



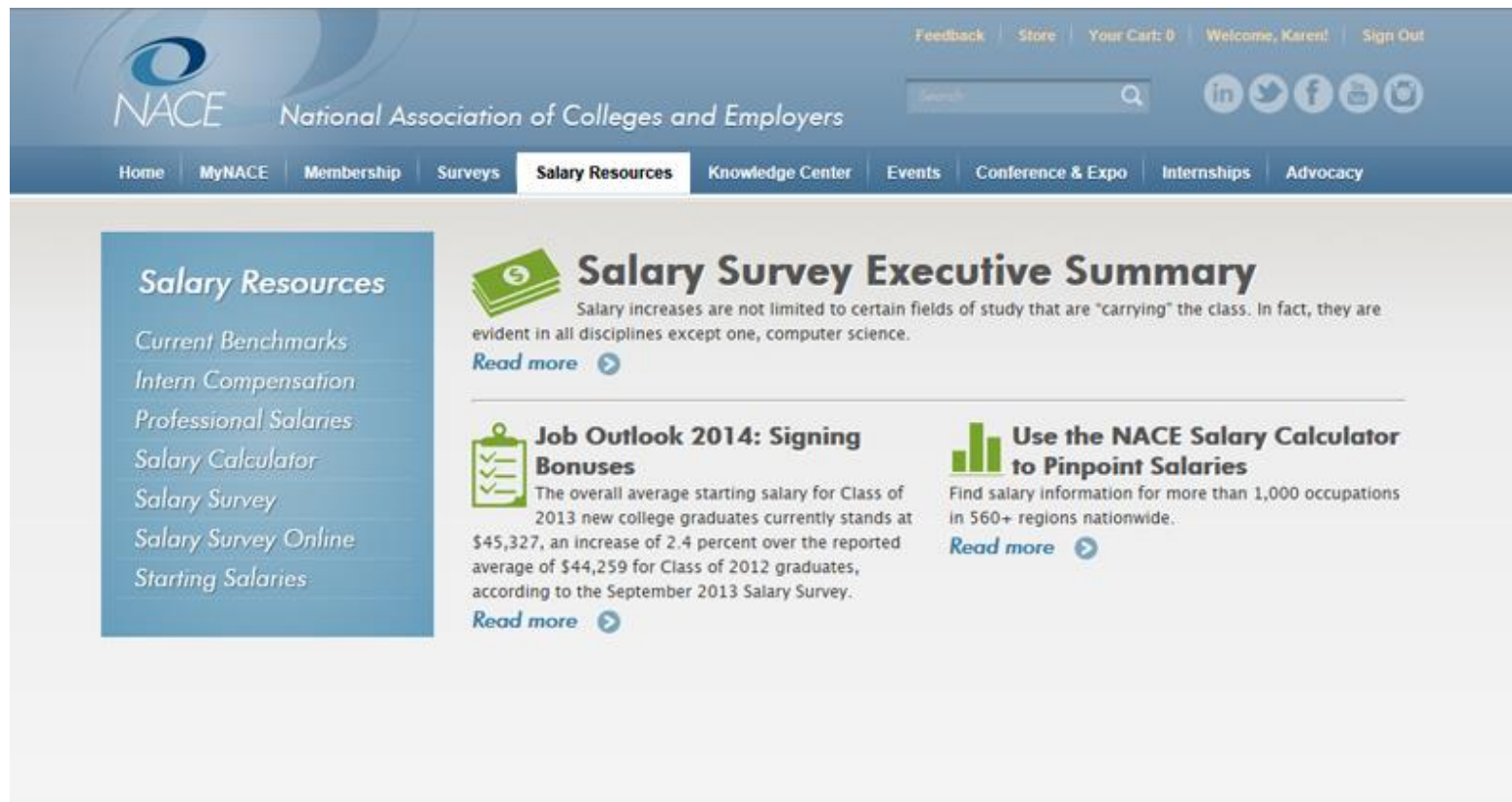
The Power of the New Salary Resources and Surveys Sections on NACEWeb

National Association of Colleges and Employers

New Salary Resources and Surveys Sections

- New sections give user quick access to key information.
- Separate member-only from public information.
- Provide current information related to salaries and research.

