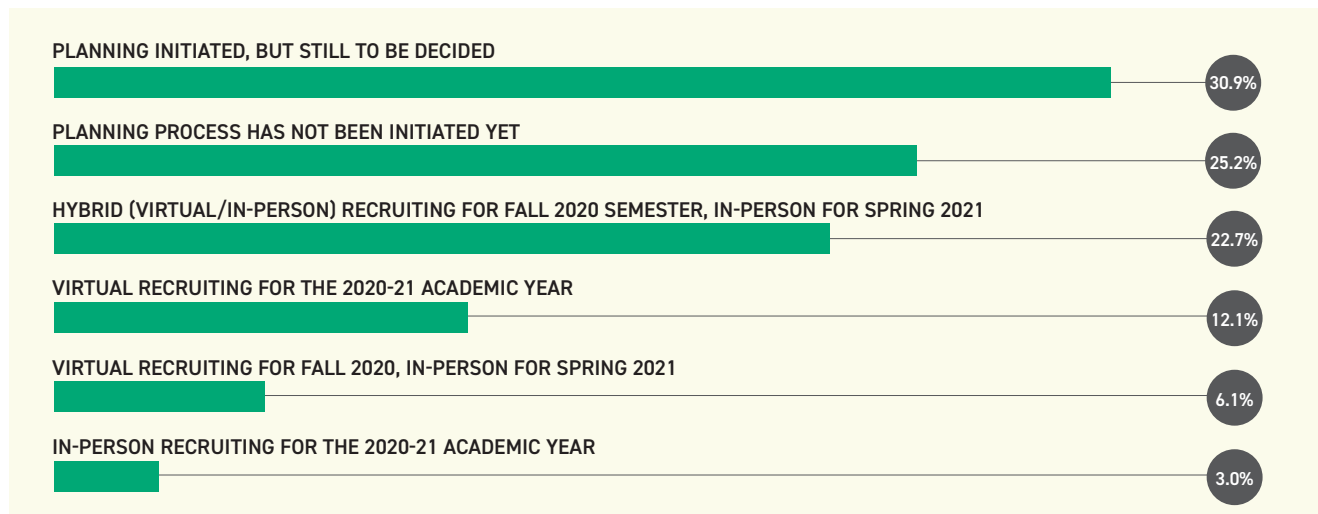


FIGURE 90: RESPONDENTS WHO HAVE STARTED PLANNING, BUT ARE STILL DECIDING ON RECRUITING FOR THE 2020-21 ACADEMIC YEAR, BY INDUSTRY

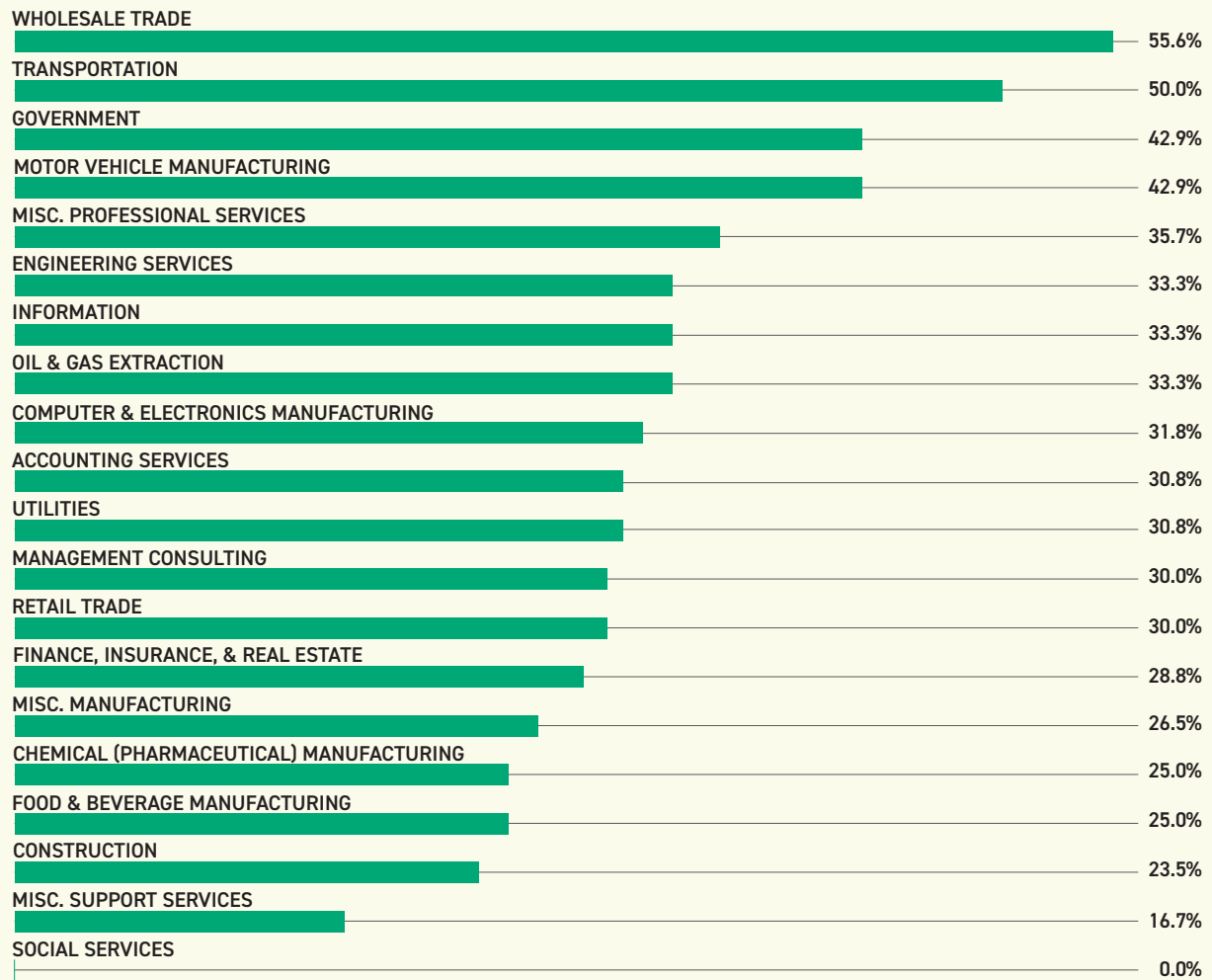


FIGURE 91: RESPONDENTS WHO HAVE NOT STARTED PLANNING THEIR RECRUITING FOR THE 2020-21 ACADEMIC YEAR, BY INDUSTRY

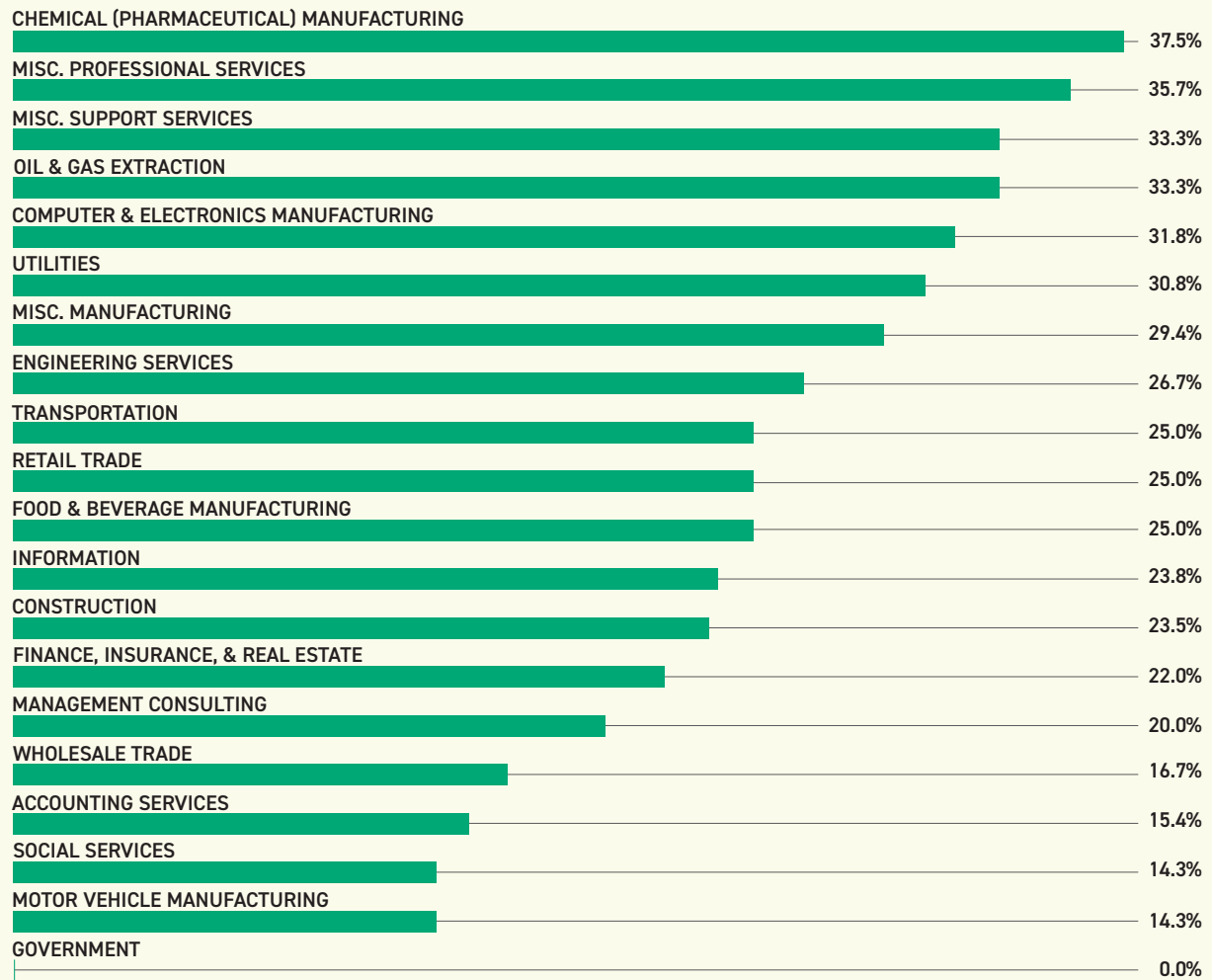


FIGURE 92: RESPONDENTS WHO WILL DO HYBRID RECRUITING FOR FALL 2020 AND IN PERSON FOR SPRING 2021, BY INDUSTRY

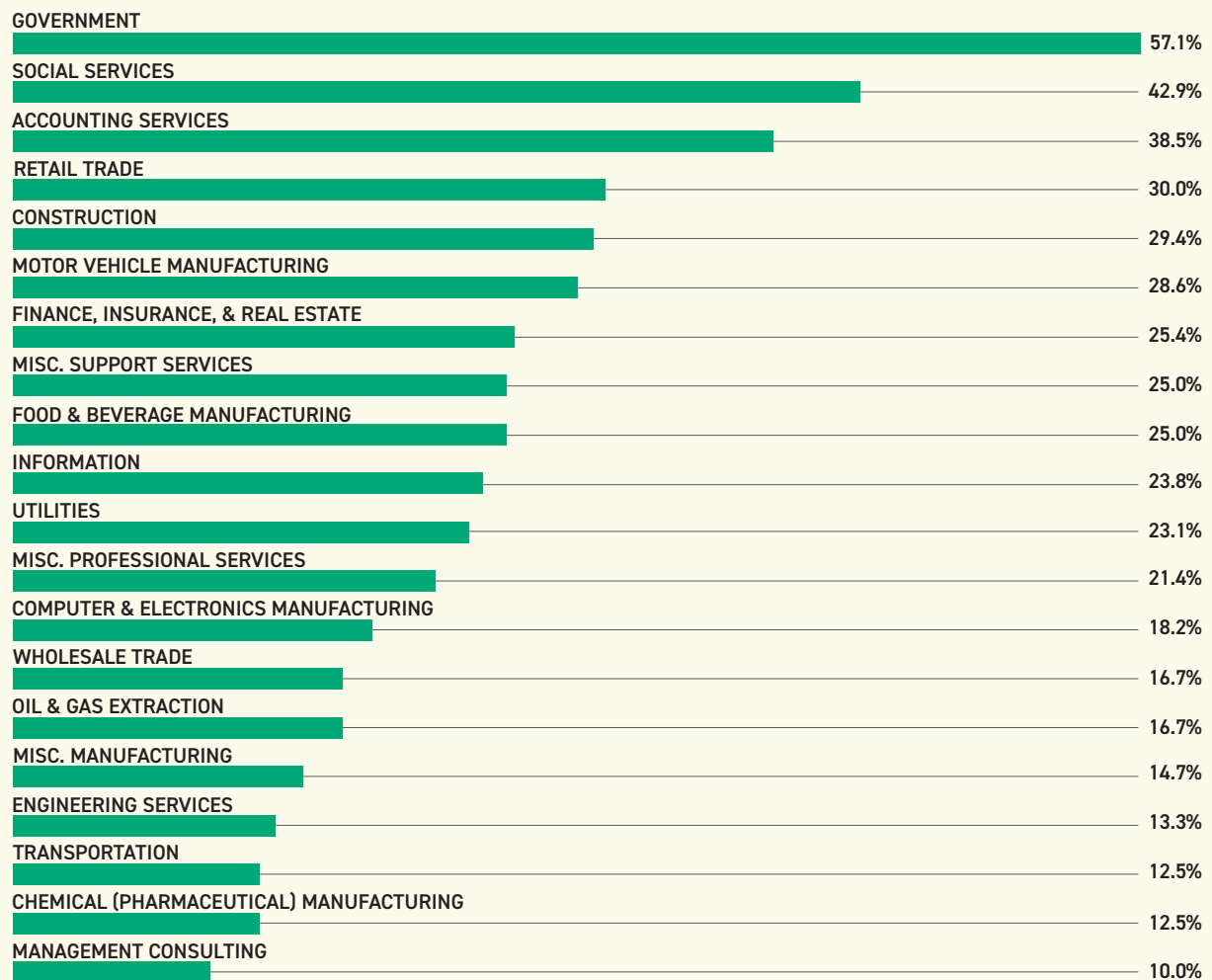


FIGURE 93: RESPONDENTS WHO WILL DO VIRTUAL RECRUITING FOR THE 2020-21 ACADEMIC YEAR, BY INDUSTRY

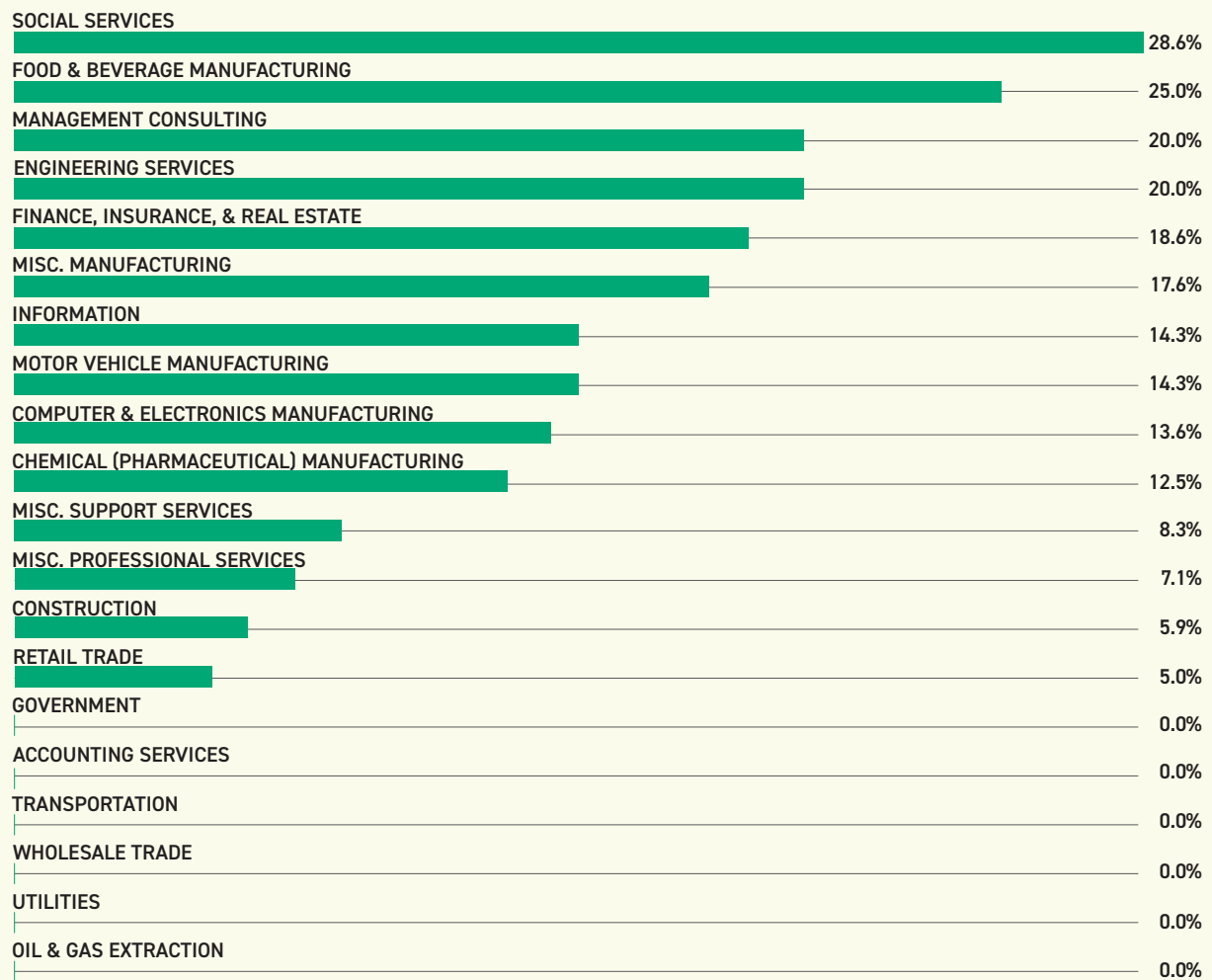


FIGURE 94: RESPONDENTS WHO WILL DO VIRTUAL RECRUITING FOR FALL 2020 AND IN PERSON RECRUITING FOR SPRING 2021, BY INDUSTRY

