

August 2022 Member Quick Survey



**MBA Career Services
& Employer Alliance**

More than an association. A community.

Methodology

- Survey in the field: August 8 - 12, 2022
- 52 responses
- 92% of respondents were from North America; 6% from Europe; 2% from Africa



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What are the top trends you're seeing with regards to the short-term employment market for MBAs and Specialty Masters students?

Responses for all programs (verbatim)

Increased competition due to remote talent pools, hybrid class offerings, data analytics skills

Solid demand/forecasting across sectors; Increase/competitive salaries in sectors that were previously stagnant; Projected increased hiring in sectors with historically high demand (consulting, finance, tech)

Continued strength in just in time job postings.

employers are still offering very competitive salaries for both groups

Teamwork skills and technology experience are required.

There's is an increase in demand for hiring MBA and masters level students. There is also an increase in demand for gig project consultants and work in fixed term contract.

I oversee the consulting & mobility sectors and see that there a lots of job opportunities for our students. Many consulting firms have referral schemes and jobs that are not listed on their careers pages so we are leveraging our alumni networks to facilitate insights into their companies and making referrals where appropriate. There seems to be more opportunities now than there has been over the last couple of years

Competitive job market, job seekers market, flexible work arrangements a major factor

What are the top trends you're seeing with regards to the short-term employment market for MBAs and Specialty Masters students? Continued...

Responses for all programs (verbatim) cont.

More open to international hires

An increased need for agility and adaptability given the evolving concept of office space and the changing nature of work and the new tasks involved

Companies have such demand given talent shortage; they are mostly looking for long term. However, International students are getting more opportunities with projects so is easier for VISA challenges.

internships are vital to gain experience most jobs are requiring

Increase in just-in-time hiring for short term roles(especially MS Specialized Masters); for both MBA and MS more virtual interviewing and pre-recorded (HigherVue etc) and interview testing(personality, logic

Positive

70% of my student population is international, therefore our short-term focus is companies that sponsor international students.

Employers are offering contractual opportunities

other than the traditional internships we are not seeing much in the way of short-term employment opportunities

There is a market more so for the STEM and Tech students

What are the top trends you're seeing with regards to the short-term employment market for MBAs and Specialty Masters students? Continued...

Responses for all programs (verbatim) cont.

Greater opportunities in consulting industry; virtual recruiting; many employers are still non-committal for their recruiting activities

Slow down of internship conversions and more international students in the pipeline. Earlier focus on recruiting and increasing need to find strategic solutions for DEI offerings.

Very much a candidate driven market. Employers are seeing increased competition for top talent.

High salaries

Tech seeing lay offs; consulting/financial services hiring still strong

Strong hiring in finance especially PE and VC, consulting hiring strong especially London and Dubai. Tech hiring strong for large tech players, becoming slightly more challenging for startups in current market.

tech recruitment has frozen

interest in sales and data analytics skills (non-entry level)

rumors of delayed return offers from summer internships; layoffs in tech sector

Strong employment for all programs.

What are the top trends you're seeing with regards to the short-term employment market for MBAs and Specialty Masters students? Continued...

Responses for MBA programs (verbatim)

Early interviews for MBA internships - almost a year in advance for posting and interviews in Aug and Sept

MBA's job market is hot; internship conversions to FT is high and offers with strong signing bonuses

Specialty skills are in high demand. We advise all our MBAs to take the STEM MBA, though we still offer a non-STEM degree. Analytics has become an increasingly large part of all work even for those with an MBA.

Tech companies are seeking more candidates with an Engineering background for MBA hiring

MBA - Companies asking students to extend internships beyond summer. We've seen companies pushing "Part-Time" vs Internship.

The short-term continues to have good demand for MBAs.

more caution in hiring from tech into MBA roles; continued receptivity to career changers in consulting, banking; earlier recruiting from companies doing class hiring

Slowing for FT recruiting in Tech for MBAs.

No change for MBAs. Most are still following traditional paths

Some companies are beginning to cut back their MBA recruiting, rescinding offers, laying off interns, although not pervasive yet.

MBA- definitely slowdown in employment market across most sectors, with exception of management consulting

MBA - many firms holding off committing for campus recruiting. Offers being rescinded to Class of 2022 grads who are still seeking

What are the top trends you're seeing with regards to the short-term employment market for MBAs and Specialty Masters students? Continued...

Responses for Specialty Masters programs (verbatim)

For MS students, in general they have a higher acceptance of short-term work, in part because of the high number of international students.

I am definitely seeing more employers open to hiring SM students for internships. I'm also seeing more students working part-time during their academic program.

What are the top trends you're seeing with regards to the long-term employment market for MBAs and Specialty Masters students?

Responses for all programs (verbatim)

Continued hybrid geographic options. Establishing best practices for Firm culture is ongoing.

Continued demand; Increased focus on quantitative skill set; Increased focus on data analytics and tech (integrated across sectors)

MBA /MSBA - Timeline: companies wanting students to begin work earlier than graduation

There's is an increase in demand for hiring MBA and masters level students for full time positions across sectors and industries

I can see that the hidden job market will prevail, the companies I work closely with are always looking for good people so students need to develop their networking skills and work closely with their careers service to increase their chances. There is some uncertainty around the ever increasing cost of living and the impact this will have on the job market moving forward.

