

Because learning changes everything."

2018 Future Workforce Survey Spring 2018

McGraw-Hill Education in conjunction with MMR Research Associates

KEY FINDINGS

Due to rounding, numbers presented may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figures.

KEY FINDING #1

ONLY 4 IN 10 U.S. COLLEGE STUDENTS FEEL WELL-PREPARED

Only 4 in 10 college students feel very or extremely prepared for their future careers. While low, the percentage is a significant increase from 2017, when only 29 percent of students reported feeling as prepared. 41% FEEL EXTREMELY/VERY PREPARED IN 2018

29% FEEL EXTREMELY/ VERY PREPARED IN 2017

Certain subgroups of students feel less confident:

- Women, as well as traditional college students (defined as students who entered college immediately after high school), were less confident in their career readiness.
- A larger portion of men, 50 percent, said they felt very or extremely prepared for their careers while only 36 percent of the women surveyed felt the same.
- Women were also more concerned about the financial aspects of life after college.
- Non-traditional students, defined as those who did not enter college within a year of high school, also reported significantly higher levels of confidence. In fact, 49 percent of non-traditional students felt very or extremely prepared, compared to only 34 percent of traditional students.

KEY FINDING #2

A LARGE GAP EXISTS BETWEEN STUDENT AND EMPLOYER PERCEPTIONS 77% OF STUDEN

High percentages of students said they feel confident in their professionalism, work ethic, and teamwork and collaboration skills. But other studies show employers are less enthusiastic.

While 77 percent of students in the 2018 Future Workforce Survey said they feel confident in their professionalism and work ethic, only 43 percent of employers surveyed in the recent NACE Job Outlook Study^{*} said they feel students are prepared with those skills. Student confidence also outpaces employers' perceptions for critical thinking, problem solving, leadership, and oral and written communications skills.

*Data reported for "How Prepared Do Employers Believe Students Are For the Following" reprinted from the 2018 Job Outlook, with permission of the National Association of Colleges and Employers, copyright holder.

OF STUDENTS FEEL CONFIDENT IN PROFESSIONALISM & WORK ETHIC

3% GRADS ARE PROFICIENT IN PROFESSIONALISM & WORK ETHIC

VS.

KEY FINDING #3 MORE EXPERIENCE WILL HELP STUDENTS FEEL CAREER-READY

Students said they feel their college courses and instructors are the most helpful in preparing them for careers, and that their choice of a major will help them get a job. COLLEGE COURSES

Yet fewer than half of students report feeling they've gained the critical skills needed to transition to the workforce – such as solving complex problems (43 percent), resume writing (37 percent), interviewing (34 percent), or job searching (31 percent).

Less than 50 percent of students aren't taking advantage of campus career resources such as job fairs, career advisors, resume support and internships but those who do universally rank them as extremely helpful in their career search.

More than half of students surveyed said increased access to internships and professional experiences would have helped them feel better prepared for careers. **5%** REPORTED INSTRUCTORS WERE MOST HI

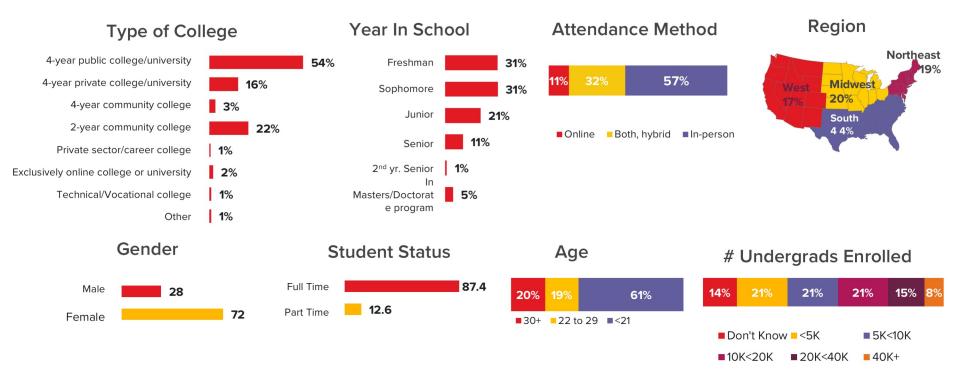
56

WERE MOST HELPFUL

CAREER CENTERS

Survey Methodology

The McGraw-Hill Education 2018 Future Workforce Survey, conducted in partnership with MMR Research Associates, surveyed more than 1,000 college students during March and April 2018 using an online survey, with respondents including students at two- and four-year public and private colleges, in all years of study and both in undergraduate and graduate programs. The Future Workforce Survey reflects McGraw-Hill Education's ongoing commitment to understanding and supporting student career readiness.