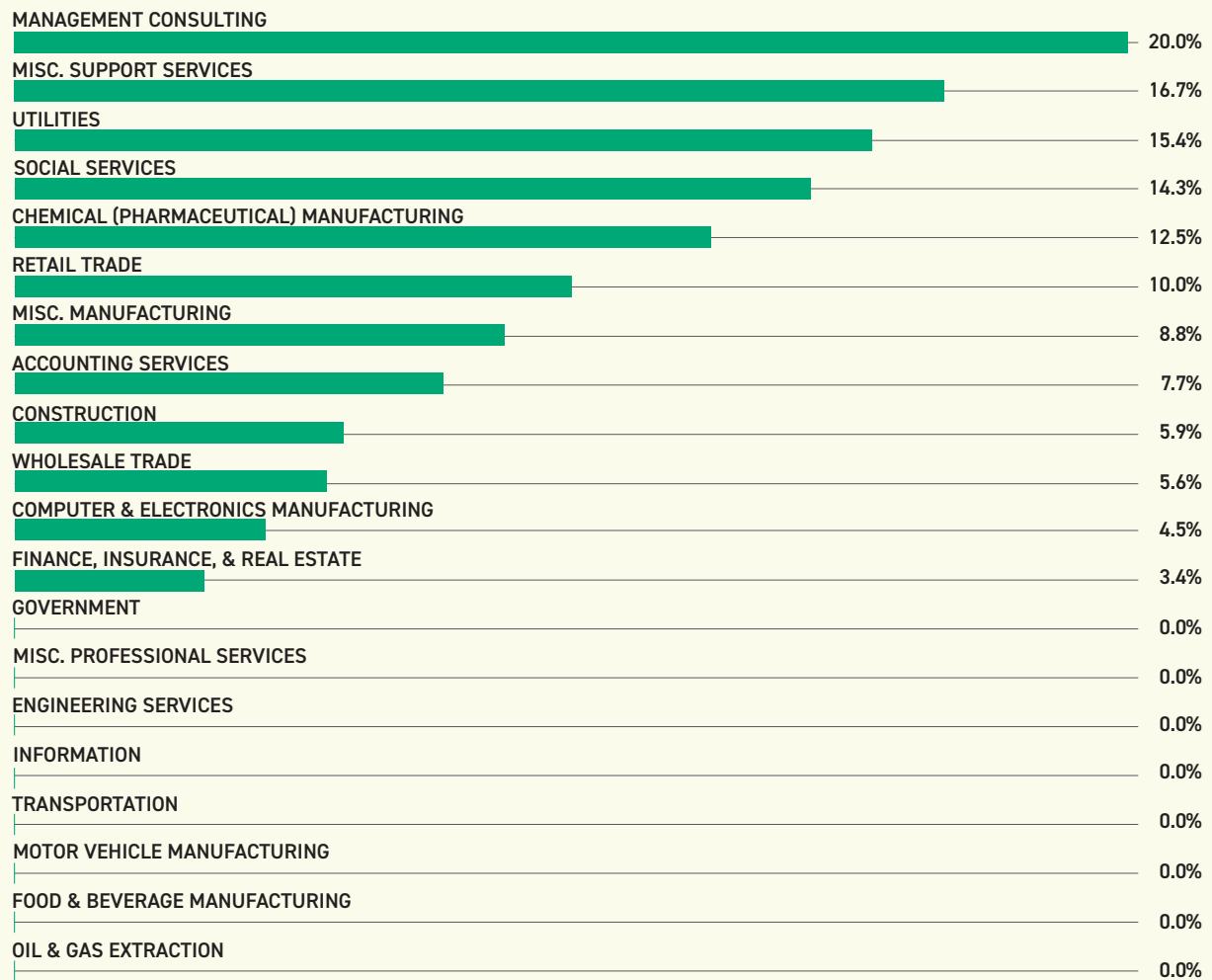


FIGURE 95: RESPONDENTS WHO WILL DO IN-PERSON RECRUITING FOR THE 2020-21 ACADEMIC YEAR, BY INDUSTRY

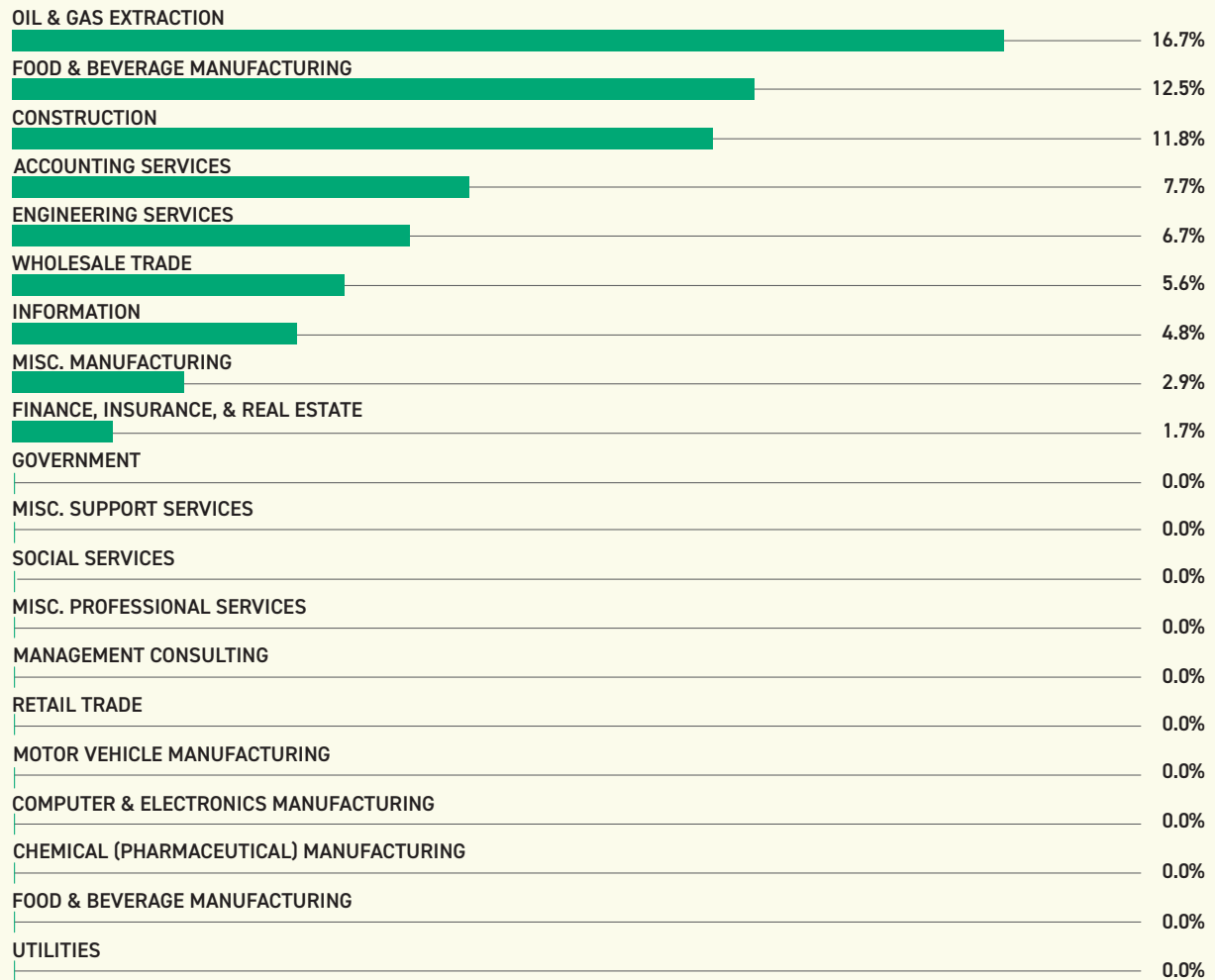


FIGURE 96: RESPONDENTS WHO HAVE STARTED PLANNING, BUT ARE STILL DECIDING ON RECRUITING FOR THE 2020-21 ACADEMIC YEAR, BY REGION