Data analytics integration into curriculum, micro credentials, drift from on campus learning

No trends to report. Only comments from recruiters that indicate uncertainty due to macroeconomic challenges.

Employers are focused on level of experience for each population, and the trend is towards technology-based jobs.

What are the top trends you're seeing with regards to the long-term employment market for MBAs and Specialty Masters students? Continued...

Responses for all programs (verbatim) cont.

Competitive job market, job seekers market, flexible work arrangements a major factor, recession and how it will impact employment and admission numbers, some melt with H1B/International Candidates

Working remote, open to flexible hiring

The extremely high importance of strong Excel modeling skills and a comprehensive ability to utilize and leverage robust data analytics and data visualization skills.

Still strong, particularly for STEM students.

internships lead to long-term offers

Focus on DE&I; Companies also focusing on communicating their brand(sharing their stories) and company culture

Sustainability and continuing to build relationships with a wide array of companies that meet the needs and interests of the student population.

No change

What I am seeing is ST, but too early to tell about LT

On average, 95% or better for MBA, 85% or better for Specialty Master's

What are the top trends you're seeing with regards to the long-term employment market for MBAs and Specialty Masters students? Continued...

Responses for all programs (verbatim) cont.

National recruiting; very difficult to predict what the long term employment market will look like.

Ways to retain top talent in a company

increase in product manager hiring

Job in energy transition/diversification; tech rebound; analytics continued growth

Consulting hiring is strong, tech industry has been hiring well throughout the year but now seeing hiring freezes being put in place. Finance hiring has been good in PE and VC space.

data analytics, previous consulting/strategy skills and security clearances

Some uncertainty in 2023. Recession?

There seems to be more just-in-time hiring for all programs. Salaries are increasing a bit.

There is a market more so for the STEM and Tech students

Positive

What are the top trends you're seeing with regards to the long-term employment market for MBAs and Specialty Masters students? Continued...

Responses for MBA programs (verbatim)

Employers integrating cross-functional/hybrid experiences that broaden exposure for MBAs and leverages hard and soft skills (as part of recruiting & retention efforts)

MBA - remain competitive; employers looking to retain diverse, top talent with strong incentives

Continued strong need for MBAs globally, particularly in technology roles and in preparation for leadership roles. The economic environment is a big question.

Less international mobility, less value of the MBA in EU, bias toward expertise especially in industries with technical bent (e.g., healthcare, energy, cleantech, tech)

Our MBA students are 99% employed and 90% continue with their employers after completion of the degree.

In North Carolina, hiring is still strong and the salaries remain at the MBA level (competitive)

MBA - hopefully, the hiring slow-down is short-term; long-term, all employment across industries will be influenced by convergence with technology and digital tools built for that industry

MBA - too soon to tell.

What are the top trends you're seeing with regards to the long-term employment market for MBAs and Specialty Masters students? Continued...

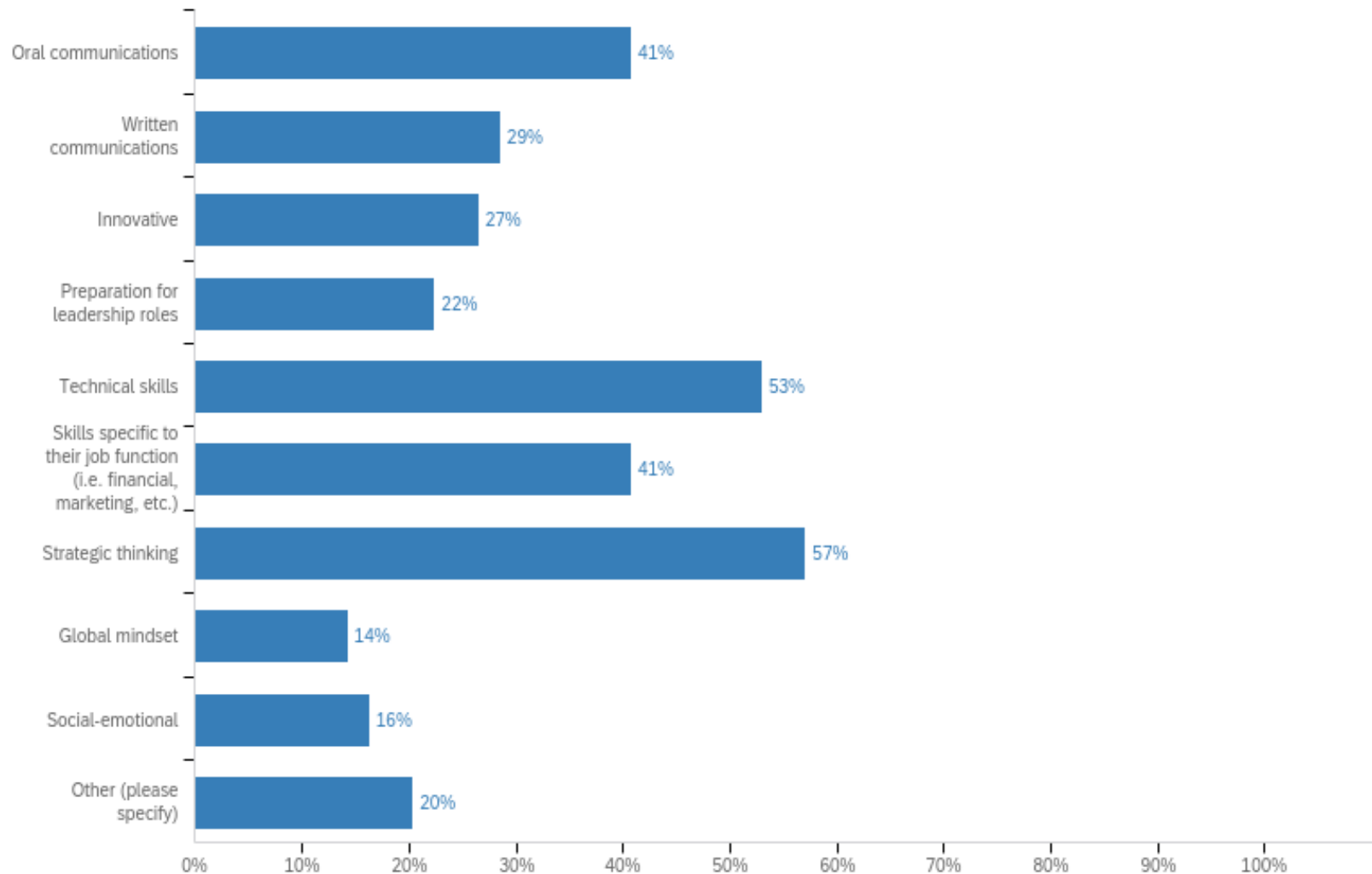
Responses for Specialty Masters programs (verbatim)