New Salary Resources

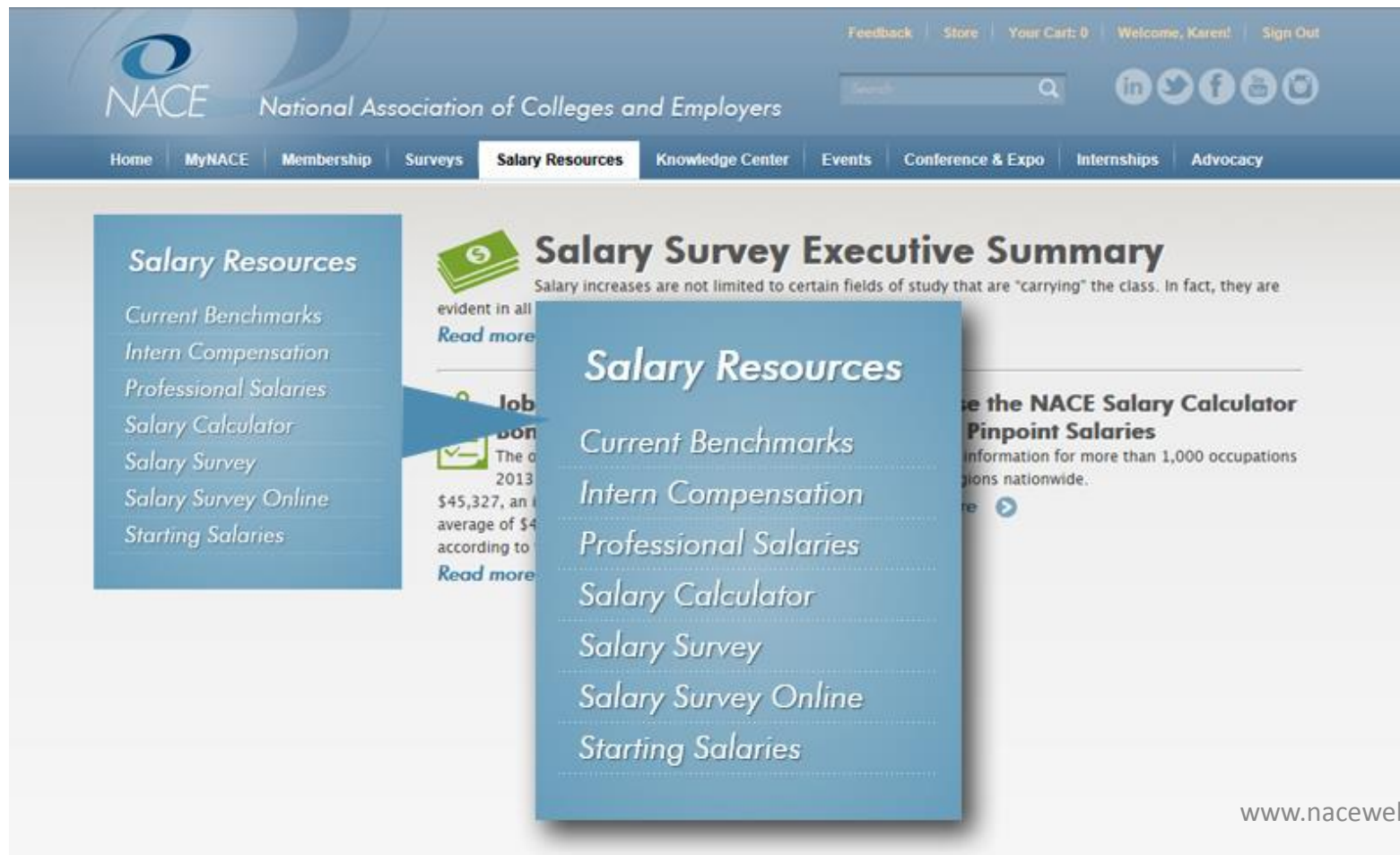


The screenshot shows the NACE website's 'Salary Resources' page. The header includes the NACE logo, navigation links (Home, MyNACE, Membership, Surveys, Salary Resources, Knowledge Center, Events, Conference & Expo, Internships, Advocacy), and a search bar. The main content area features three featured articles:

- Salary Survey Executive Summary**: Salary increases are not limited to certain fields of study that are "carrying" the class. In fact, they are evident in all disciplines except one, computer science. [Read more](#)
- Job Outlook 2014: Signing Bonuses**: The overall average starting salary for Class of 2013 new college graduates currently stands at \$45,327, an increase of 2.4 percent over the reported average of \$44,259 for Class of 2012 graduates, according to the September 2013 Salary Survey. [Read more](#)
- Use the NACE Salary Calculator to Pinpoint Salaries**: Find salary information for more than 1,000 occupations in 560+ regions nationwide. [Read more](#)

A sidebar on the left lists additional salary resources: Current Benchmarks, Intern Compensation, Professional Salaries, Salary Calculator, Salary Survey, Salary Survey Online, and Starting Salaries.

New Salary Resources



The screenshot shows the NACE website's navigation and content. At the top, the NACE logo and name are displayed. The navigation bar includes links for Home, MyNACE, Membership, Surveys, Salary Resources (highlighted), Knowledge Center, Events, Conference & Expo, Internships, and Advocacy. A search bar and social media icons are also present. The main content area features a 'Salary Resources' sidebar menu with links to Current Benchmarks, Intern Compensation, Professional Salaries, Salary Calculator, Salary Survey, Salary Survey Online, and Starting Salaries. A featured article titled 'Salary Survey Executive Summary' is visible, with a blue arrow pointing from the sidebar menu to it. The article text mentions salary increases and includes a 'Read more' link. Another article titled 'Use the NACE Salary Calculator Pinpoint Salaries' is partially visible below.

New Salary Resources

Salary Resources

Current Benchmarks

Intern Compensation

Professional Salaries

Salary Calculator

Salary Survey

Salary Survey Online

Starting Salaries

Current Benchmarks

Average starting salary

Bachelor's degree candidate: \$45,327 (annual)
(September 2013 *Salary Survey*)

Intern - bachelor's degree level: \$16.26 (hourly)
Intern - master's degree level: \$21.90 (hourly)
Co-op - bachelor's degree level: \$16.23 (hourly)
Co-op - master's degree level: \$20.58 (hourly)
(2013 *Internship & Co-op Survey*)

Benefits (top 3)

Bachelor's degree candidate: dental, life, and medical insurance
(*Job Outlook 2013*)

Intern: social activities, paid holidays, service time counts if converted to FTE
Co-op: social activities, paid holidays, service time counts if converted to FTE
(2013 *Internship & Co-op Survey*)

Professional salaries (average)

Director, Career Services: \$69,107 (annual)
(2012-13 *Career Services Benchmark Survey*)

Director, College Relations/Recruiting: \$122,050 (annual)
(2012 *Recruiting Benchmarks Survey*)

Student expectations

Average salary (all majors, bachelor's degree level): \$38,131
Top benefits (top 3): annual salary increases, 401(k) company match, tuition reimbursement
(*Class of 2012 Student Survey*)



National Association of Colleges and Employers

New Salary Resources

The screenshot shows the NACE website interface. At the top right, there are links for Feedback, Store, Your Cart: 0, Welcome, Karen!, and Sign Out. Below these is a search bar and social media icons for LinkedIn, Twitter, Facebook, YouTube, and Instagram. A navigation menu includes Home, MyNACE, Membership, Surveys, Salary Resources, Knowledge Center, Events, Conference & Expo, Internships, and Advocacy. The main content area features a sidebar with a 'Salary Resources' menu where 'Professional Salaries' is highlighted. The main content displays two articles: 'Career Services Benchmarks: Directors Get a 2.7 Percent Bump in Salary' and 'Benchmarks: Average Salaries for College Relations Staff'.