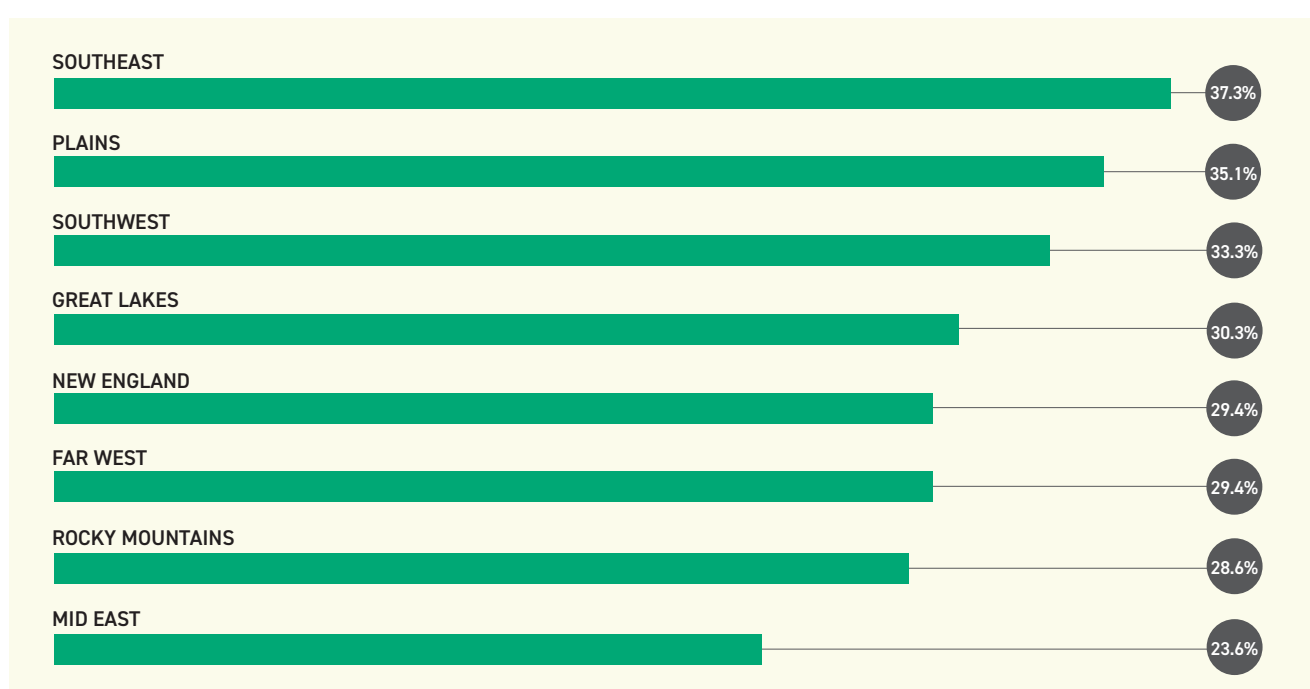


FIGURE 97: RESPONDENTS WHO HAVE NOT STARTED PLANNING THEIR RECRUITING FOR THE 2020-21 ACADEMIC YEAR, BY REGION

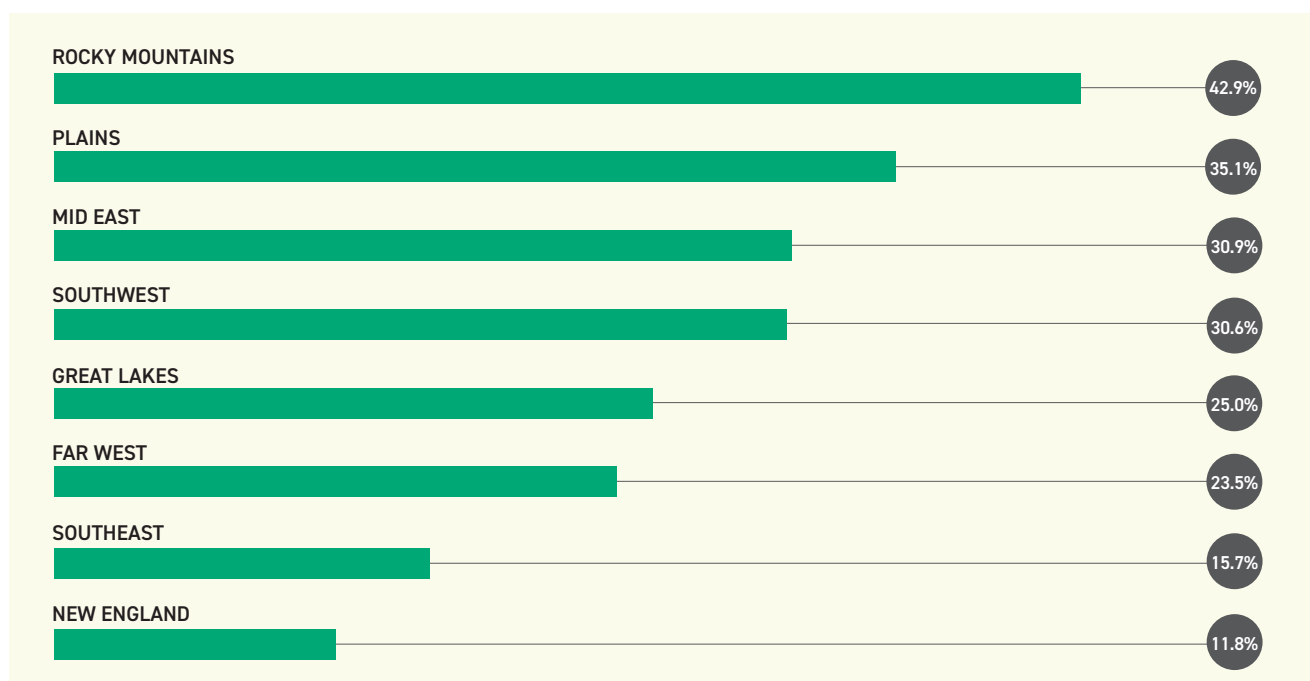


FIGURE 98: RESPONDENTS WHO WILL DO HYBRID RECRUITING FOR FALL 2020 AND IN-PERSON FOR SPRING 2021, BY REGION

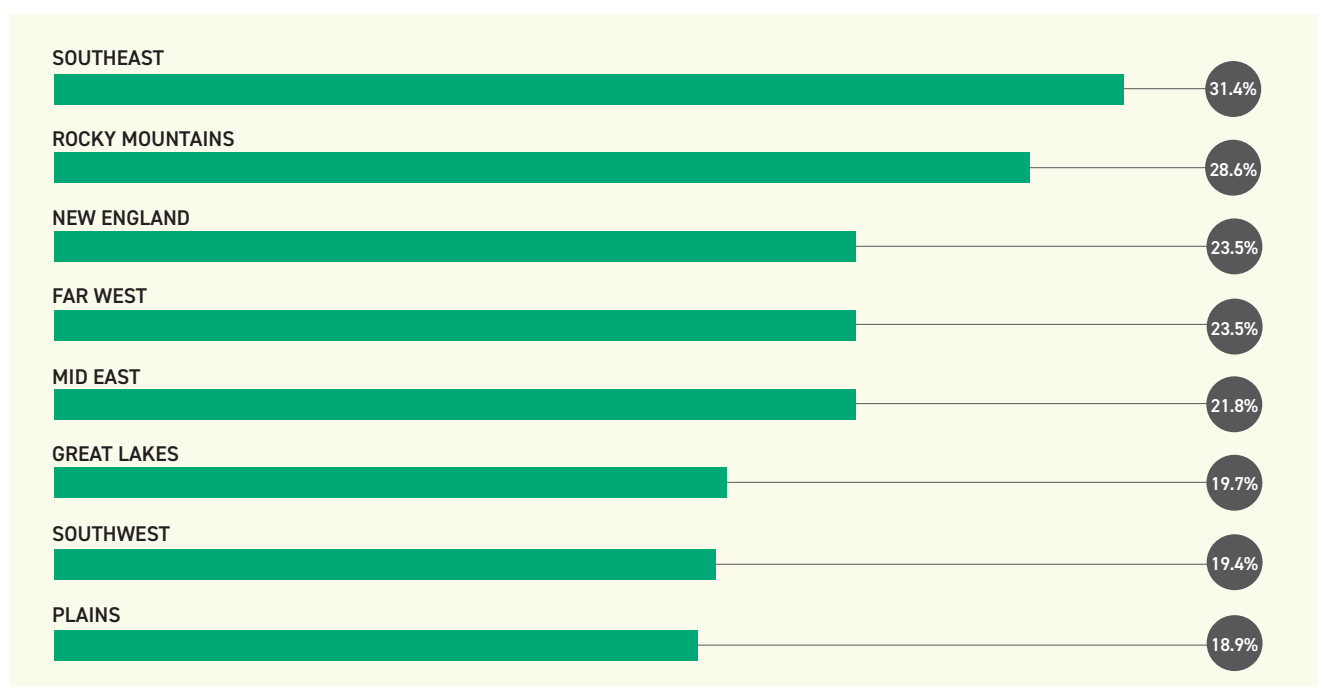


FIGURE 99: RESPONDENTS WHO WILL DO VIRTUAL RECRUITING FOR THE 2020-21 ACADEMIC YEAR, BY REGION

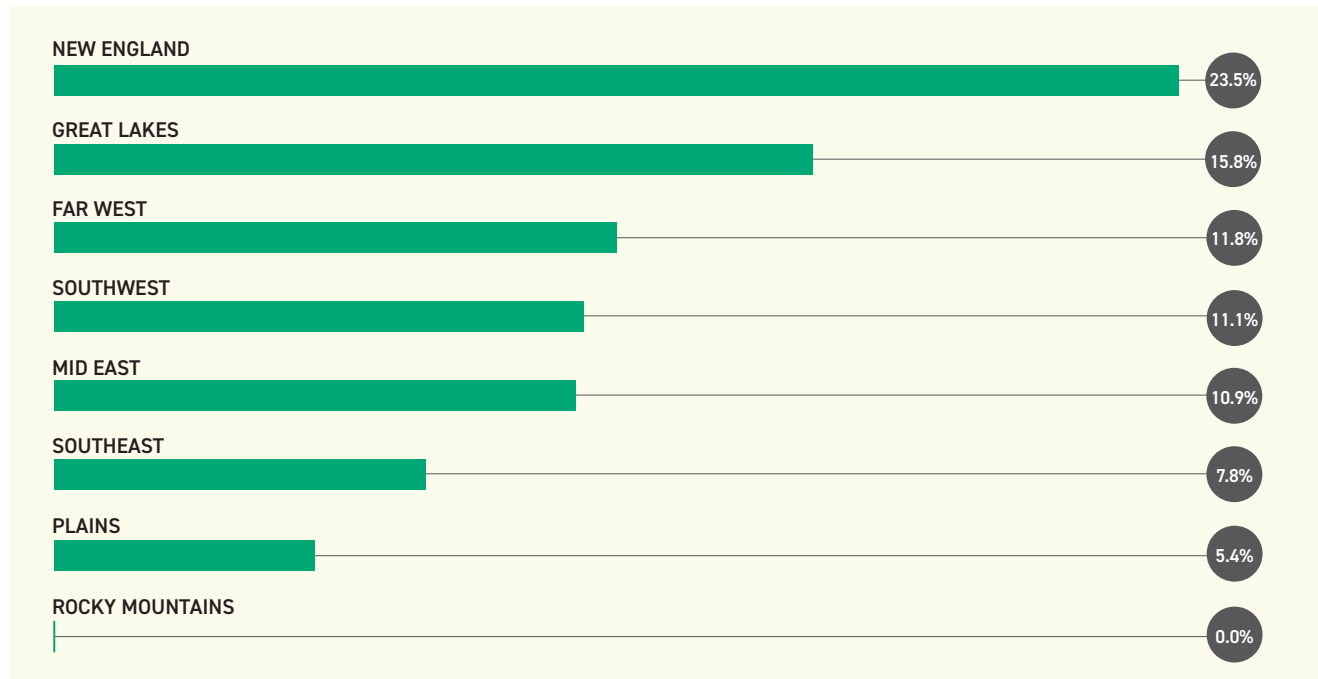


FIGURE 100: RESPONDENTS WHO WILL DO VIRTUAL RECRUITING FOR FALL 2020 AND IN-PERSON RECRUITING FOR SPRING 2021, BY REGION

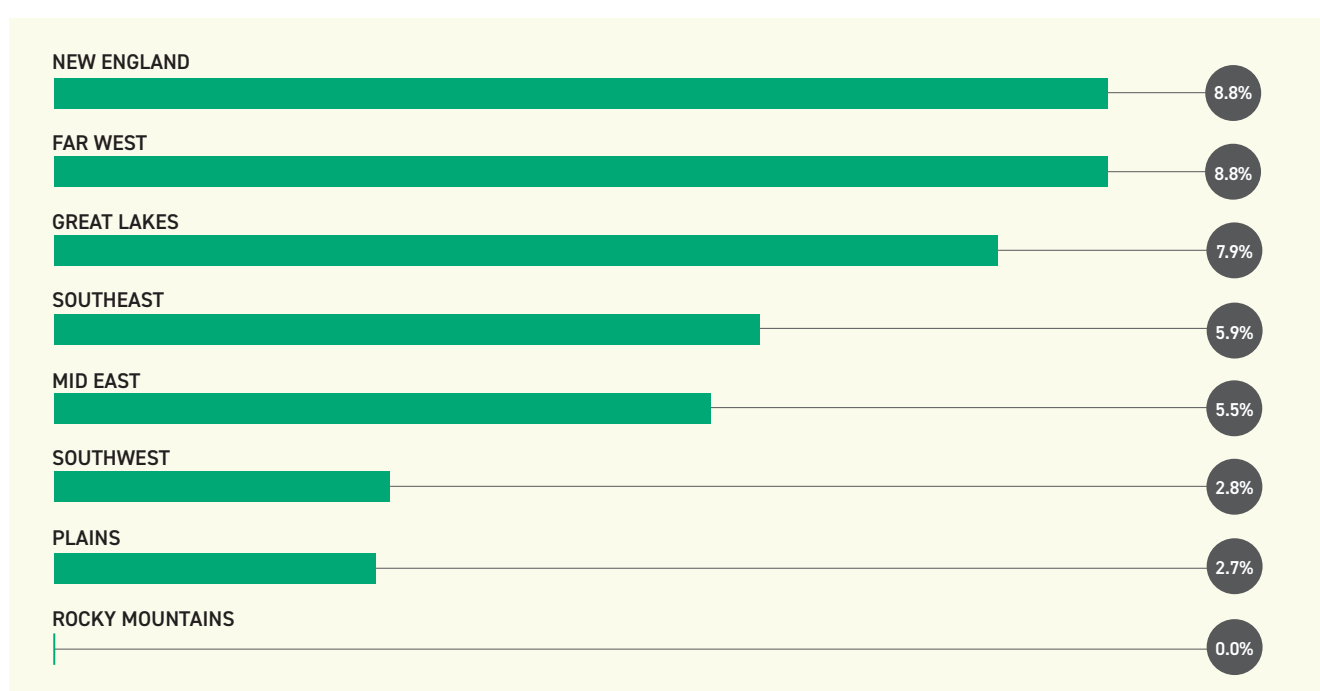


FIGURE 101: RESPONDENTS WHO WILL DO IN-PERSON RECRUITING FOR THE 2020-21 ACADEMIC YEAR, BY REGION

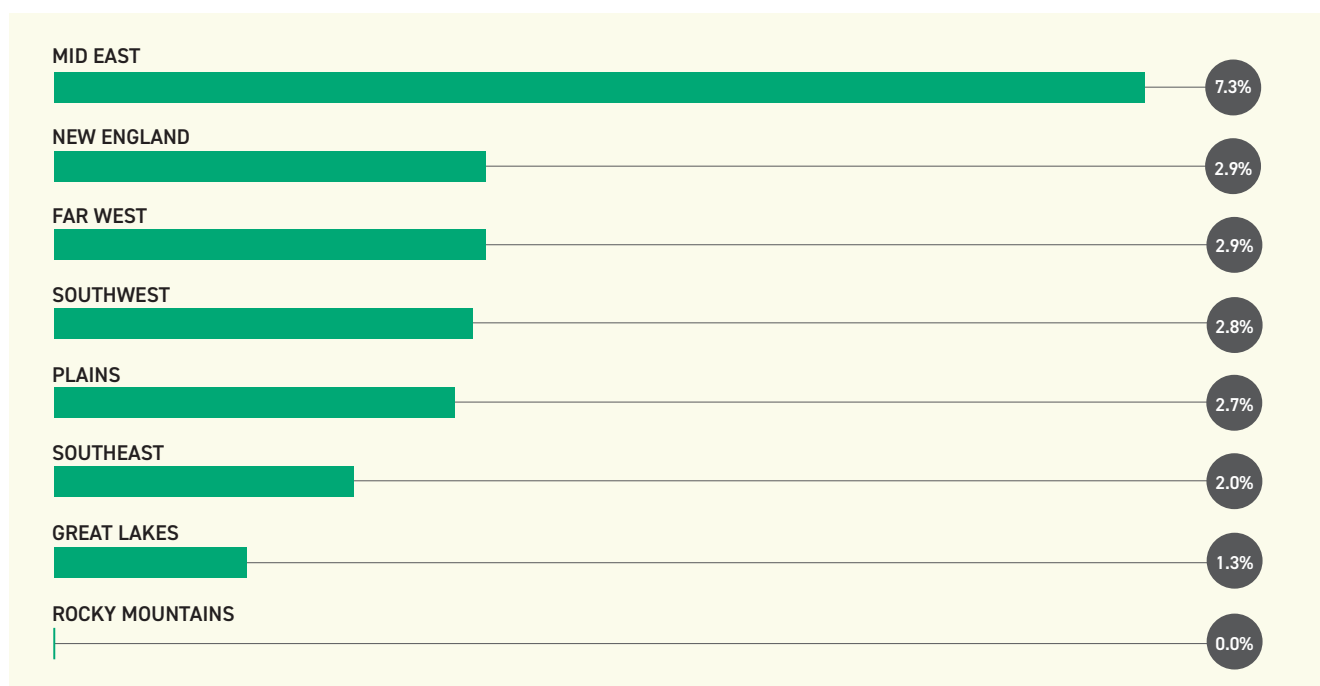


FIGURE 102: RESPONDENTS WHO HAVE STARTED PLANNING, BUT ARE STILL DECIDING ON RECRUITING FOR THE 2020-21 ACADEMIC YEAR, BY COMPANY SIZE

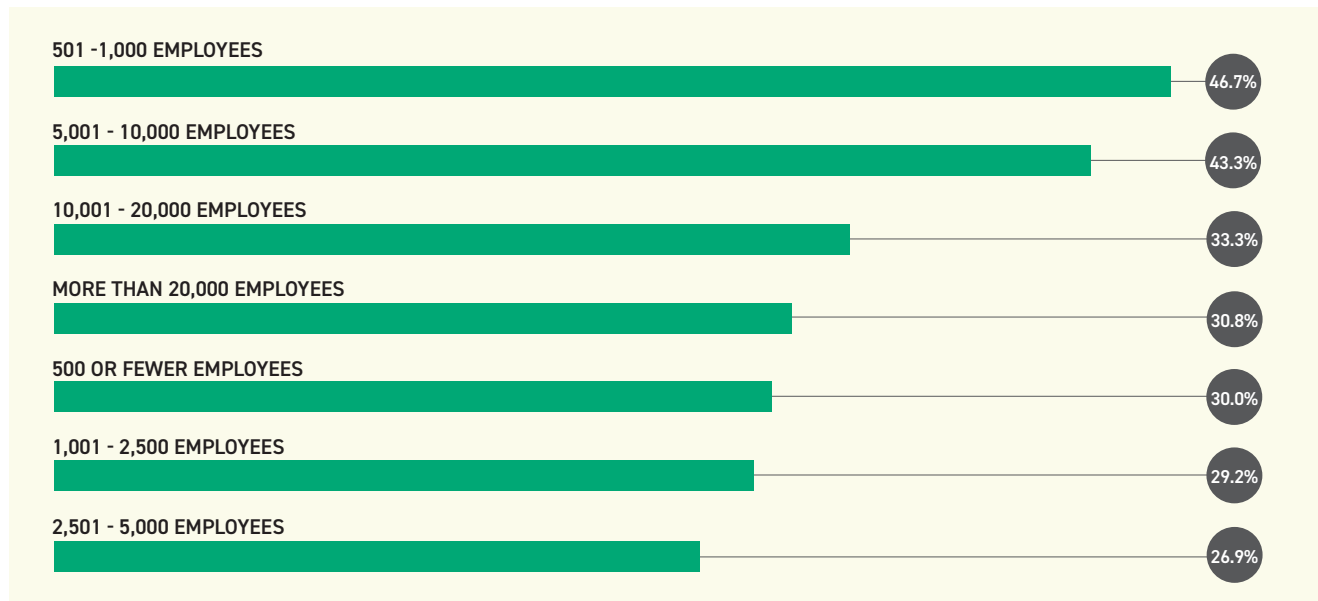


FIGURE 103: RESPONDENTS WHO HAVE NOT STARTED PLANNING THEIR RECRUITING FOR THE 2020-21 ACADEMIC YEAR, BY COMPANY SIZE

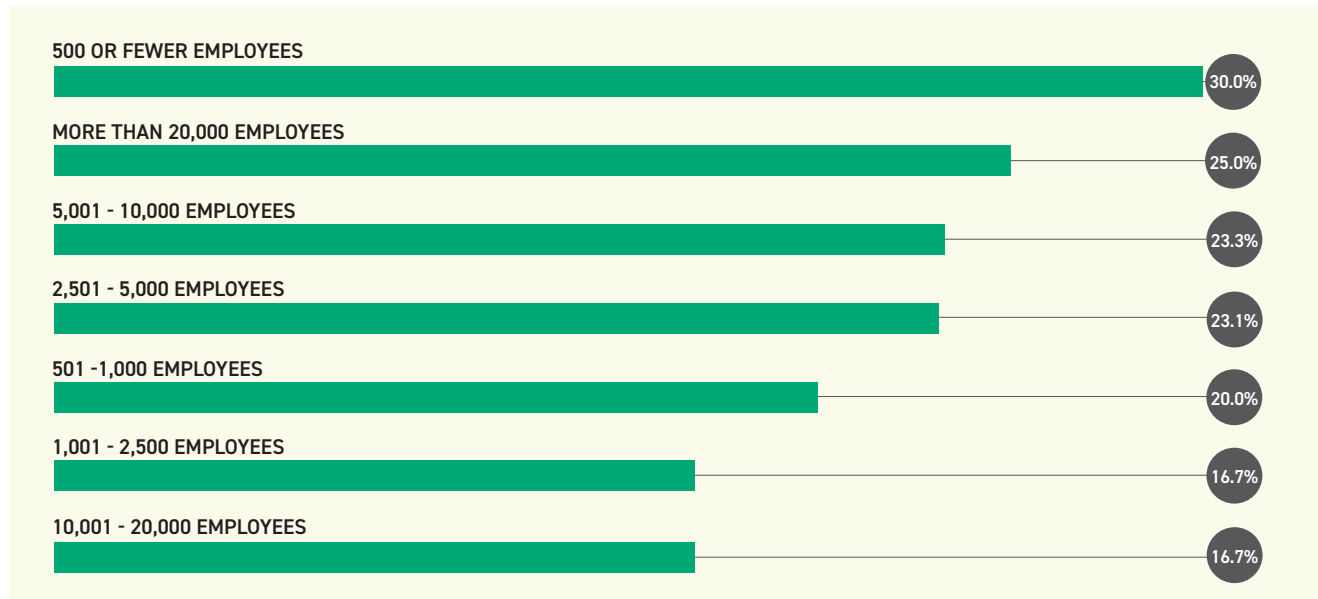


FIGURE 104: RESPONDENTS WHO WILL DO HYBRID RECRUITING FOR FALL 2020 AND IN PERSON FOR SPRING 2021, BY COMPANY SIZE

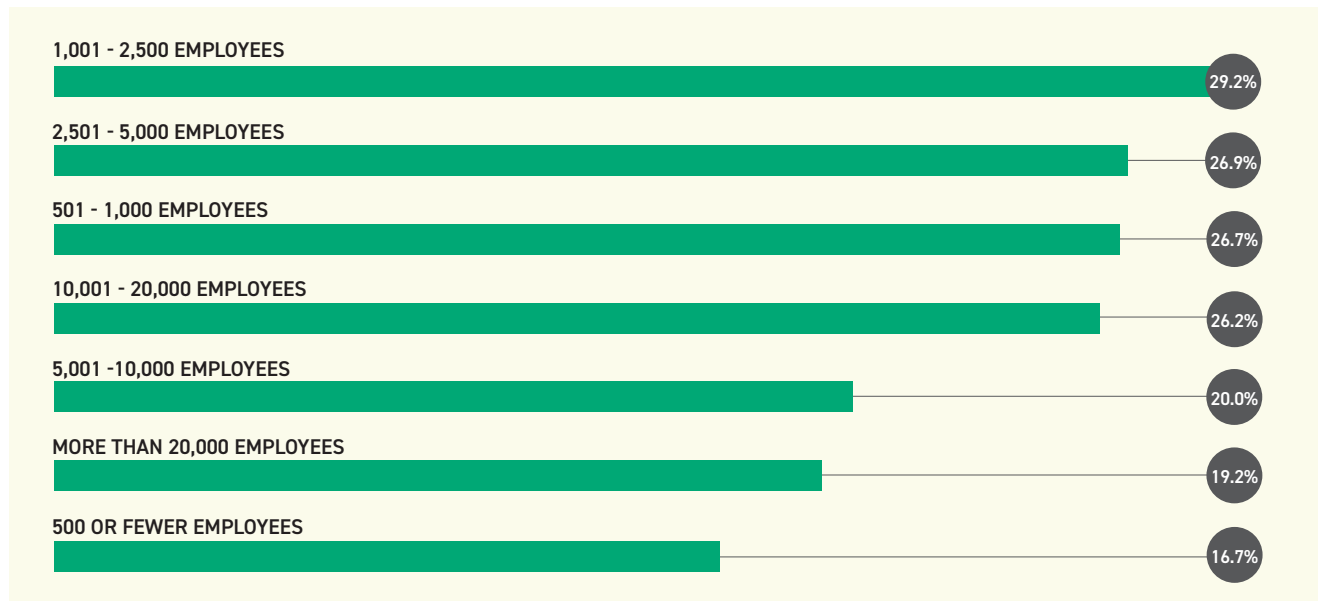


FIGURE 105: RESPONDENTS WHO WILL DO VIRTUAL RECRUITING FOR THE 2020-21 ACADEMIC YEAR, BY COMPANY SIZE

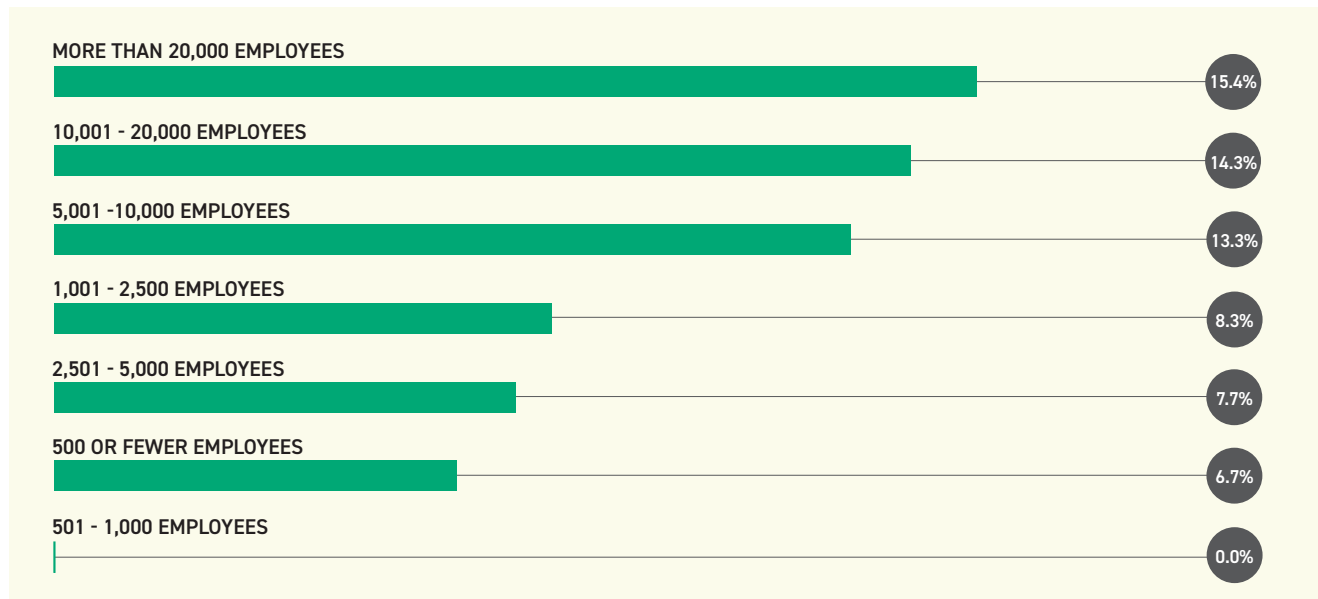


FIGURE 106: RESPONDENTS WHO WILL DO VIRTUAL RECRUITING FOR FALL 2020 AND IN-PERSON RECRUITING FOR SPRING 2021, BY COMPANY SIZE

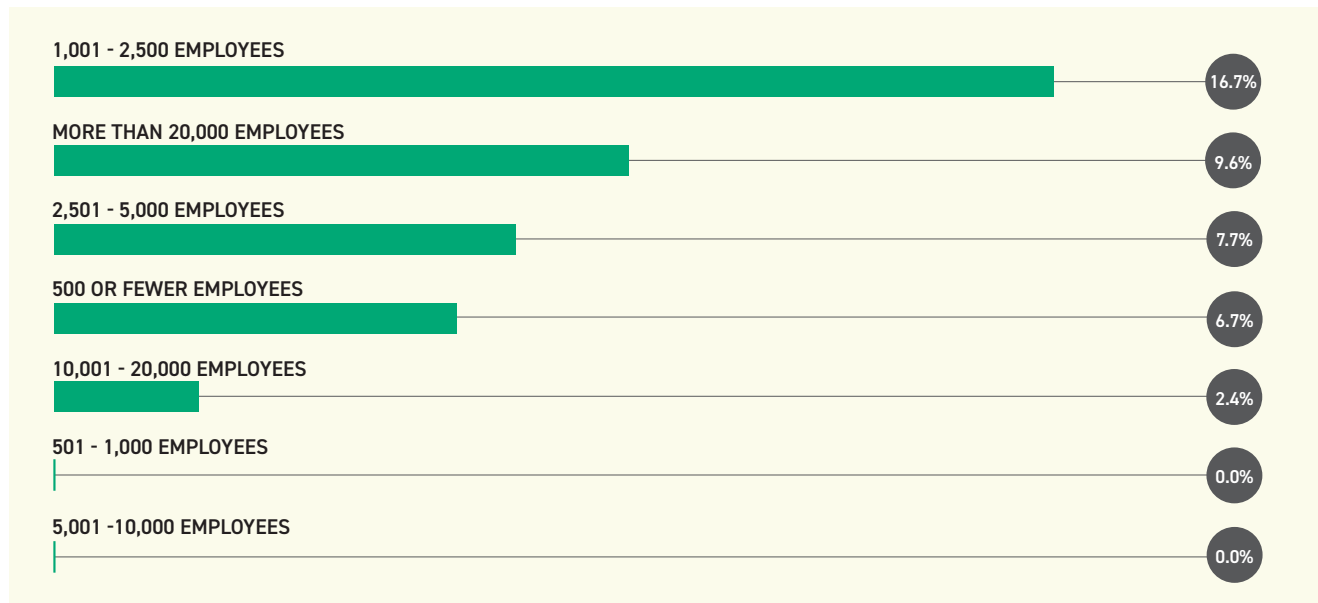
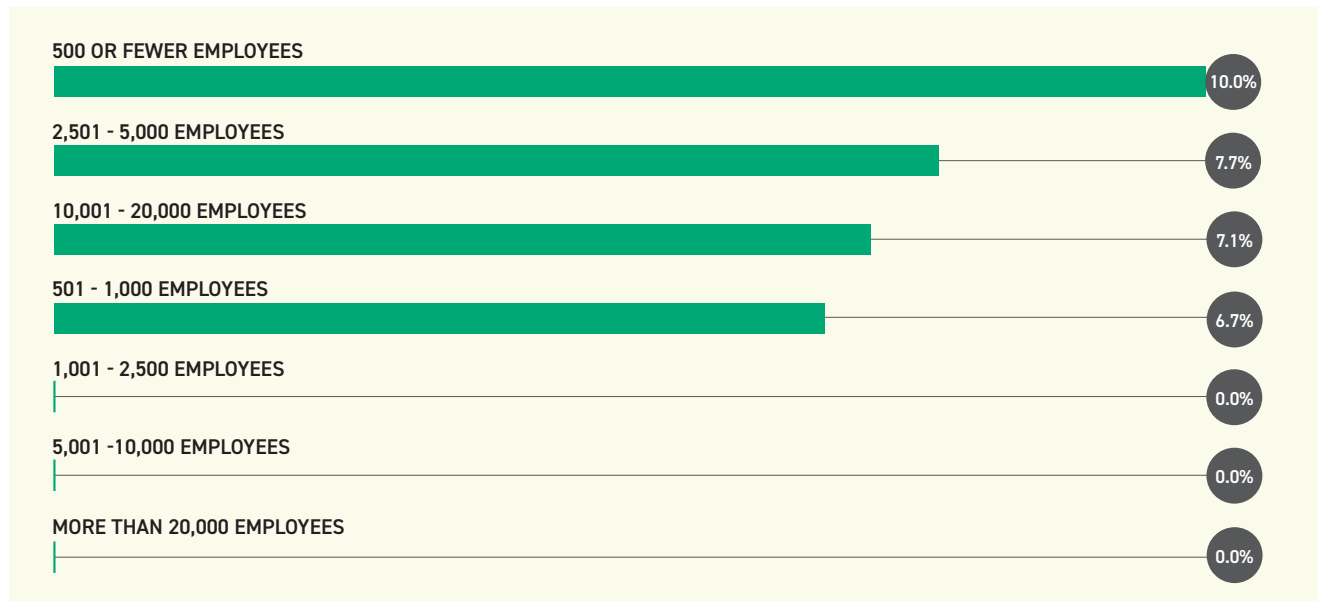


FIGURE 107: RESPONDENTS WHO WILL DO IN-PERSON RECRUITING FOR THE 2020-21 ACADEMIC YEAR, BY COMPANY SIZE



CHANGES TO TARGET SCHOOL LISTS

With the uncertainty surrounding their travel plans, almost half of respondents were still deciding if they needed to make changes to their target school lists. However, by the end of May, nearly 18% of respondents had already planned to make their target school lists more geographically compact. (See Figure 108.)