Employers seeking specialty masters students in finance are seeking candidates with deep analytical skills and experience

Greater need to support SMP international students in their home countries.

Still see less signing bonuses for SM.

What are the top three skills employers on your campus are looking for right now?



What are the top three skills employers on your campus are looking for right now?

Write-in responses
Collaboration skills (2)
Agility (2)
Teaming/team player (2)
Growth mindset
Adaptability, resilience to change
Inclusive mindset
Manage ambiguity
Interpersonal
Analytical, problem-solving skills
Data analytics

What's the most challenging thing about your job right now?

Write-in Responses

Staff vacancies/shortages/retention (10)

Specific responses included:

- Higher ed has not been immune to the "Great Resignation" and it is very difficult to achieve talent hiring and retention goals amid current environment while continuing to deliver consistent high levels of service to students, employers, and other stakeholders

Finding jobs for international students (7)

Specific responses included:

- Navigating to recruiter or hiring manager to confirm eligibility requirements, e.g., U.S. Work Authorization or open to STEM-OPT hires

Planning amidst market uncertainty (4)

Volume of work (2)

Burnout (2)

Specific responses included:

- Business unit and organizational transitions causing staff/career units to be stretched; Navigating reeducation and expectations setting with on-campus reentry;
- We are required to do more and more without adding resources.

There is an "entitlement" mentality for MBAs that is difficult to deal with and may become more so with the upcoming economic environment. (2)

Managing my time effectively (2)

What's the most challenging thing about your job right now? Continued...

Write-in Responses Cont.

Aligning employer mix with incoming cohort due to undecided students.

Managing a large global team across multiple time zones and geographies.

Encouraging students to start the journey toward success on day 1.

resources

Our own team staffing and resources

tracking international students post-graduation

Given the high turnover rate of folks in the campus recruiter role, maintaining relationships with an Employer's primary MBA recruiter is very challenging.
companies' recruiting teams not knowing what they are doing since they are all turning over

Navigating rapid changes in the communication styles and expectations of the students (post-pandemic shifts - I have experienced a higher transactional nature in our students, high expectation, low follow-through)

getting students to think broadly about options and beyond prestige brands / roles

Expected to deliver more with less(increased need for high-touch support/ focus on career readiness)

Identifying employers that meet the needs of student population.

finding an effective way to record data

What's the most challenging thing about your job right now? Continued...

Write-in Responses Cont.

Helping students respond effectively to the changing economic and hiring environment

Students have gotten younger versus employers who demand more

Employer engagement; adding value as employer relations reps

Shifting the career center to be more aligned with the fact-paced change of talent.

Continuing to keep students engaged/attending events

Recession/economic downturn

task prioritization

unrealistic expectations of students and Senior level/Dean's suite

Job market for MBAs in case of volatility in the economy or recession

Hiring and finding talent

demanding turnaround times/deliverables (2)

Keeping everyone on track

Capturing students' attention and convincing them that career development is not a quick swipe transaction

Hybrid recruiting model

change in senior leadership and support

We look forward to continuing to provide you with trends on a monthly basis. Please feel free to reach out to us with any questions or feedback.



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