Salary Resources

- Current Benchmarks
- Intern Compensation
- Professional Salaries**
- Salary Calculator
- Salary Survey
- Salary Survey Online
- Starting Salaries

Professional Salaries

Career Services Benchmarks: Directors Get a 2.7 Percent Bump in Salary
Salaries and experience levels for professional positions in career centers did not change significantly over the past year, according to results of NACE's *2012-13 Career Services Benchmark Survey*.

Benchmarks: Average Salaries for College Relations Staff
Director-level positions commanded the highest salaries among full-time college relations staff members, according to results of NACE's *2012 Recruiting Benchmarks Survey*.


Home | MyNACE | Membership | Surveys | Salary Resources | Knowledge Center | Events | Conference & Expo | Internships | Advocacy

Salary Resources


- [Current Benchmarks](#)
- [Intern Compensation](#)
- [Professional Salaries](#)
- [Salary Calculator](#)
- [Salary Survey](#)
- [Salary Survey Online](#)
- [Starting Salaries](#)

NACE Salary Survey

Subscribe to the NACE Salary Survey and get current, actual starting salary information for graduates in 90 majors at the bachelor's level—including business, engineering, healthcare, and tech-related disciplines, plus robust data for liberal arts and other fields where salary information has historically been scarce. You get average, plus ranges.




All data are reported by employers. Each report features data by major; industry and major; and industry, occupation, and major, so you can determine the going rate, plus at-a-glance trends and info for selected majors. NACE members receive Salary Survey as part of their membership benefits package, but independent subscriptions are available.

Highlights 

Subscription: \$315 (3 reports). Print and PDF. Subscribers outside the continental United States: Add \$25 for airmail postage.

NACE members, Salary Survey subscribers: You can access copies of the NACE Salary Survey through MyNACE.


Purchase a subscription to Salary Survey



www.navsea.navy.mil

**EXTRAORDINARY CIVILIAN CAREERS,
UNIQUE POSSIBILITIES**

U.S. Citizenship Required





National Association of Colleges and Employers

New Salary Resources

Access your copy of the Salary Survey report in MyNACE!

The screenshot shows the NACE website interface. At the top, there is a navigation bar with links for Home, MyNACE, Membership, Surveys, Salary Resources, Knowledge Center, Events, Conference & Expo, Internships, and Advocacy. A sidebar on the left lists various user options, with 'NACE Salary Survey' highlighted. The main content area is titled 'Salary Survey' and displays five survey report covers for different months: September 2013, April 2013, January 2013, September 2012, and April 2012. Each cover features the NACE logo and a colorful grid pattern.

New Salary Resources



The screenshot shows the NACE website's navigation bar with links for Home, MyNACE, Membership, Surveys, Salary Resources, Knowledge Center, Events, Conference & Expo, Internships, and Advocacy. The main content area features a sidebar with 'Salary Resources' and a list of links including 'Intern Compensation'. The main heading is '2013 Guide to Compensation for Interns & Co-ops'. Below the heading is a descriptive paragraph, a price list, and a call to action. A small image of the guide's cover is also visible.

Feedback | Store | Your Cart: 0 | Welcome, Karen! | Sign Out

NACE National Association of Colleges and Employers

Home | MyNACE | Membership | Surveys | Salary Resources | Knowledge Center | Events | Conference & Expo | Internships | Advocacy

Salary Resources

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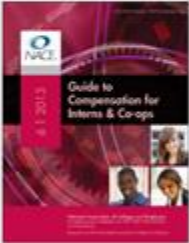
2013 Guide to Compensation for Interns & Co-ops

Based on 2013 Guide to Compensation for Interns & Co-ops, offers comprehensive compensation information based on major, industry, region, degree, and year in college. (The guide is based on responses to the 2013 Internship & Co-op Survey from 306 organizations, representing more than 20 industries, with internship and/or co-op programs.)