By industry:

- All oil and gas extraction firms were undecided about changing their target schools, while one-third of miscellaneous support services planned to make their target school lists more geographically compact.
- Half of respondents in the transportation industry and almost 43% of respondents in the engineering services industry planned to reduce the number of schools at which to recruit.
- Six of the 20 reported industries had some respondents who indicated that they were not making changes to their target school lists—but the reason was because they were not recruiting the Class of 2021. (See Figure 109.)

Regional findings showed that nearly 30% of respondents in the Southeast planned to make their target school lists more geographically compact, and an additional 12.2% respondents in the region intended to add more online schools. The Southeast region also had the largest percentage of respondents (20.4%) who projected that they would reduce the overall number of schools where they would recruit. (See Figure 110.)

No major differences were revealed in examining how respondents were changing their target school lists by company size. (See Figure 111.)

FIGURE 108: OVERALL CHANGES TO LISTS OF TARGET SCHOOLS, BY PERCENT OF RESPONDENTS

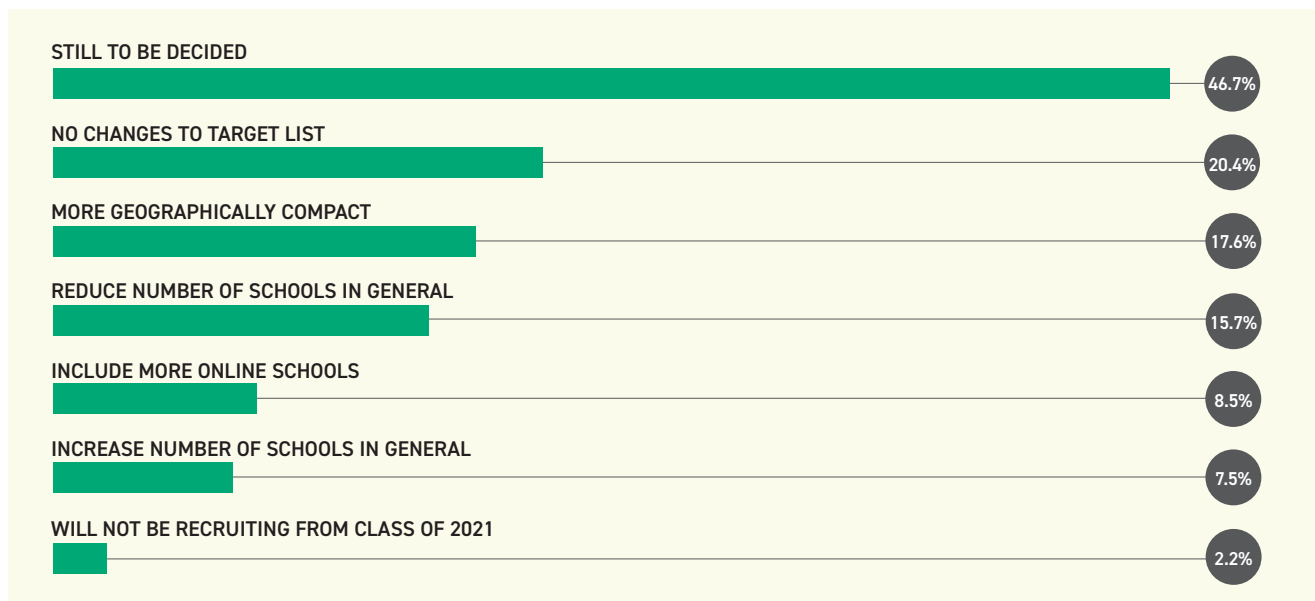


FIGURE 109: CHANGES TO LISTS OF TARGET SCHOOLS, BY INDUSTRY

INDUSTRY	STILL DECIDING	NO CHANGES	MORE GEOGRAPHICALLY COMPACT	REDUCE NUMBER OF SCHOOLS	INCLUDE MORE ONLINE SCHOOLS	INCREASE NUMBER OF SCHOOLS	INOT RECRUITING CLASS OF 2021	TOTAL N
OVERALL	46.7%	20.4%	17.6%	15.7%	8.5%	7.5%	2.2%	319
OIL & GAS EXTRACTION	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6
UTILITIES	36.4%	27.3%	18.2%	9.1%	9.1%	0.0%	0.0%	11
CONSTRUCTION	43.8%	31.3%	6.3%	25.0%	6.3%	0.0%	0.0%	16
FOOD & BEVERAGE MFG.	70.0%	10.0%	10.0%	0.0%	0.0%	10.0%	0.0%	10
CHEMICAL (PHARMACEUTICAL) MFG.	62.5%	18.8%	18.8%	0.0%	12.5%	6.3%	6.3%	16
COMPUTER & ELECTRONICS MFG.	45.0%	20.0%	15.0%	10.0%	10.0%	10.0%	0.0%	20
MOTOR VEHICLE MFG.	57.1%	0.0%	0.0%	28.6%	14.3%	14.3%	0.0%	7
MISC. MFG.	35.3%	32.4%	20.6%	20.6%	2.9%	8.8%	0.0%	34
WHOLESALE TRADE	35.3%	17.6%	29.4%	23.5%	17.6%	11.8%	11.8%	17
RETAIL TRADE	52.6%	5.3%	21.1%	10.5%	5.3%	15.8%	0.0%	19
TRANSPORTATION	50.0%	12.5%	25.0%	50.0%	0.0%	0.0%	0.0%	8
INFORMATION	50.0%	18.2%	27.3%	9.1%	0.0%	4.5%	0.0%	22
FINANCE, INSURANCE, & REAL ESTATE	55.4%	23.2%	10.7%	10.7%	5.4%	5.4%	1.8%	56
ACCOUNTING SERVICES	0.0%	36.4%	18.2%	9.1%	45.5%	9.1%	9.1%	11
ENGINEERING SERVICES	28.6%	28.6%	28.6%	42.9%	0.0%	7.1%	7.1%	14
MANAGEMENT CONSULTING	45.5%	0.0%	18.2%	18.2%	36.4%	18.2%	0.0%	11
MISC. PROF. SERVICES	38.5%	15.4%	23.1%	15.4%	15.4%	0.0%	7.7%	13
SOCIAL SERVICES	85.7%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	7
MISC. SUPPORT SERVICES	33.3%	25.0%	33.3%	33.3%	0.0%	8.3%	0.0%	12
GOVERNMENT	50.0%	16.7%	16.7%	0.0%	16.7%	16.7%	0.0%	6

FIGURE 110: CHANGES TO LISTS OF TARGET SCHOOLS, BY REGION

REGION	STILL DECIDING	NO CHANGES	MORE GEOGRAPHICALLY COMPACT	REDUCE NUMBER OF SCHOOLS	INCLUDE MORE ONLINE SCHOOLS	INCREASE NUMBER OF SCHOOLS	INOT RECRUITING CLASS OF 2021	TOTAL N
OVERALL	46.7%	20.4%	17.6%	15.7%	8.5%	7.5%	2.2%	319
NEW ENGLAND	45.5%	15.2%	15.2%	18.2%	15.2%	12.1%	0.0%	33
MID EAST	45.3%	18.9%	20.8%	11.3%	11.3%	11.3%	0.0%	53
GREAT LAKES	43.2%	23.0%	16.2%	18.9%	8.1%	9.5%	5.4%	74
PLAINS	66.7%	13.9%	11.1%	13.9%	2.8%	5.6%	0.0%	36
SOUTHEAST	36.7%	24.5%	28.6%	20.4%	12.2%	2.0%	4.1%	49
SOUTHWEST	55.9%	20.6%	8.8%	8.8%	5.9%	2.9%	0.0%	34
ROCKY MOUNTAINS	42.9%	28.6%	14.3%	0.0%	0.0%	14.3%	0.0%	7
FAR WEST	42.4%	21.2%	18.2%	18.2%	3.0%	6.1%	3.0%	33

FIGURE 111: CHANGES TO LISTS OF TARGET SCHOOLS, BY COMPANY SIZE

COMANY SIZE	STILL DECIDING	NO CHANGES	MORE GEOGRAPHICALLY COMPACT	REDUCE NUMBER OF SCHOOLS	INCLUDE MORE ONLINE SCHOOLS	INCREASE NUMBER OF SCHOOLS	INOT RECRUITING CLASS OF 2021	TOTAL N
OVERALL	46.7%	20.4%	17.6%	15.7%	8.5%	7.5%	2.2%	319*
500 OR FEWER EMPLOYEES	46.7%	20.0%	16.7%	16.7%	10.0%	10.0%	3.3%	30
501 - 1,000 EMPLOYEES	50.0%	21.4%	7.1%	7.1%	7.1%	21.4%	0.0%	14
1,001 - 2,500 EMPLOYEES	47.6%	9.5%	23.8%	4.8%	14.3%	23.8%	0.0%	21
2,501 - 5,000 EMPLOYEES	40.0%	20.0%	16.0%	28.0%	8.0%	0.0%	0.0%	25
5,001 - 10,000 EMPLOYEES	51.7%	20.7%	13.8%	6.9%	10.3%	10.3%	0.0%	29
10,001 - 20,000 EMPLOYEES	61.9%	14.3%	14.3%	14.3%	7.1%	4.8%	2.4%	42
MORE THAN 20,000 EMPLOYEES	42.3%	17.3%	13.5%	23.1%	11.5%	11.5%	0.0%	52

*Company size breakouts are only provided for NACE employer member respondents, therefore the overall total N is greater than the sum of the individual company size totals.

COLLEGE RESPONSES

As the spring semester came to a close, commencement ceremonies across the nation were cancelled or moved online, halting families' and friends' ability to watch their graduates walk across the stage to receive their diplomas. Though finishing the 2019-20 academic year was a substantial challenge for institutions of higher education, difficult decisions still lay ahead. Reductions in enrollment and revenue were major concerns for universities across the nation. Prospective students were wary of enrolling just yet, as they wanted to base their decisions on whether or not campuses will be open this fall.

Number of surveys distributed: **1,947**

Number of responses: **600**

Response rate: **30.8%**

In the third installment of the poll, colleges were asked how they maintained their engagement with students virtually, about staffing and budget changes, and how they were planning for 2020-21 academic year.

VIRTUAL ENGAGEMENT

Colleges were asked to select the main ways in which they are interacting with students, as nearly all contact had become virtual. Almost all respondents reported using email as the main form of virtual interaction, followed by just over three-quarters of respondents using phones. The use of these methods was consistent throughout the month of May.

Figure 112 shows how these virtual interactions are broken down by Carnegie class.

FIGURE 112: METHODS OF ENGAGING WITH STUDENTS VIRTUALLY, BY CARNEGIE CLASS

		EMAIL	PHONE	VIRTUAL DROP-IN SESSIONS	SELF-SERVICE TECHNOLOGIES	LIVE Q&A	VIDEOS MADE BY EMPLOYERS	TEXT	LIVE CHAT IMS	AI CHAT BOTS	TOTAL RESPONDENTS
OVERALL		99.2%	77.8%	57.0%	54.3%	52.6%	31.0%	25.2%	12.5%	3.2%	591
ASSOCIATE'S		100.0%	85.5%	29.1%	50.9%	27.3%	16.4%	30.9%	14.5%	1.8%	55
BACCALAUREATE/ ASSOCIATE'S		100.0%	87.5%	56.3%	50.0%	62.5%	6.3%	37.5%	18.8%	0.0%	16
BACCALAUREATE	A & S	100.0%	82.4%	72.1%	41.2%	61.8%	29.4%	26.5%	11.8%	0.0%	68
	Diverse	100.0%	80.6%	44.4%	33.3%	36.1%	33.3%	27.8%	5.6%	0.0%	36
SPECIAL FOCUS		100.0%	80.0%	53.3%	33.3%	73.3%	33.3%	13.3%	0.0%	6.7%	15
MASTER'S	M3: Small	100.0%	65.4%	42.3%	73.1%	42.3%	15.4%	11.5%	0.0%	3.8%	26
	M2: Medium	97.7%	81.4%	39.5%	46.5%	39.5%	37.2%	25.6%	7.0%	9.3%	43
	M1: Large	99.1%	73.9%	60.4%	59.5%	52.3%	36.0%	25.2%	18.0%	3.6%	111
DOCTORAL	D/P	100.0%	83.8%	56.8%	59.5%	62.2%	43.2%	24.3%	13.5%	0.0%	37
	R2	96.9%	74.0%	72.9%	61.5%	59.4%	30.2%	20.8%	13.5%	5.2%	96
	R1	100.0%	76.1%	66.2%	69.0%	62.0%	42.3%	22.5%	14.1%	4.2%	71

CAREER SERVICES STAFFING AND BUDGET

Nearly half of responding colleges reported no change to their career services staffing levels, but an additional 30% reported a hiring freeze in place. Just under 10% of respondents reported furloughing their staff, and about 10% were still deciding. (See Figure 113.)

By Carnegie class, Doctoral R2 respondents reported instituting hiring freezes at a much larger rate than any other class and 36.2 percentage points above the overall average. The larger schools, i.e., Doctoral and M1 classes, appear to have been quicker in deciding to institute hiring freezes for career center staff.

By region, colleges in the New England and Far West regions had the highest percentage rates for putting a hiring freeze in place (55.6% and 56.9%, respectively). In the Great Lakes region, 16.7% of respondents furloughed their staff. These decisions were likely driven by based on the regional shutdowns of states due to the number of coronavirus cases.

When colleges were asked about changes to their career services, almost half reported were not sure of the status of their budget. One-fourth of respondents reported no change, while 16% of offices saw a decrease of more than 10% in their budgets. These results remained fairly consistent throughout May. (See Figure 114.)

Remaining consistent throughout the month of May, 50% of career services centers had a spending freeze in place.

Figure 115 shows how these figures break down by Carnegie class.

By region, the Mid East (65.2%) and New England (60.6%) regions were most inclined to put spending freezes in place. On the other hand, there were many regions that did not put spending freezes in place at higher percentages than the overall. The Rocky Mountains (70.6%), Plains (63.0%), and Far West (62.5%) stood out.

Among respondents who reported having a spending freeze in place, 64.6% said the length was indefinite. Only 18.9% of respondents reported the spending freeze length was set to last from one to three months. Spending freezes being indefinite at such a high percentage is further evidence of the level of uncertainty career centers were facing.

Regionally, the Mid East and Southwest had the highest number of respondents reporting a one-to-three-month spending freeze. Almost all respondents in the Rocky Mountains region reported the spending freeze length would be indefinite, and the New England region shared the same sentiment. Figure 116 shows the regional breakdowns for length of spending freeze.