PATHWAYS TO COLLEGE Key Takeaways

STUDENTS ARE TAKING DIFFERENT PATHWAYS TO COLLEGE.

Nearly one-third of students surveyed are considered non-traditional^{*}.

- 69 percent of students surveyed went straight from high school to college. (defined as "Traditional")
- 31 percent of students surveyed did something else before enrolling in college. (defined as "Non-Traditional")

43 percent of non-traditional students said they entered the workforce prior to their most recent enrollment in college.

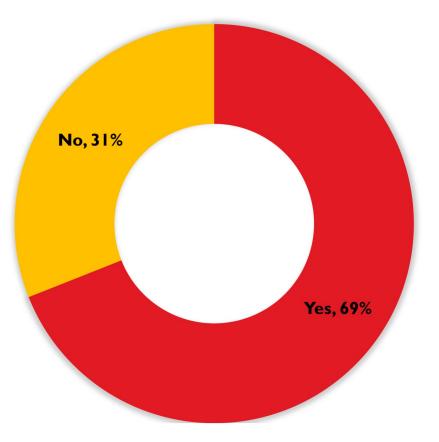
- 38 percent said they worked for more than 10 years before returning to school.
- 14 percent said they worked for more than 20 years before returning to school.

*For the purposes of this study, "non-traditional students" are students who did not enroll in college within a year of graduating high school.

PATHWAYS TO COLLEGE Traditional vs. Non-Traditional Students

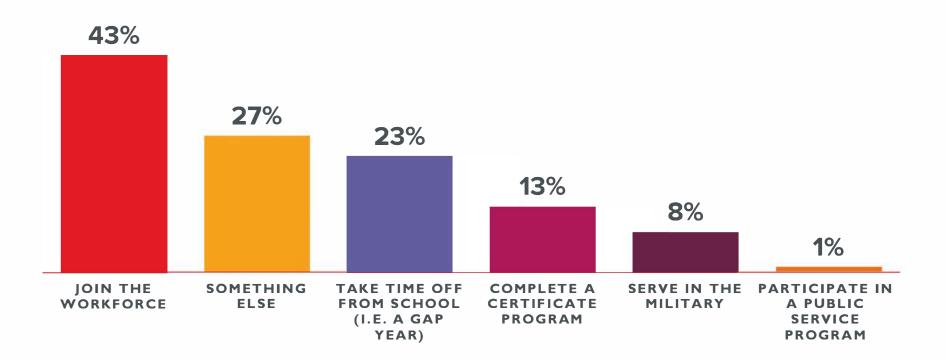
- 69 percent of respondents reported they went straight from high school to college.
- 31 percent reported they did something else after graduating high school, but before enrolling in college.

DID YOU ENROLL IN YOUR CURRENT COLLEGE WITHIN A YEAR OF STARTING HIGH SCHOOL?



PATHWAYS TO COLLEGE

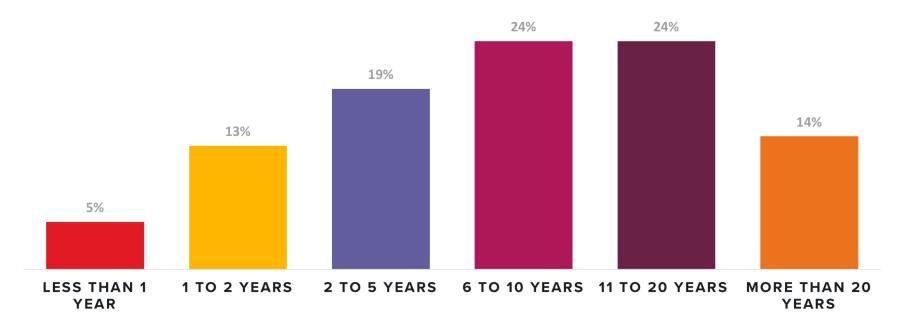
Non-Traditional Students and the Path to College



Of those non-traditional students who didn't enter college directly from high school, 43 percent indicated that they previously joined the workforce, while 8 percent joined the military.

PATHWAYS TO COLLEGE

Non-Traditional Students Spend Significant Time in the Workforce



- A majority (62 percent) of non-traditional students who indicated that they worked prior to enrolling in college did so for more than 5 years.
- 38 percent of non-traditional students indicated that they worked more than 10 years with 14 percent of that group working more than 20 years prior to enrolling in college.

SECTION II College Preparedness

COLLEGE PREPAREDNESS Key Takeaways

In 2018, a majority of students surveyed felt prepared for the academic rigor, faculty interactions, course load, and social aspects of college, yet a significant percentage also felt underprepared for the financial obligations and time management elements.