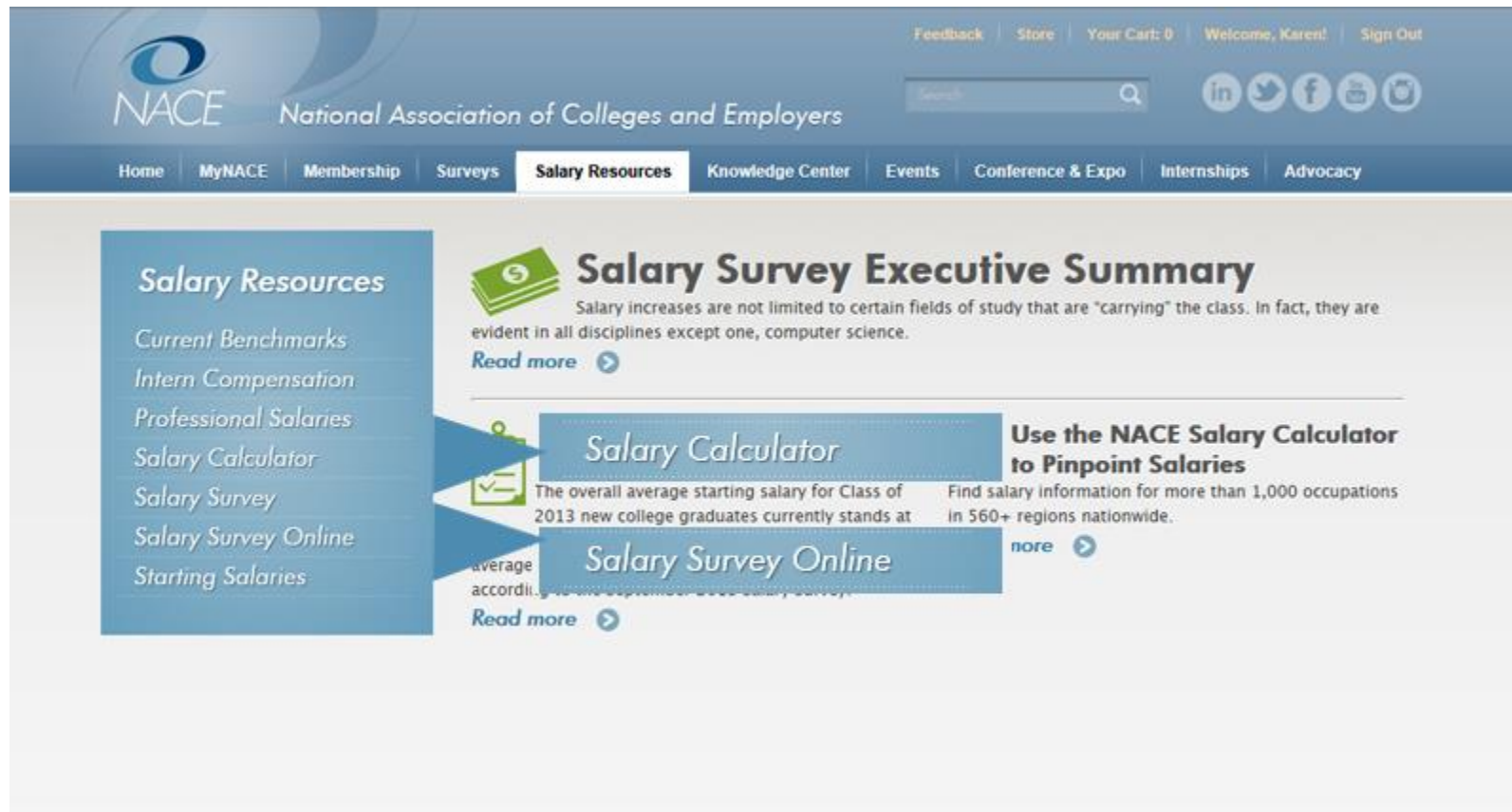
Price: Price: \$160 (NACE member); \$260 (nonmember). June 2013. 156 pages. 8 1/2 x 11. PDF format.

If you participated in the 2013 Internship & Co-op Survey or have purchased a copy of the guide, you can access the guide through "Research Reports" in MyNACE.