FIGURE 113: CAREER SERVICES STAFFING CHANGES, OVERALL AND BY CARNEGIE CLASS

		INCREASED STAFF	FURLOUGHED STAFF	LAI D OFF STAFF	CUT HOURS	NO CHANGE	HIRING FREEZE	STILL DECIDING	TOTAL RESPONDENTS
OVERALL		0.8%	7.3%	2.8%	2.0%	45.6%	30.5%	10.9%	575
ASSOCIATE'S		0.0%	3.9%	7.8%	3.9%	58.8%	29.4%	11.8%	51
BACCALAUREATE/ ASSOCIATE'S		0.0%	0.0%	0.0%	0.0%	68.8%	25.0%	18.8%	16
BACCALAUREATE	A & S	1.5%	9.1%	1.5%	0.0%	56.1%	34.8%	19.7%	66
	Diverse	0.0%	8.6%	2.9%	2.9%	71.4%	17.1%	14.3%	35
SPECIAL FOCUS		6.7%	0.0%	0.0%	6.7%	53.3%	26.7%	6.7%	15
MASTER'S	M3: Small	11.5%	11.5%	3.8%	3.8%	61.5%	15.4%	7.7%	26
	M2: Medium	0.0%	12.2%	0.0%	0.0%	70.7%	22.0%	14.6%	41
	M1: Large	0.0%	8.3%	8.3%	4.6%	54.1%	39.4%	16.5%	109
DOCTORAL	D/P	0.0%	20.0%	2.9%	0.0%	54.3%	28.6%	8.6%	35
	R2	0.0%	10.8%	2.2%	3.2%	36.6%	66.7%	11.8%	93
	R1	0.0%	7.0%	1.4%	1.4%	60.6%	45.1%	12.7%	71

FIGURE 114: CAREER SERVICES BUDGET CHANGES, OVERALL

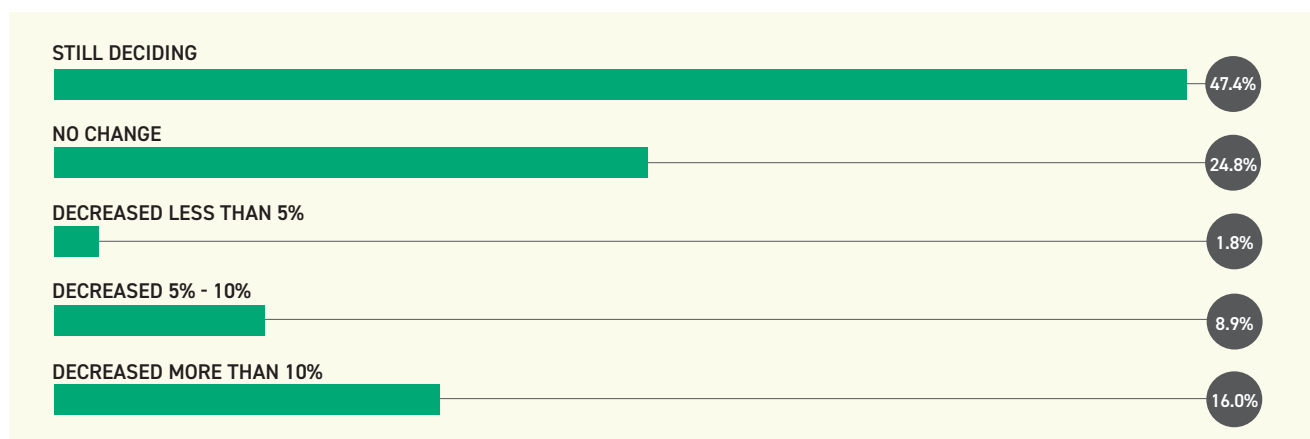


FIGURE 115: IMPLEMENTED SPENDING FREEZE, BY CARNEGIE CLASS

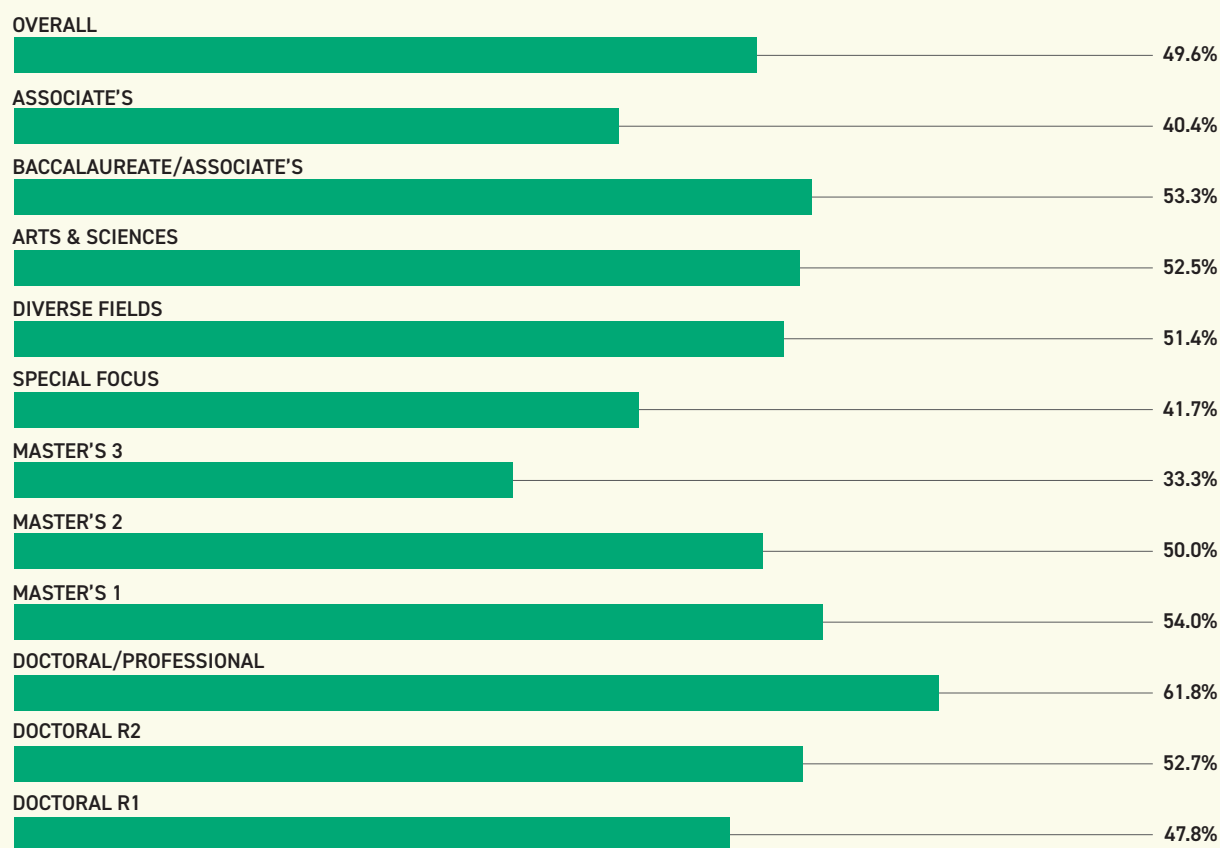


FIGURE 116: LENGTH OF SPENDING FREEZE, BY CARNEGIE CLASS

REGION	NO SET LENGTH/ INDEFINITE	1 MONTH OR LESS	1 TO 3 MONTHS	4 TO 6 MONTHS	7 TO 9 MONTHS	10 TO 12 MONTHS	LONGER THAN 12 MONTHS	TOTAL RESPONDENTS
OVERALL	64.6%	1.7%	18.9%	6.3%	0.0%	4.0%	4.6%	175
NEW ENGLAND	80.0%	6.7%	0.0%	6.7%	0.0%	0.0%	6.7%	15
MID EAST	69.4%	0.0%	20.4%	2.0%	0.0%	4.1%	4.1%	49
GREAT LAKES	58.6%	0.0%	20.7%	6.9%	0.0%	10.3%	3.4%	29
PLAINS	72.7%	0.0%	0.0%	9.1%	0.0%	18.2%	0.0%	11
SOUTHEAST	54.1%	5.4%	29.7%	5.4%	0.0%	0.0%	5.4%	37
SOUTHWEST	62.5%	0.0%	18.8%	6.3%	0.0%	0.0%	12.5%	16
ROCKY MOUNTAINS	80.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	5
FAR WEST	66.7%	0.0%	16.7%	16.7%	0.0%	0.0%	0.0%	12

SCHEDULING FOR THE 2020-21 ACADEMIC YEAR

Generally, as one academic year ends, the next year's major elements, such as the structure and timing of the fall semester, are fairly set; that was not so in May 2020. The following section illustrates how uncertainty was abundant in May with respect to institutional changes to the academic calendar, academic modality (in-person, virtual, hybrid), and timing of career fairs.

Structure of Academic Calendar: Overall, 61% of colleges reported they are still deciding on institutional changes to the 2020-21 academic calendar. (See Figure 117.) Results were consistent across Carnegie class and region, with little to no response for delaying the fall semester, changing semesters into quarters, or dividing the fall semester into two units.

In a huge departure from previous years, at the tail end of one academic year, institutions were not ready to commit to how they would begin the next. This finding is another indication of the level of uncertainty institutions were facing.

In-person Versus Virtual: When colleges were asked if they were planning for an in-person versus virtual 2020-21 academic year, approximately 51% were still deciding or reported that their planning process had not been initiated yet. (See Figure 118.)

At the beginning of the month, just under 22% said they were planning for a hybrid fall 2020 semester and expected to switch back to in-person attendance for spring 2021. By the end of the month, 28% of respondents reported they expected to manage the academic year this way.

Timing of Career Fairs: Approximately half of respondents reported they were still deciding whether they would change the timing of their 2020-21 career fairs. Around 29% of colleges reported they were switching their career fairs to virtual events but keeping the same timeline. (This option gained favor over the month: In the first week of the poll, roughly 23% planned for this option.) Nearly 13% expected to hold career fairs on the same schedule as planned. Approximately 4% of respondents reported delaying career fairs.

Doctoral R1 (17.4%) and Doctoral D/P (16.7%) schools were most likely to say they would hold their career fairs as scheduled. (See Figure 119.)

Regionally, schools in the Far West (43.9%) and New England (34.4%) were most likely to move their career fairs to virtual events while staying on schedule; this is consistent with the nature of the virus at this time in those regions. At this time, schools in the Plains and Southeast regions were most likely to say they would hold their career fairs as originally planned (17.6% and 15.4%, respectively).

At this juncture, much remained up in the air. Many respondents were unsure about their staffing and budgets, and many were unsure about how to proceed for the fall. However, June saw more finalized decisions on career fairs, budgets, career center staffing, and fall term start dates.

FIGURE 117: INSTITUTIONAL CHANGES TO THE 2020-21 ACADEMIC CALENDAR, OVERALL

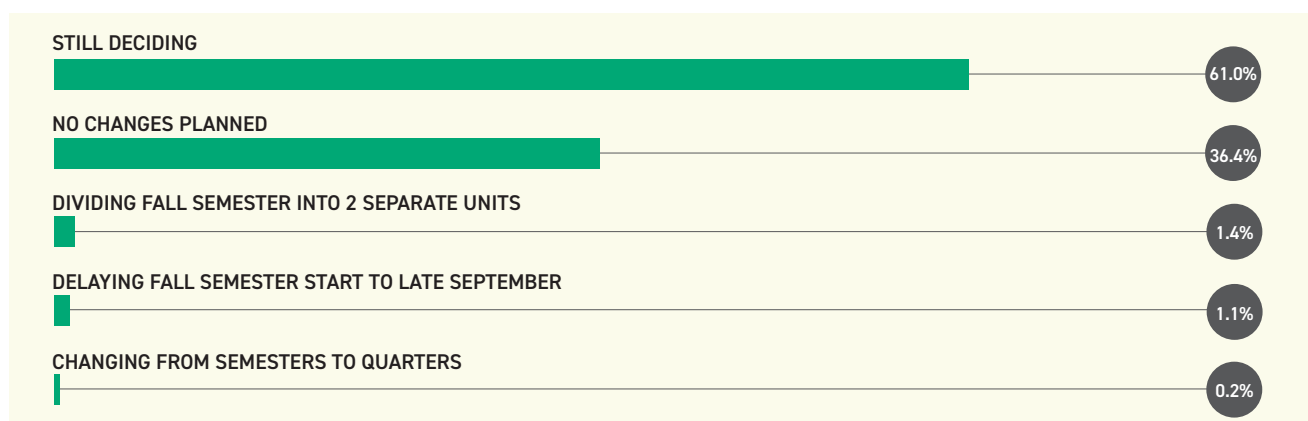


FIGURE 118: PLANS FOR THE 2020-21 ACADEMIC YEAR, OVERALL AND BY REGION

REGION	STILL TO BE DECIDED	VIRTUAL 2020-21 ACADEMIC YEAR	VIRTUAL FALL 2020, IN-PERSON SPRING 2021	HYBRID FALL 2020, IN-PERSON SPRING 2021	IN-PERSON FOR THE 2020-21 ACADEMIC YEAR	PLANNING PROCESS NOT INITIATED YET	TOTAL RESPONDENTS
OVERALL	47.8%	2.8%	6.4%	28.1%	11.5%	3.4%	581
NEW ENGLAND	59.5%	2.7%	0.0%	29.7%	5.4%	2.7%	37
MID EAST	62.5%	2.3%	8.6%	19.5%	2.3%	4.7%	128
GREAT LAKES	48.1%	3.7%	6.5%	27.8%	11.1%	2.8%	108
PLAINS	49.1%	1.8%	3.6%	16.4%	20.0%	9.1%	55
SOUTHEAST	38.5%	0.8%	6.6%	35.2%	16.4%	2.5%	122
SOUTHWEST	36.4%	4.5%	4.5%	29.5%	22.7%	2.3%	44
ROCKY MOUNTAINS	35.3%	5.9%	0.0%	29.4%	23.5%	5.9%	17
FAR WEST	39.7%	5.2%	12.1%	34.5%	8.6%	0.0%	58

FIGURE 119: CHANGES TO TIMING OF 2020-21 CAREER FAIRS, BY CARNEGIE CLASS

		STILL TO BE DECIDED	MOVING FAIRS VIRTUAL, STAYING ON SCHEDULE	EXPECT TO HOLD FAIRS AS ORIGINALLY PLANNED	DELAYING FAIRS TO LATER IN FALL 2020	DELAYING FAIRS TO WINTER/SPRING 2021	TOTAL RESPONDENTS
OVERALL		54.4%	28.8%	12.6%	2.7%	1.4%	562
ASSOCIATE'S		59.3%	18.5%	11.1%	7.4%	3.7%	54
BACCALAUREATE/ ASSOCIATE'S		71.4%	21.4%	0.0%	7.1%	0.0%	14
BACCALAUREATE	A & S	61.7%	18.3%	13.3%	1.7%	5.0%	60
	Diverse	66.7%	19.4%	11.1%	2.8%	0.0%	36
SPECIAL FOCUS		42.9%	21.4%	28.6%	7.1%	0.0%	14
MASTER'S	M3: Small	58.3%	20.8%	16.7%	0.0%	4.2%	24
	M2: Medium	58.5%	26.8%	14.6%	0.0%	0.0%	41
	M1: Large	61.7%	25.2%	10.3%	1.9%	0.9%	107
DOCTORAL	D/P	55.6%	27.8%	16.7%	0.0%	0.0%	36
	R2	37.4%	49.5%	9.9%	2.2%	1.1%	91
	R1	43.5%	36.2%	17.4%	2.9%	0.0%	69

JUNE QUICK POLL

Poll conducted June 1 – 30, 2020

EMPLOYER RESPONSES

In its final quick poll, NACE asked employers about job offers they had extended to students and their expectations for onboarding new recruits.

FULL-TIME JOB OFFERS TO THE CLASS OF 2020

Following up on a question from April, employers were asked again if they had revoked offers for full-time recruits from the Class of 2020. Again, the vast majority—88.9%—reported they had not. Still, there

was movement: At the conclusion of the April poll, only 4.4% of employers were revoking offers to full-time recruits. However, Figure 120 shows that this percentage had climbed to 7.8 % by the end of June, with a peak mid-June of 9%. For context, this figure reached a peak of about 9.5% during the Great Recession of 2008-09.

Based on industry, employers in the retail trade sector had the highest response for revoked offers—30.8%. (See Figure 121.)

Number of surveys distributed to members: **937**

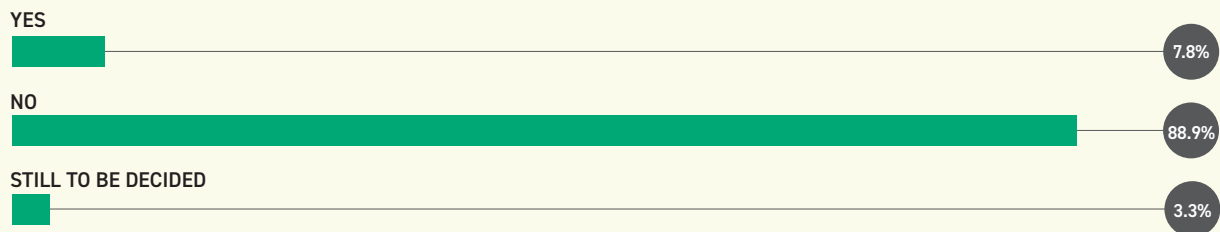
Number of responses: **177**

Response rate: **18.9%**

Number of nonmember responses: **69**

Total number of responses: **246**

FIGURE 120: REVOKED OFFERS, BY PERCENT OF RESPONDENTS



N=244 (Yes = 19), (No = 217), (Still to be decided = 8) [

FIGURE 121: REVOKING EMPLOYMENT OFFERS, BY INDUSTRY

INDUSTRY	YES	NO	STILL TO BE DECIDED	TOTAL RESPONDENTS
OVERALL	7.8%	88.9%	3.3%	244
RETAIL TRADE	30.8%	61.5%	7.7%	13
CONSTRUCTION	28.6%	71.4%	0.0%	7
INFORMATION	18.2%	81.8%	0.0%	11
TRANSPORTATION	12.5%	87.5%	0.0%	8
ACCOUNTING SERVICES	10.0%	90.0%	0.0%	10
ENGINEERING SERVICES	9.1%	81.8%	9.1%	11
WHOLESALE TRADE	8.3%	91.7%	0.0%	12
MISC. PROF. SERVICES	7.7%	92.3%	0.0%	13
CHEMICAL (PHARMACEUTICAL) MFG.	7.1%	78.6%	14.3%	14
COMPUTER & ELECTRONICS MFG.	6.7%	93.3%	0.0%	15
MISC. MFG.	3.8%	96.2%	0.0%	26
OIL & GAS EXTRACTION	0.0%	100.0%	0.0%	5
UTILITIES	0.0%	100.0%	0.0%	9
FINANCE, INSURANCE, & REAL ESTATE	0.0%	98.0%	2.0%	49
MANAGEMENT CONSULTING	0.0%	83.3%	16.7%	12
GOVERNMENT	0.0%	100.0%	0.0%	7

FIGURE 122: REVOKING EMPLOYMENT OFFERS, BY REGION

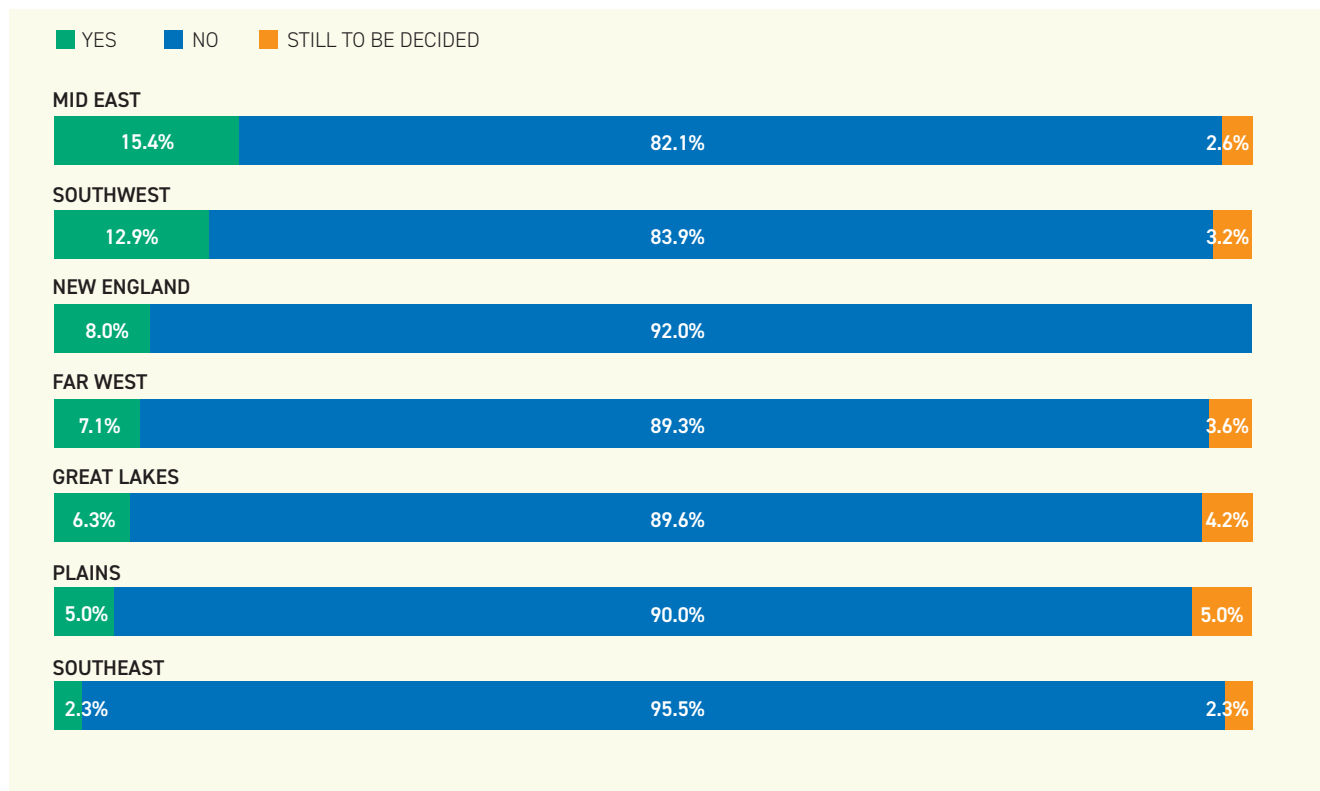


FIGURE 123: REVOKING EMPLOYMENT OFFERS, BY COMPANY SIZE

	YES	NO	STILL TO BE DECIDED	TOTAL RESPONDENTS
OVERALL	7.8%	88.9%	3.3%	244
500 OR LESS	9.1%	81.8%	9.1%	22
501 - 1,000	0.0%	100.0%	0.0%	10
1,001 - 2,500	6.7%	93.3%	0.0%	15
2,501 - 5,000	6.3%	90.6%	3.1%	32
5,001 - 10,000	7.4%	92.6%	0.0%	27
10,001 - 20,000	9.1%	90.9%	0.0%	22
MORE THAN 20,000	8.5%	89.4%	2.1%	47

ONBOARDING NEW HIRES FROM THE CLASS OF 2020

Delaying the start date of full-time recruits became a concern for employers. Many had already switched existing staff to remote work; onboarding new hires in such a setting could prove challenging. NACE asked respondents about delays, the anticipated length of the delays, and the factors they considered to make their decisions.