Purchase the 2013 Guide to Compensation for Interns & Co-ops



New Salary Resources



The screenshot shows the NACE website's "Salary Resources" page. At the top, there is a navigation bar with links for Home, MyNACE, Membership, Surveys, Salary Resources (highlighted), Knowledge Center, Events, Conference & Expo, Internships, and Advocacy. The main content area features a sidebar on the left with a "Salary Resources" menu containing links for Current Benchmarks, Intern Compensation, Professional Salaries, Salary Calculator, Salary Survey, Salary Survey Online, and Starting Salaries. The main content area has three featured articles: "Salary Survey Executive Summary" with a "Read more" link, "Salary Calculator" with a "Use the NACE Salary Calculator to Pinpoint Salaries" call to action and a "Read more" link, and "Salary Survey Online" with a "Read more" link. The page also includes a search bar, social media icons, and user account information like "Welcome, Karen!" and "Sign Out".

Surveys



The screenshot shows the NACE website's 'Surveys' page. At the top, there is a navigation bar with the NACE logo and name, a search bar, and social media icons. Below the navigation bar, there is a main content area with a sidebar on the left and a main grid of articles on the right. The sidebar lists various survey categories. The main grid features three articles: 'Employers Plan to Hire 7.8 Percent More Graduates for Their U.S. Operations', 'Job Outlook 2014: Signing Bonuses', and '2012-13 Career Services Benchmark Survey for Colleges and Universities'. Each article includes a brief description and a 'Read more' link.

Feedback | Store | Your Cart: 0 | Welcome, Karen! | Sign Out

NACE National Association of Colleges and Employers

Home | MyNACE | Membership | **Surveys** | Salary Resources | Knowledge Center | Events | Conference & Expo | Internships | Advocacy

Surveys

- Current Benchmarks
- Career Services Survey
- Custom Research
- Internship Survey
- Job Outlook Survey
- Recruiting Survey
- Student Survey
- Survey Schedule

Employers Plan to Hire 7.8 Percent More Graduates for Their U.S. Operations

Employers plan to hire 7.8 percent more new college graduates for their U.S. operations in 2013-14 than they did in 2012-13, according to results of NACE's *Job Outlook 2014* survey.

[Read more](#)

Job Outlook 2014: Signing Bonuses

Nearly half of the respondents to the *Job Outlook 2014* Survey have plans to offer signing bonuses to Class of 2014 college graduates.

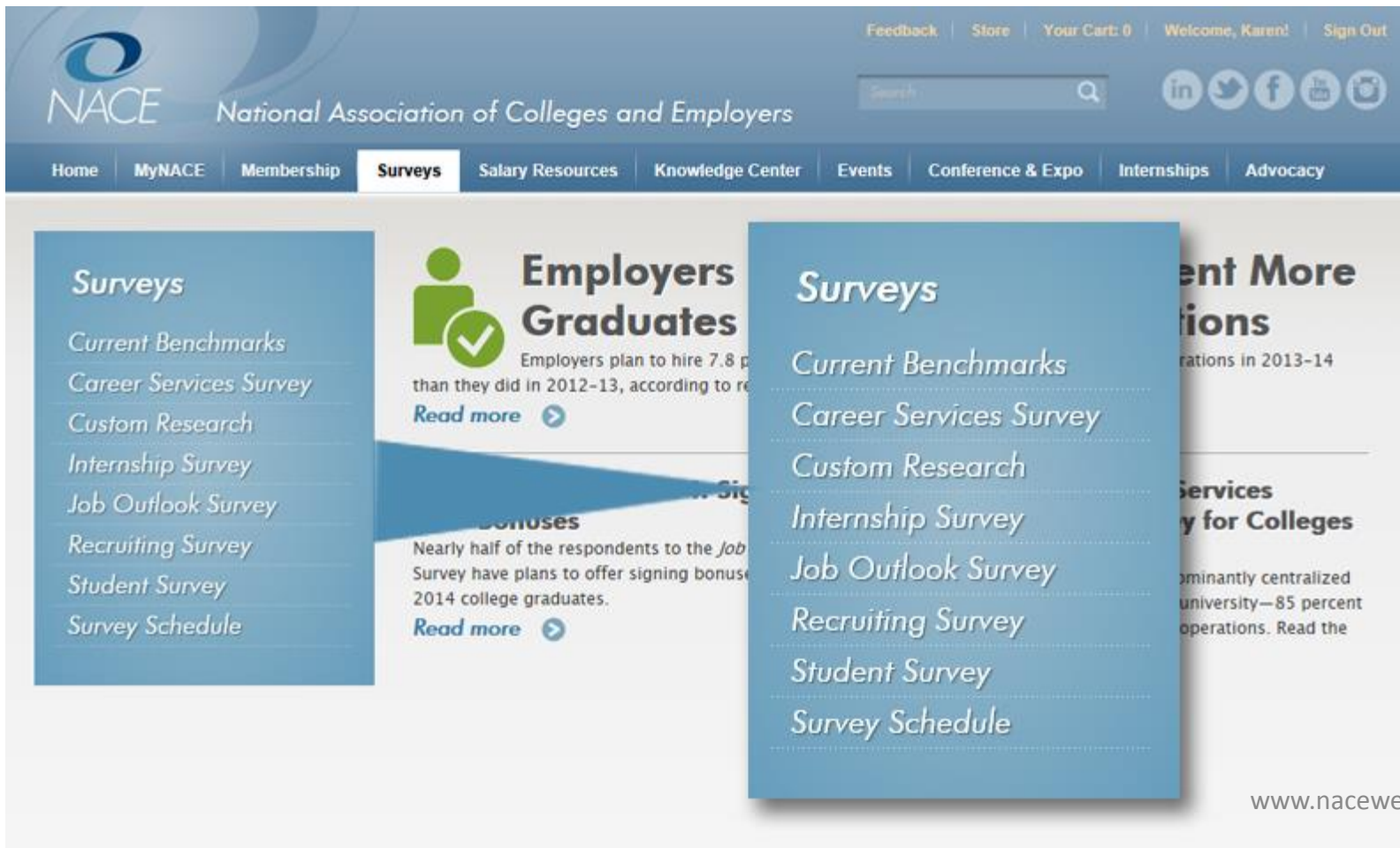
[Read more](#)

2012-13 Career Services Benchmark Survey for Colleges and Universities

Career center operations are predominantly centralized within one office at the college or university—85 percent of respondents report centralized operations. Read the executive summary.

[Read more](#)

Surveys



The screenshot shows the NACE website's navigation and content. The top navigation bar includes links for Home, MyNACE, Membership, Surveys, Salary Resources, Knowledge Center, Events, Conference & Expo, Internships, and Advocacy. The Surveys dropdown menu is open, listing: Current Benchmarks, Career Services Survey, Custom Research, Internship Survey, Job Outlook Survey, Recruiting Survey, Student Survey, and Survey Schedule. The main content area features a featured article titled 'Employers Graduates' with a green checkmark icon, stating that employers plan to hire 7.8 percent more graduates than in 2012-13. Below it is another article snippet about signing bonuses. A second, semi-transparent dropdown menu is overlaid on the right side of the page, mirroring the Surveys menu items.

Feedback | Store | Your Cart: 0 | Welcome, Karen! | Sign Out

NACE National Association of Colleges and Employers

Home | MyNACE | Membership | **Surveys** | Salary Resources | Knowledge Center | Events | Conference & Expo | Internships | Advocacy

Surveys

- Current Benchmarks
- Career Services Survey
- Custom Research
- Internship Survey
- Job Outlook Survey
- Recruiting Survey
- Student Survey
- Survey Schedule

Employers Graduates

Employers plan to hire 7.8 percent more graduates than they did in 2012-13, according to research. [Read more](#)

Signing Bonuses

Nearly half of the respondents to the Job Outlook Survey have plans to offer signing bonuses to 2014 college graduates. [Read more](#)

Surveys

- Current Benchmarks
- Career Services Survey
- Custom Research
- Internship Survey
- Job Outlook Survey
- Recruiting Survey
- Student Survey
- Survey Schedule

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**Services
y for Colleges**

ominantly centralized
university—85 percent
operations. Read the

www.naceweb.org



Surveys

Current Benchmarks

Career Services

Among responding career centers:

- 85 percent have centralized operations.
- More than 50 percent have "career services" in the office title; only 17 percent have "career center" in the title.
- 57 percent are part of the student affairs office.
- The average career services office is 2,423 square feet and contains 11.5 employees.
- 98 percent offer counseling by appointment.
- 64 percent offer online counseling.
- 91 percent offer career assessment tools.
- More than 90 percent offer career fairs. (Average number of career fairs per year: 1.5)
- 21 percent offer credential services.
- 70 percent conduct a first-destination survey at graduation.
- 59 percent of the members of the Class of 2011 were employed six months or more after graduation.
- The average ratio of students to career services personnel is 1,880 to 1.
- The average salary for a career services director is \$69,107.
- The average non-personnel operating budget is \$69,887.
- Career offices get 80 percent of their operating budgets from their own sources.
- 10 percent of career centers charge alumni for services.
- About half of career centers conducted an assessment of their operations in the last five years.
- 98 percent of career centers have a website and sponsor online job listings.

Source: NACE 2012-13 Career Services Benchmark Survey for Colleges and Universities

Internships/co-ops

Among responding employers:

- Recruiters prefer high-touch recruiting methods for intern/co-op recruiting.
- Career fairs and on-campus recruiting comprise more than half of employers' recruiting budgets for interns and co-op students.
- Career fairs and on-campus recruiting are rated highest in effectiveness for recruiting interns and co-ops.
- Job listings on career services' websites rank third in effectiveness for recruiting interns and co-ops.
- Employers choose schools for recruiting interns and co-ops based on academic majors offered, past recruiting experience at the school, and perceived quality of the programs.
- The average hourly wage for interns at the bachelor's degree level is \$16.26.
- The average hourly wage for interns at a master's degree level is \$21.90.
- 80 percent of employers offer some type of benefits to interns; 75 percent offer benefits to co-ops.
- The most popular benefits for interns include planned social activities, paid holidays, and recognition for work service time.
- 54 percent of employers offer relocation assistance to interns.
- 47 percent of employers offer relocation assistance to co-op students.
- Employers made full-time offers to 56.5 percent of their interns.
- The conversion rate for interns is 48.4 percent.
- 48.8 percent of employers made full-time offers to their co-op students.
- The conversion rate for co-op students is 36.9 percent.
- Respondents who hired interns/co-op students from their own programs retained 88.9 percent of these hires after one year. And, for those hires with no internship/co-op experience at all, slightly less than 80 percent were retained.
- After five years, the retention rates are lower in both cases, with 72.9 percent of hires coming from an organization's own internship/co-op programs being retained, and 66.4 percent of hires retained with no internship/co-op experience.

Surveys



- Surveys
- Current Benchmarks
- Career Services Survey
- Custom Research
- Internship Survey
- Job Outlook Survey
- Recruiting Survey
- Student Survey**
- Survey Schedule

Student Survey

NACE's annual student survey covers student expectations and preferences, attitudes, plans, and activities as they relate to employment, employers, and the job search.

The report for the college Class of 2012 is based on responses from nearly 16,000 bachelor's degree level seniors. Among the findings:

- Approximately two-thirds expect to go right into the work force after graduating.
- Overall, graduating seniors expressed a preference for work with meaning. In fact, they cited "government" as their industry of choice.
- They are seeking employers that can offer them the opportunity for personal growth.



Highlights >

Price: \$160 (NACE member); \$260 (nonmember). September 2012. 51 pages. 8 1/2 x 11. PDF format.

If your institution participated in the survey or you have purchased a copy of the report, you can access the report through "Research Reports" in MyNACE.

Purchase the Class of 2012 Student Survey



Surveys

Survey Schedule

The following is a schedule of NACE survey release dates:

Name of Survey	Data Collection	Approximate Release Dates
Salary Survey	November, February, July	January, April, September
Recruiting Benchmarks Survey	June - August	October - December
Career Services Survey	September - December	March - May
Internship & Co-op Survey	November - January	March - May
Job Outlook	August - September	November
Job Outlook Spring Update	February - March	April
Student Survey	February - April	November

New Salary Resources and Surveys Sections

What's next?

Send us your suggestions and feedback!

New Salary Resources and Surveys Sections

Questions?

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ekoc@naceweb.org

customerservice@naceweb.org