Firms Delaying Starts: Overall, 31% of respondents reported that they were delaying the start dates of their new hires from the Class of 2020. (See Figure 124.) However, a significant percentage of employers in specific industries—construction (75%), management consulting (66.7%), engineering services (54.5%), and retail trade (46.2%) were much more likely to delay start dates. (See Figure 125.) One explanation for this is that many of the employers in these industries do not have an effective telework option and require in-person work.

By region, respondents in the Great Lakes and Mid East were most inclined to delay onboarding their full-time recruits, perhaps because, at the time, COVID-19 cases were high in these areas. (See Figure 126.)

According to company size, small to mid-sized companies were the most likely to delay start dates. The converse was true for larger sized companies. (See Figure 127.) Unlike with offer revocations, smaller firms were more likely to delay starts than larger companies.

Length of Delayed Start Dates: Among employers delaying the start dates for full-time recruits, nearly three fourths reported the delay would last one to three months. (See Figure 128.)

Among the industries reports, all retail trade employers reported a one-to-three month delay in start dates, whereas only one-third of accounting industry respondents reported this length of delay. Employers in the management consulting sector were most inclined to delay start dates by four to six months, with a quarter of their respondents reporting this option. Many of these delays were contingent on the ability of certain industries to be open and operating; those that were not opted to work with their existing staff before onboarding more employees. (See Figure 129.)

By company size, the largest (more than 20,000 employees) and many of the smaller sized companies reported a delay of one to three months at 80% and above.

Factors Considered in Delaying Start Dates: Employers considered on average two to three factors when deciding whether to delay start dates of full-time recruits. By the time the poll closed, just over 55% of respondents reported

that governor's executive orders and local government orders/regulations were important factors to consider for delayed start dates. (See Figure 129.)

From the beginning to the end of the month, the percentage of respondents relying on established safety procedures to help make their decision grew by 10 percentage points, as re-openings phased in.

By region, employers in the Plains and Southwest were the least likely to consider state or local regulations, which makes sense given that many of those states' executive and local governments took a more hands-off approach until late June, early July. Whereas, in New England, the Mid East, Great Lakes, and Far West, employers had to consider executive and local orders in their decision-making, which is consistent with how "Bluer" state and local governments approached the pandemic. (See Figure 131.)

By company size, those with 5,001-10,000 employees utilized governor's and local government orders at much smaller percentages that the overall average. Half of employers with 1,001-2,500 employees used the reduced demand of employee's services of a deciding factor.

FIGURE 124: DELAYED START DATES, BY PERCENT OF RESPONDENTS

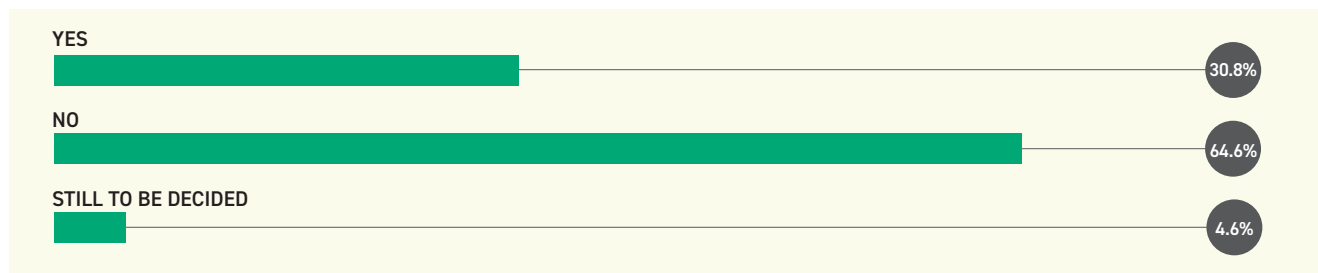


FIGURE 125: FIRMS DELAYING START DATES, BY INDUSTRY

INDUSTRY	YES	NO	STILL TO BE DECIDED	TOTAL RESPONDENTS
OVERALL	30.8%	64.6%	4.6%	240
CONSTRUCTION	75.0%	12.5%	12.5%	8
MANAGEMENT CONSULTING	66.7%	25.0%	8.3%	12
ENGINEERING SERVICES	54.5%	45.5%	0.0%	11
RETAIL TRADE	46.2%	53.8%	0.0%	13
GOVERNMENT	42.9%	57.1%	0.0%	7
MISC. MFG.	40.7%	55.6%	3.7%	27
OIL & GAS EXTRACTION	40.0%	60.0%	0.0%	5
TRANSPORTATION	37.5%	62.5%	0.0%	8
ACCOUNTING SERVICES	33.3%	44.4%	22.2%	9
COMPUTER & ELECTRONICS MFG.	26.7%	66.7%	6.7%	15
WHOLESALE TRADE	25.0%	75.0%	0.0%	12
MISC. PROF. SERVICES	23.1%	76.9%	0.0%	13
INFORMATION	20.0%	70.0%	10.0%	10
FINANCE, INSURANCE, & REAL ESTATE	15.2%	82.6%	2.2%	46
CHEMICAL (PHARMACEUTICAL) MFG.	7.1%	85.7%	7.1%	14
UTILITIES	0.0%	100.0%	0.0%	9

FIGURE 126: FIRMS DELAYING START DATES, BY REGION*

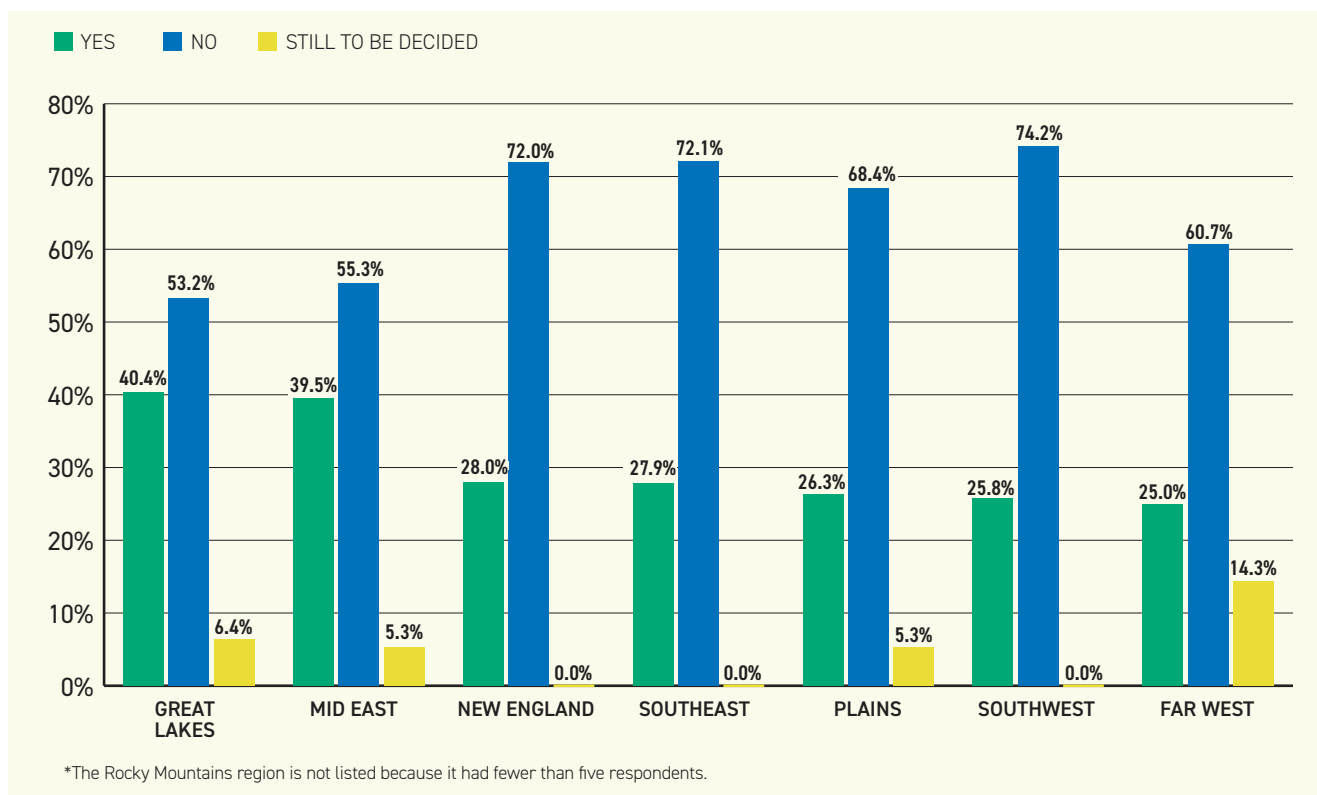


FIGURE 127: FIRMS DELAYING START DATES, BY COMPANY SIZE

	YES	NO	STILL TO BE DECIDED	TOTAL RESPONDENTS
OVERALL	30.8%	64.6%	4.6%	240
500 OR LESS	40.9%	54.5%	4.5%	22
501 - 1,000	30.0%	60.0%	10.0%	10
1,001 - 2,500	50.0%	50.0%	0.0%	16
2,501 - 5,000	40.0%	60.0%	0.0%	30
5,001 - 10,000	24.0%	72.0%	4.0%	25
10,001 - 20,000	23.8%	76.2%	0.0%	21
MORE THAN 20,000	29.8%	66.0%	4.3%	47

FIGURE 128: LENGTH OF DELAY, BY PERCENT OF RESPONDENTS

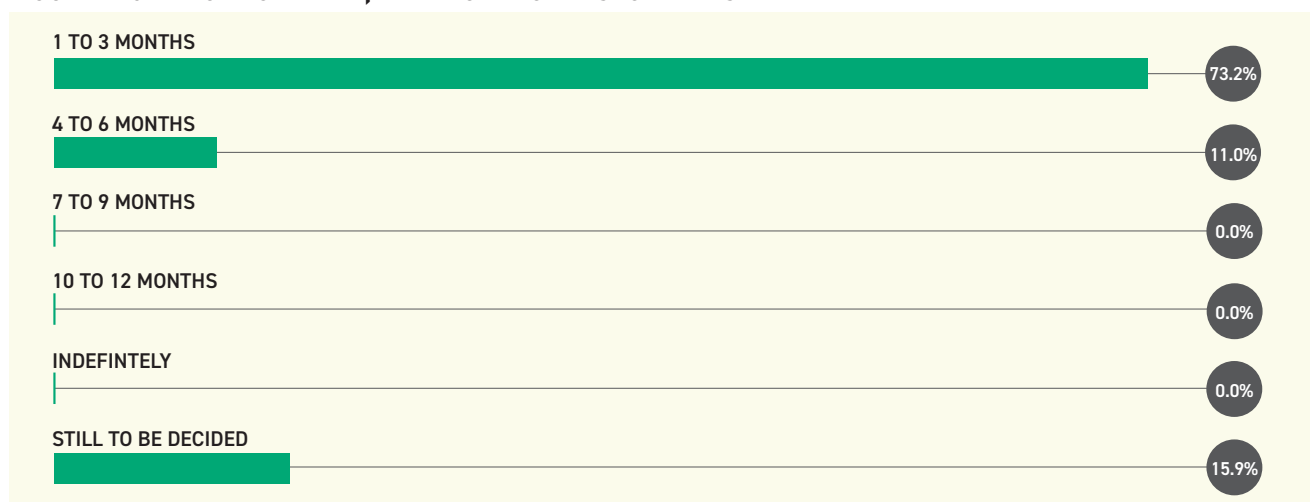


FIGURE 129: FACTORS CONSIDERED FOR DELAYED STARTS, BY PERCENT OF RESPONDENTS*

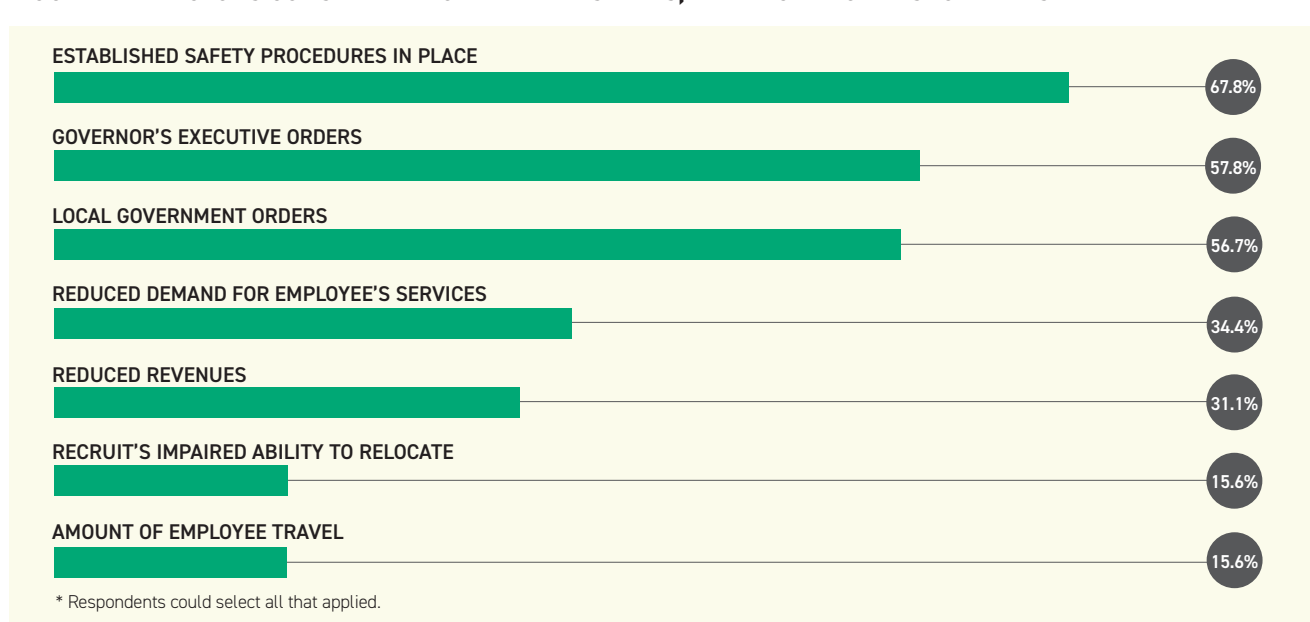


FIGURE 130: FACTORS CONSIDERED, BY INDUSTRY

	GOVERNOR'S EXECUTIVE ORDERS	LOCAL GOVERNMENT ORDERS	ESTABLISHED SAFETY PROCEDURES IN PLACE	REDUCED REVENUES	REDUCED DEMAND OF EMPLOYEE'S SERVICES	EMPLOYEE TRAVEL AMOUNT	RECRUIT'S IMPAIRED ABILITY TO RELOCATE	TOTAL RESPONDENTS
OVERALL	57.8%	56.7%	67.8%	31.1%	34.4%	15.6%	15.6%	90
CONSTRUCTION	71.4%	57.1%	71.4%	14.3%	42.9%	14.3%	0.0%	7
COMPUTER & ELECTRONICS MFG.	83.3%	83.3%	100.0%	66.7%	33.3%	16.7%	16.7%	6
MISC. MFG.	72.7%	63.6%	63.6%	18.2%	45.5%	45.5%	36.4%	11
RETAIL TRADE	40.0%	60.0%	60.0%	80.0%	60.0%	0.0%	20.0%	5
FINANCE, INSURANCE, & REAL ESTATE	27.3%	36.4%	72.7%	27.3%	27.3%	0.0%	18.2%	11
ACCOUNTING SERVICES	20.0%	40.0%	80.0%	20.0%	40.0%	20.0%	20.0%	5
ENGINEERING SERVICES	42.9%	57.1%	57.1%	14.3%	42.9%	14.3%	28.6%	7
MANAGEMENT CONSULTING	77.8%	55.6%	55.6%	33.3%	33.3%	11.1%	0.0%	9

FIGURE 131: FACTORS CONSIDERED, BY REGION

	GOVERNOR'S EXECUTIVE ORDERS	LOCAL GOVERNMENT ORDERS	ESTABLISHED SAFETY PROCEDURES IN PLACE	REDUCED REVENUES	REDUCED DEMAND OF EMPLOYEE'S SERVICES	EMPLOYEE TRAVEL AMOUNT	RECRUIT'S IMPAIRED ABILITY TO RELOCATE	TOTAL RESPONDENTS
OVERALL	57.8%	56.7%	67.8%	31.1%	34.4%	15.6%	15.6%	90
NEW ENGLAND	62.5%	75.0%	75.0%	37.5%	50.0%	25.0%	12.5%	8
MID EAST	68.4%	68.4%	78.9%	31.6%	15.8%	15.8%	10.5%	19
GREAT LAKES	59.1%	54.5%	63.6%	31.8%	36.4%	18.2%	22.7%	22
PLAINS	40.0%	20.0%	40.0%	0.0%	60.0%	0.0%	0.0%	5
SOUTHEAST	53.8%	53.8%	53.8%	38.5%	23.1%	7.7%	15.4%	13
SOUTHWEST	40.0%	40.0%	60.0%	40.0%	70.0%	10.0%	10.0%	10
FAR WEST	72.7%	72.7%	81.8%	27.3%	27.3%	27.3%	27.3%	11

*The Rocky Mountains region is not listed because it had fewer than five respondents.

WORKING REMOTELY

Approximately 58% of employers planned to have their full-time hires start their jobs remotely. This is down from the beginning of June, when 66 reported such plan, likely due to reopening phases that allowed more workplaces to be in office again as the month went on. (See Figure 132.)

According to industry, those in the wholesale trade and transportation sectors were split equally on planning to have new recruits start work remotely or in person. Nearly all finance, insurance, and real estate employers planned to have new recruits working remotely, while no information employers reported such plans. (See Figure 133.)

Respondents in New England, Plains, and the Far West reported the highest percentage of remote work plans. This could be due to stricter re-opening phases in these areas and more prevalent numbers of COVID-19 cases. (See Figure 134.)

According to company size, respondents with 5,001 to 10,000 employees reported nearly all remote work for new hires, and no respondents said new hires would be going into the workplace. Interestingly, those with the smallest company size (500 or fewer employees) had the smallest percentage of firms reporting new hires would start remotely, likely because they had not yet decided. (See Figure 135.)

When asked how long employers expect their new recruits to work remotely, 58% were still deciding, 25% expected remote work to last one to three months, and 10% anticipated that remote work would last four to six months. (See Figure 136.)

By region, employers in the Southeast and Far West were most likely to have planned for a one to three-month remote start compared to any other region. Employers in the Mid East region reported the highest percentage of still deciding on the length of remote start, followed close behind by New England, the Great Lakes, and Southwest regions. (See Figure 137.)

By company size, nearly half of respondents with 1,001-2,500 employees reported a one to three-month length for working remotely. Employers within the 2,501-5,000 company size had the highest percentage for still deciding the length of remote work for new hires. The takeaway is that the vast majority were still undecided on the length of remote start for new hires. Employers cannot predict the trajectory of the virus this fall, so they are still unsure of the precautions they will need to take.

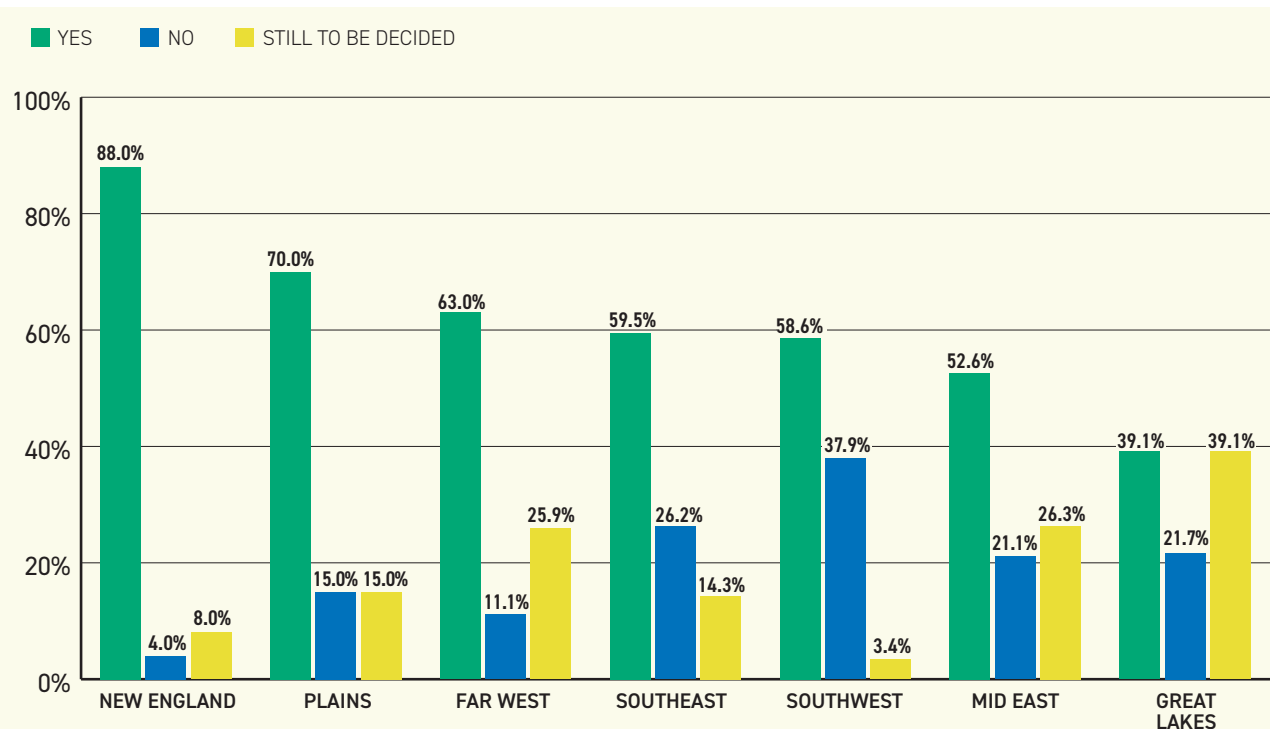
FIGURE 132: PLANNED REMOTE WORK FOR FULL-TIME HIRES, BY PERCENT OF RESPONDENTS



FIGURE 133: PLANNED REMOTE WORK, BY INDUSTRY

	YES	NO	STILL TO BE DECIDED	TOTAL RESPONDENTS
OVERALL	58.3%	20.4%	21.3%	235
UTILITIES	62.5%	25.0%	12.5%	8
CONSTRUCTION	25.0%	25.0%	50.0%	8
CHEMICAL (PHARMACEUTICAL) MFG.	45.5%	27.3%	27.3%	11
COMPUTER & ELECTRONICS MFG.	71.4%	14.3%	14.3%	14
MISC. MFG.	46.2%	34.6%	19.2%	26
WHOLESALE TRADE	50.0%	50.0%	0.0%	12
RETAIL TRADE	46.2%	7.7%	46.2%	13
TRANSPORTATION	50.0%	50.0%	0.0%	8
INFORMATION	72.7%	0.0%	27.3%	11
FINANCE, INSURANCE, & REAL ESTATE	81.3%	6.3%	12.5%	48
ACCOUNTING SERVICES	20.0%	20.0%	60.0%	10
ENGINEERING SERVICES	63.6%	36.4%	0.0%	11
MANAGEMENT CONSULTING	33.3%	16.7%	50.0%	12
MISC. PROF. SERVICES	75.0%	16.7%	8.3%	12
GOVERNMENT	71.4%	28.6%	0.0%	7

FIGURE 134: PLANNED REMOTE WORK, BY REGION*



*The Rocky Mountains region is not included as there were fewer than five respondents from the region.

FIGURE 135: PLANNED REMOTE WORK, BY COMPANY SIZE

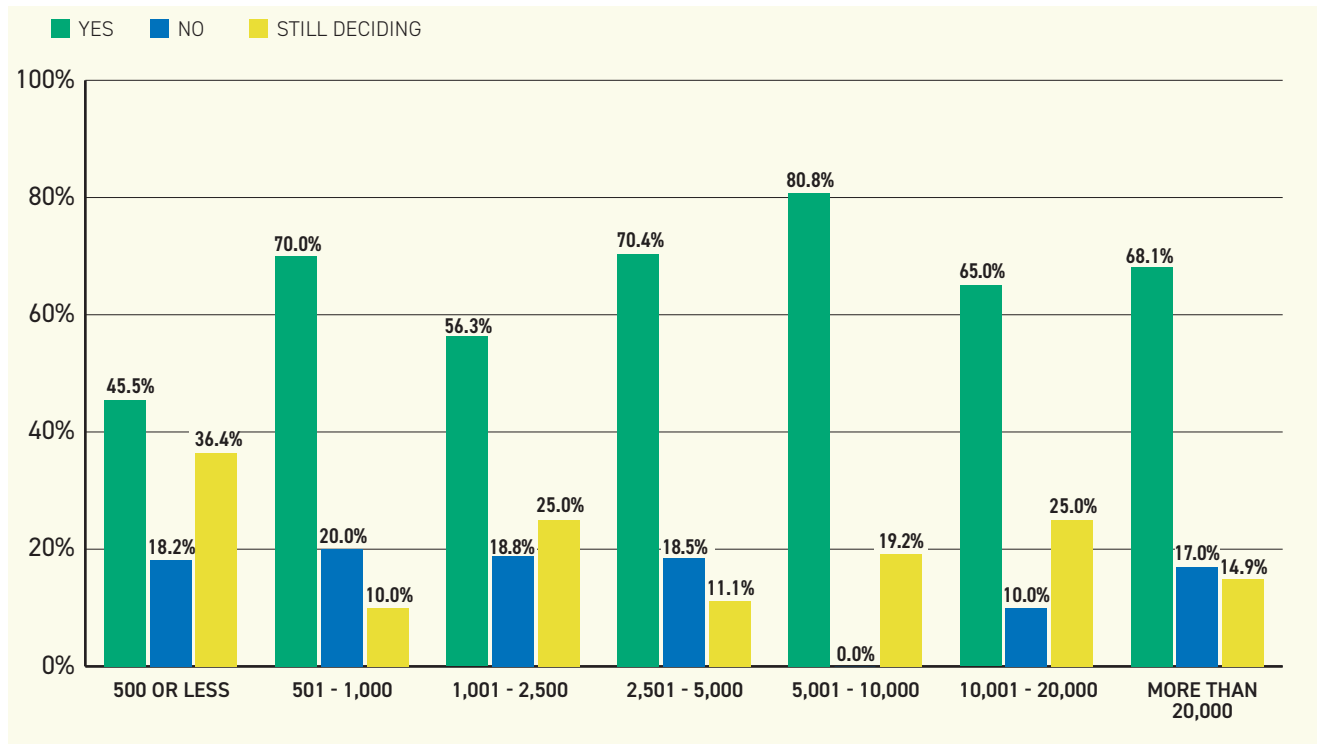


FIGURE 136: EXPECTED LENGTH OF REMOTE START, BY PERCENT OF RESPONDENTS

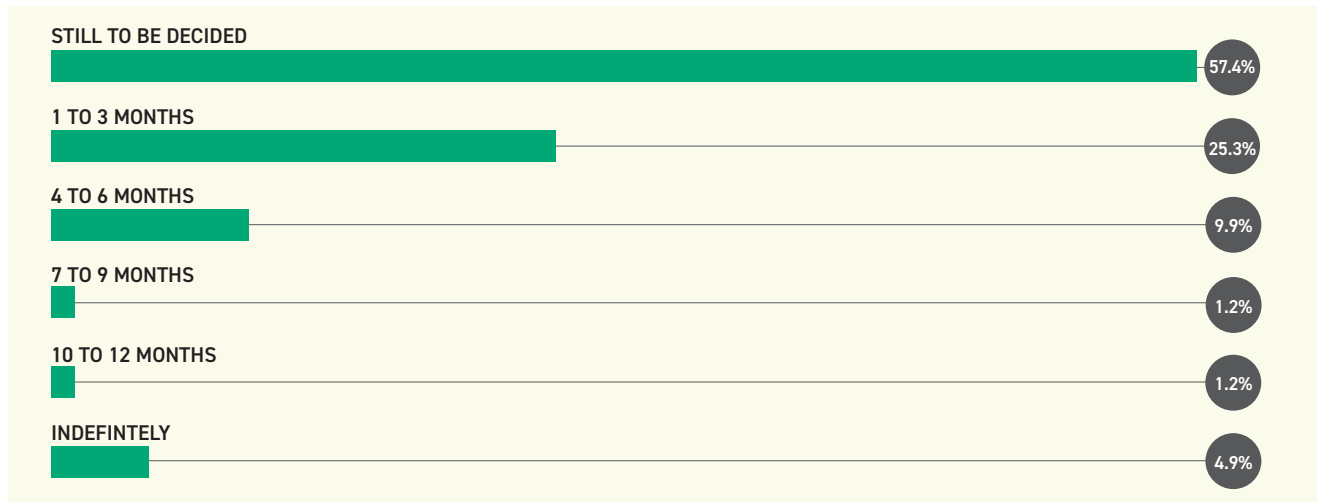
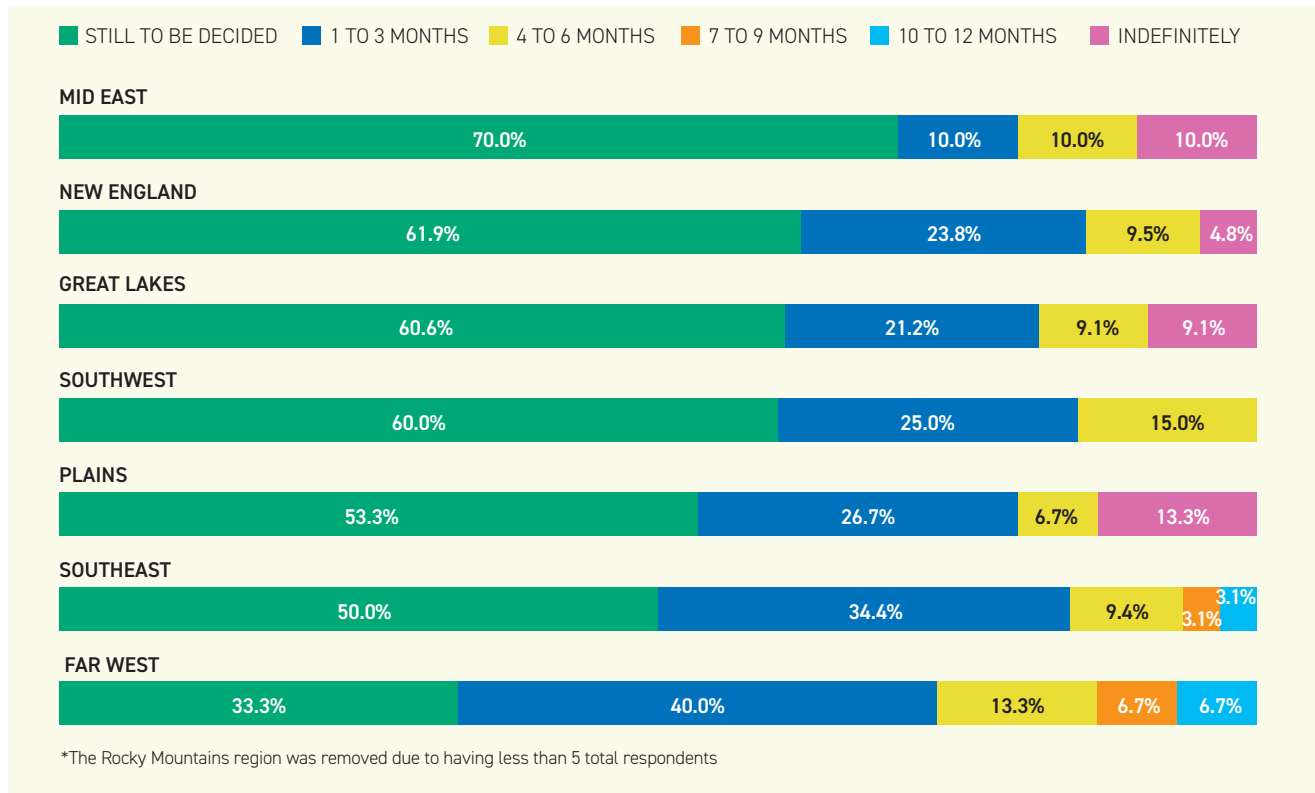


FIGURE 137: LENGTH OF REMOTE START, BY REGION



June began with increasing optimism as daily confirmed cases had reached their lowest point since the beginning of the pandemic in early-mid March with a daily total of 16,040 confirmed cases nationwide for June 1. Announced June 6, hiring was picking up as 2.5 million jobs were added to the economy in May. Employers and colleges alike began to think the fall could approximate “normalcy.”

By the end of the month, however, cases nationwide began to climb again reaching a daily total of 43,865 on June 30. The optimism that had begun the month had receded back into uncertainty as the academic year approached. This is evident through employers delaying start dates by a couple months and considering factors such as established safety protocols in the workplace, local and executive government orders, and the demand for services. Working remotely for new hires were still common among employers, with many uncertain of how long these procedures will last.

COLLEGE RESPONSES

For recruiters and career centers, figuring out how campuses would operate for fall 2020 was critical—their plans hinge on how students would connect with employers, how career centers would work with students, how employers and career centers would interact with each other.

Number of surveys distributed: **1,972**

Number of responses: **477**

Response rate: **24.2%**

As of the close of the June poll, many colleges were still undecided on the status of the 2020-21 academic calendar, including how they would hold career fairs, a staple of fall recruiting. Schools were also facing the prospect of reductions in the number of students returning to campus—either in person or virtually. Research conducted in March indicated that one in six prospective freshman who expected to attend a four-year college before the pandemic had decided to choose a different path for fall 2020.⁴ The picture appeared bleak, with many schools preparing substantially reduced enrollment. By the beginning of June, however, enrollment numbers remained largely unchanged,⁵ and many flagship institutions announced they would be operating in person. However, large swaths of respondents to NACE's poll indicated that they were still taking a “wait and see” approach to whether to operate virtually or in person.

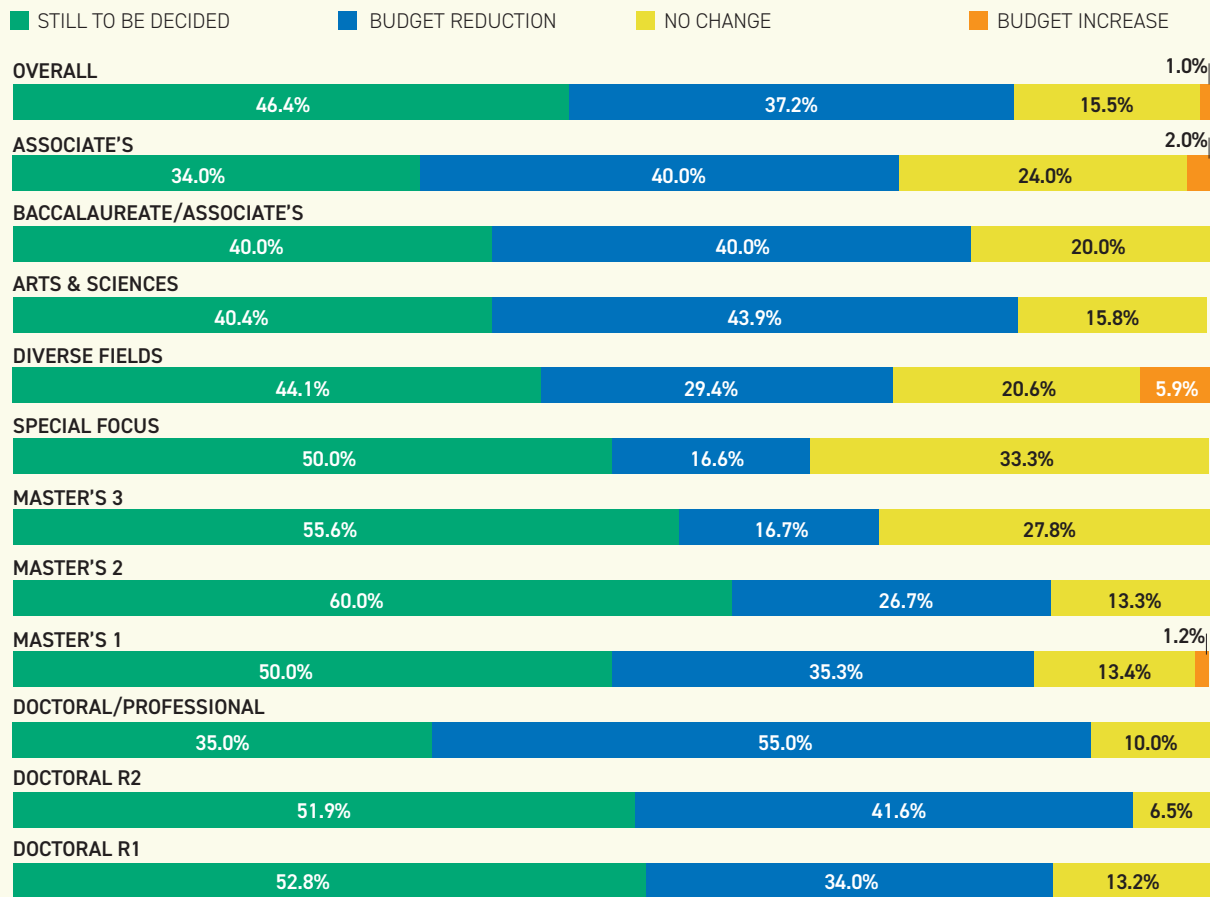
CHANGES TO OPERATIONS

In the June poll, NACE asked career centers about changes to their budgets, their staffing, and their delivery of services to students.

Budgets: In the early days of the June poll, more than half of respondents were unsure about changes to the career center budget, and a large portion—approximately 46%—were still unsure when the poll closed. Moreover, by the end of June, more than 37% reported a decrease. Just 15.5% said there was no change to their budget. (See Figure 138.)

By Carnegie class, Doctoral/Professional schools were hardest hit—55% reported budget reductions, followed by nearly 44% of Arts & Sciences institutions and R2 institutions, with nearly 42% of respondents reporting that their budgets had been cut.

FIGURE 138: BUDGET CHANGES FOR FALL 2020, OVERALL AND BY CARNEGIE CLASS



Staffing: When asked to select all the staffing changes that applied to their office, approximately 64% reported that professional staffing levels remained the same. (See Figure 139.) About 15% of offices indicated decreases in professional staffing, while 10% of offices indicated decreases in administrative staff. Additionally, 11% of respondents reported student workers would not be allowed in the career centers, while 39% are still deciding on these potential staffing changes. These figures remained stable throughout the month of June while the number of undecided offices decreased. As the month wore on, the percent of offices that had to decrease their professional staff grew, as did the percent of offices that could not let student workers into the physical space of the career center.

By Carnegie class, the larger institutions tended to report more decreases in staffing, while Associate's and Baccalaureate/Associate's institutions were the most likely to report that student workers would not be allowed into the physical career center. For example, Master's M1 and Doctoral R2 had the highest percentages of respondents reporting decreased professional staff levels (18.3% and 23.4%, respectively). Associate's and Baccalaureate/Associate's reported the highest percentages for not allowing student workers in the career centers (20% and 50%, respectively).

Service Modality: Career centers reported that they would offer many of their services exclusively online or as a hybrid-mix (online and in person) for the fall. Prior to COVID-19, many of these services were offered in person at much higher rates. For example, 69% of respondents offered drop-in career counseling exclusively in person pre-

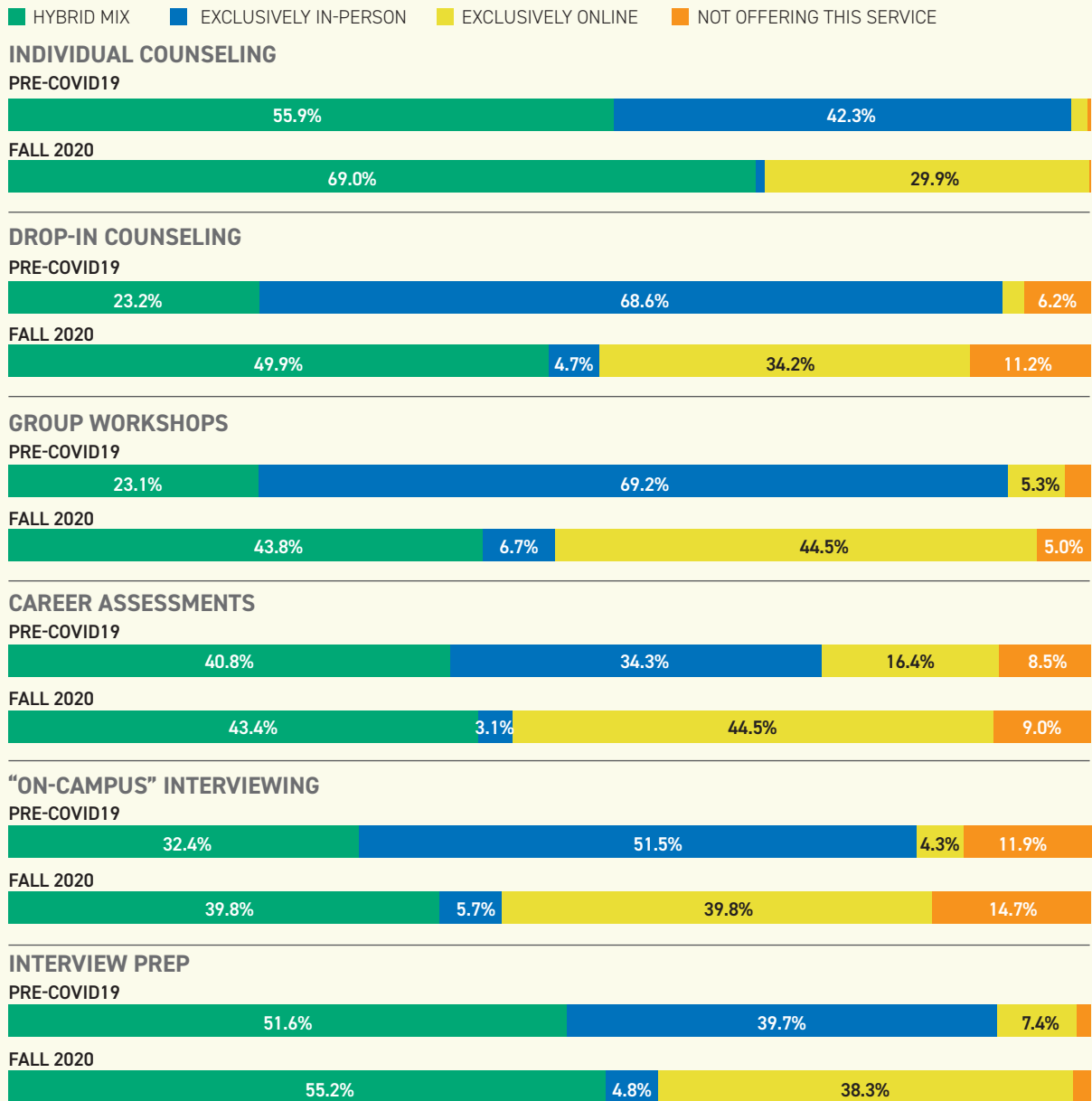
COVID-19, while only 5% of respondents planned to do so in fall 2020. In fact, among all six services inquired about, less than 10% of respondents said they would offer that service exclusively in person this fall. (See Figure 140.)

On a brighter note, Figure 158 also shows that career centers have dramatically increased their ability to serve students online. Services that were not typically offered online before COVID-19 now are available online. Career centers should be lauded for their collective ability to adapt their service provision during a crisis. If/when career centers return to more normal operations, they will now have increased capacity to serve students online, assuming they keep their online services operational.

FIGURE 139: EXPECTED STAFFING CHANGES FOR FALL 2020, BY CARNEGIE CLASS

	STILL TO BE DECIDED	PROFESSIONAL				ADMIN				NO STUDENT WORKERS IN CAREER CENTERS	TOTAL RESPONDENTS
		INCREASED	REMAIN THE SAME	DECREASED	HOURS CUT	INCREASED	REMAIN THE SAME	DECREASED	HOURS CUT		
OVERALL	39.4%	3.0%	63.8%	14.8%	2.6%	1.5%	42.6%	8.8%	2.1%	11.3%	464
ASSOCIATE'S	24.0%	0.0%	72.0%	12.0%	0.0%	4.0%	28.0%	20.0%	2.0%	20.0%	50
BACCALAUREATE/ ASSOCIATE'S	30.0%	0.0%	50.0%	10.0%	20.0%	0.0%	30.0%	0.0%	0.0%	50.0%	10
ARTS & SCIENCES	44.6%	5.4%	66.1%	14.3%	0.0%	1.8%	60.7%	8.9%	0.0%	3.6%	56
DIVERSE FIELDS	25.7%	5.7%	57.1%	17.1%	2.9%	2.9%	28.6%	8.6%	0.0%	2.9%	35
SPECIAL FOCUS	41.7%	0.0%	91.7%	8.3%	0.0%	0.0%	41.7%	0.0%	0.0%	8.3%	12
MASTER'S 3	68.4%	15.8%	63.2%	5.3%	10.5%	5.3%	26.3%	0.0%	10.5%	0.0%	19
MASTER'S 2	29.0%	6.5%	67.7%	12.9%	6.5%	0.0%	41.9%	3.2%	0.0%	16.1%	31
MASTER'S 1	45.1%	1.2%	57.3%	18.3%	3.7%	1.2%	45.1%	8.5%	2.4%	4.9%	82
DOCTORAL/ PROFESSIONAL	20.5%	0.0%	71.8%	15.4%	2.6%	0.0%	51.3%	7.7%	7.7%	17.9%	39
DOCTORAL R2	45.5%	1.3%	55.8%	23.4%	1.3%	0.0%	41.6%	11.7%	1.3%	15.6%	77
DOCTORAL R1	52.8%	1.9%	67.9%	5.7%	0.0%	1.9%	43.4%	5.7%	1.9%	11.3%	53

FIGURE 140: CHANGES TO SERVICES OFFERED PRE-COVID-19 TO FALL 2020, OVERALL



*Labels with values less than 3% were removed.

CAREER FAIR PLANS FOR 2020-21

As of the close of the poll, nearly 32% of responding colleges were still undecided about making changes to the schedule for fall 2020 career fairs. More than half reported they were staying on schedule but moving to a virtual setting. Throughout June, the percentage of undecideds shrunk while the percentage of those planning to maintain their career fair schedule but move to a virtual setting rose. Far fewer respondents indicated they would delay career fairs or hold them in-person as originally scheduled.

By type of school, colleges at the associate's level were most inclined to hold their fairs in person as scheduled (17%), possibly because their fairs are on a smaller scale. M1 colleges (11.3%) had the highest response rate for delaying career fairs to later in the fall.

The Southeast and Plains regions reported holding career fairs in person on the same schedule more than any other region, although such plans were in the minority. (See Figure 141.) As the Plains region is less densely populated than other regions, schools located here may have experienced fewer setbacks at the time of the poll than was the case among their counterparts.

The majority of college respondents (more than 60%) reported they are opening the fall term as planned, followed behind by approximately 22% reporting they were still deciding. (See Figure 142.) Over the course of June, those institutions opted for an early start in August nearly doubled, from 8.5% in the first week of the poll to nearly 16% by the time it closed, the idea being, apparently, to complete the semester by Thanksgiving so students would not have to travel home and then return to campus. Additionally, a number of institutions that were undecided at the beginning of the month had started to make decisions by the end.

The colleges most likely to report on moving up the fall term to early August were smaller colleges. It may be that this is an easier adjustment for smaller universities to accomplish compared to large universities.

By region, the Southeast (26.3%) and Mid East (16.1%) had the highest response for moving the fall term up to early August. The New England and Mid East regions reported they were still deciding at higher percentage rates than any other region (43.8% and 38.7%, respectively).

FIGURE 141: CAREER FAIR TIMING CHANGES FOR 2020-21, BY REGION

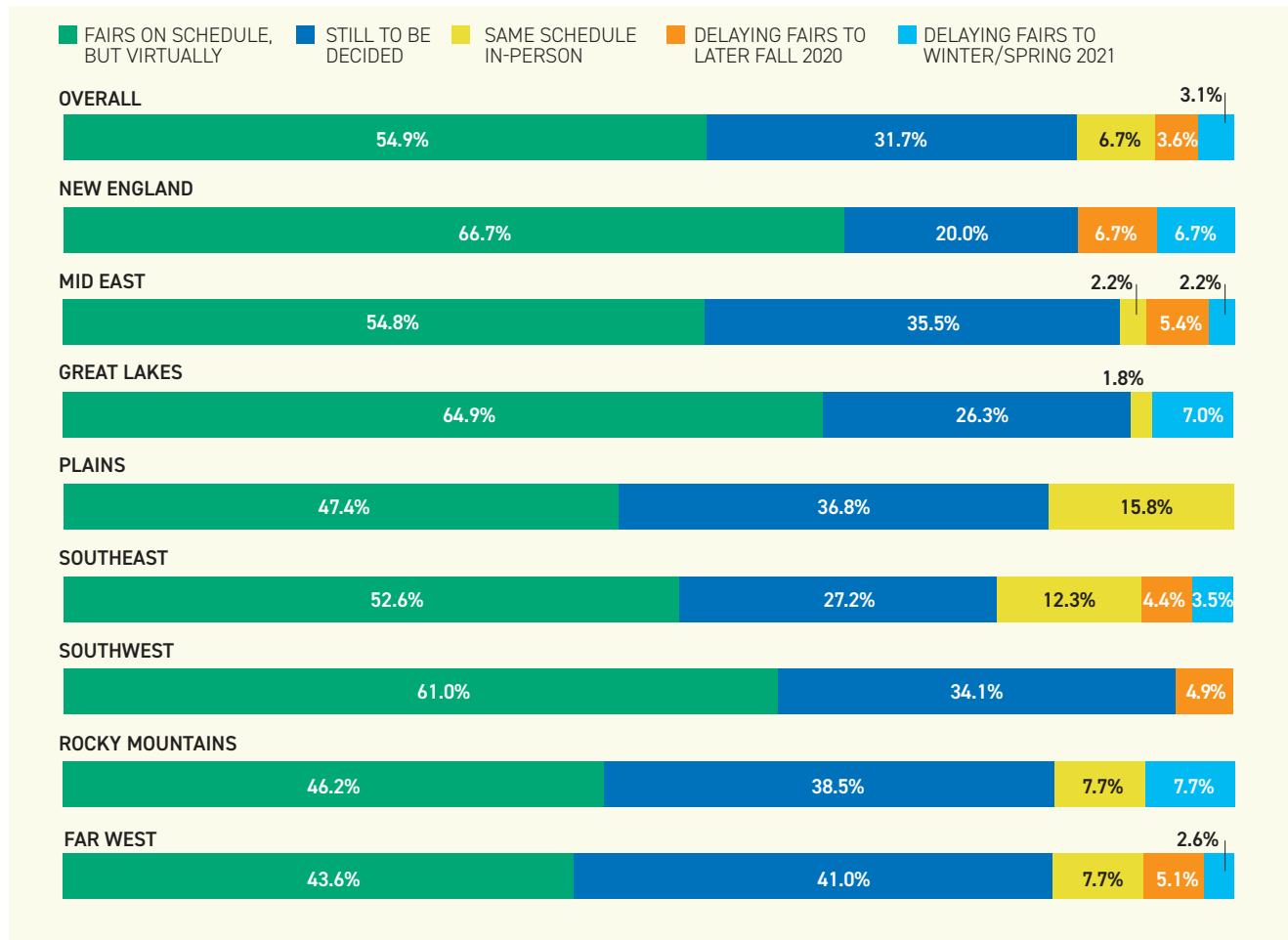
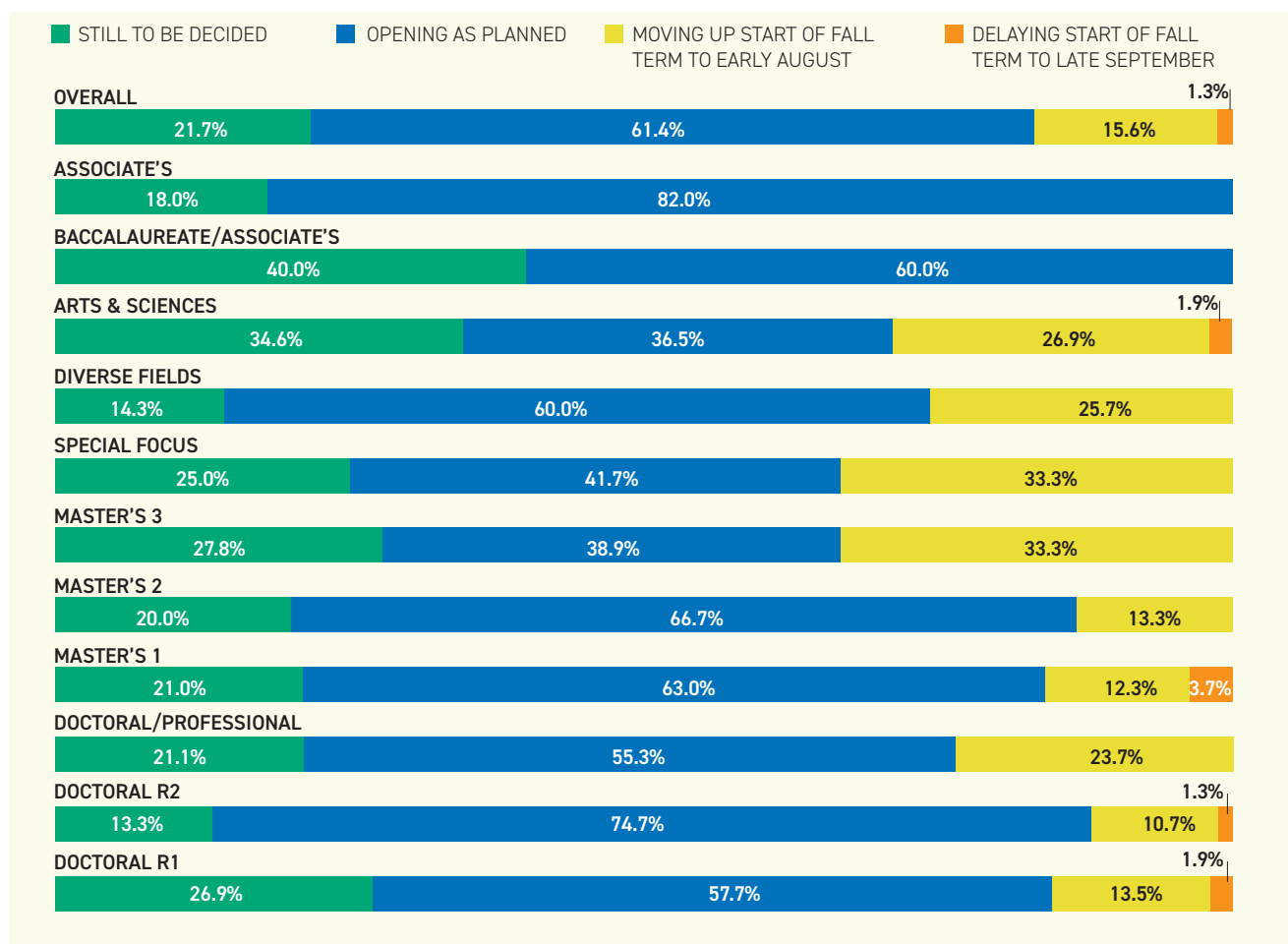


FIGURE 142: CHANGES TO FALL TERM START DATE, OVERALL AND BY CARNEGIE CLASS



INDICATORS FOR HIGHER ED IN THE NEW ACADEMIC YEAR

Since the onset of COVID-19 in March, many tough decisions had to be made about career center services, staffing and budgets, and updates to the new academic year. Although NACE's polls are "snapshots" in time, they point to the direction higher education is likely to take for the 2020-21 academic year.

- Overall, there was a trend toward providing many services—including career fairs—virtually for fall 2020.
- By the time the June poll closed, more than 37% of career centers were reporting budget cuts, and a large group—nearly half—were still unsure about what would happen to their budgets. The signs would suggest many of those who were unsure have by now seen their budgets pared back.
- At the end of June, about 10% to 15% of career centers reported decreases in professional and administrative staffing, and nearly 40% indicating that more staffing decisions needed to be made.

ENDNOTES

¹ Pew Research Center. Survey of U.S. adults conducted March 19-24, 2020.

² Pew Research Center. Survey of U. S. adults conducted March 10-16, 2020

³ Ibid.

⁴ Arts & Sciences Group. (2020). Impact of the COVID-19 pandemic on college-going high school seniors. *March 2020 Special Edition*, retrieved from www.artsci.com/studentpoll-covid19 on July 23, 2020.

⁵ McKinsey & Company. (2020). COVID-19 and US higher education enrollment: Preparing leaders for fall. *Social Sector Practice*. Retrieved from: www.mckinsey.com/industries/social-sector/our-insights/COVID-19-and-us-higher-education-enrollment-preparing-leaders-for-fall on July 23, 2020.



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