TRADITIONAL vs. NON-TRADITIONAL:

A greater portion of traditional students reported feeling "prepared" for the academic aspects of college, including academic rigor and course load, while a greater portion of non-traditional students reported feeling "prepared" for the soft skills associated with college, including time management and faculty interactions.

GENDER:

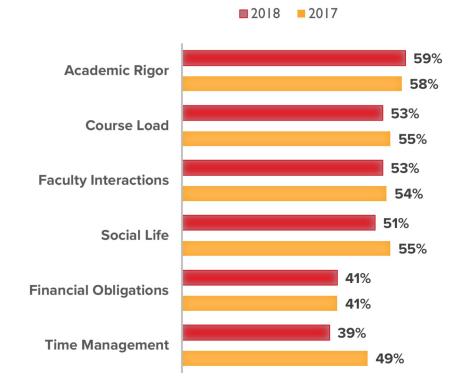
A greater portion of men reported feeling prepared for all aspects of college, by a sizable margin in most cases.

- For example, 49 percent of men reported feeling prepared for the financial obligations of college, while only 38% of women reported the same.
- In addition, 64 percent of men reported feeling prepared for faculty interactions in college, while only 52 percent of women reported feeling as prepared.

Students Feel Prepared for the Rigor of College

In 2018, a majority of students surveyed indicated that they felt prepared for the academic rigor, faculty interactions, course load, and social aspects of college, yet a significant portion also felt underprepared for the financial obligations and time management elements.

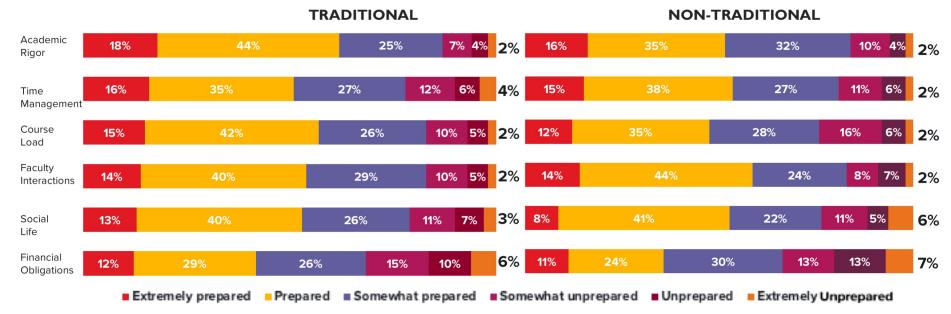
As compared to 2017, students were feeling 10 percent less prepared for the time management aspects of college. HOW PREPARED WERE YOU FOR THE FOLLOWING ASPECTS OF YOUR COLLEGE OR UNIVERSITY PROGRAM?



COLLEGE PREPAREDNESS

Readiness for College: Traditional vs. Non-Traditional Students

HOW PREPARED WERE YOU FOR THE FOLLOWING ASPECTS OF YOUR COLLEGE OR UNIVERSITY PROGRAM?^{*}

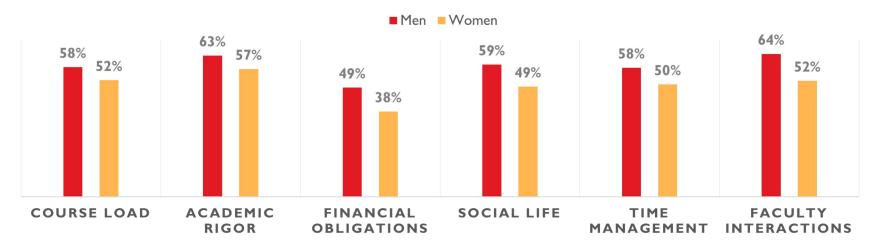


Traditional students were more likely to report feeling extremely prepared or prepared for the more "academic" aspects of college life, including academic rigor and course load, as well as college social life and financial obligations. **Non-traditional students** were more likely to report feeling extremely prepared or prepared for the "soft skills" associated with college, including time management and faculty interactions.

*Due to a "non applicable" selection category in this survey, numbers presented in the above graph may not total to 100%

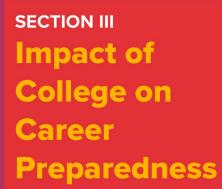
Men Are More Likely to Feel Prepared for College Than Women

HOW PREPARED^{*} WERE YOU FOR THE FOLLOWING ASPECTS OF YOUR COLLEGE OR UNIVERSITY PROGRAM?



Across all aspects of college life, men were more likely than women to report feeling prepared.

* Prepared is calculated as the total number of "extremely prepared" plus "prepared" for each aspect of college life.



2

2

- 1.71

IMPACT OF COLLEGE ON CAREER PREPAREDNESS Key Takeaways

A majority of students reported that aspects of college have helped prepare them for their future careers, and that their courses (both general education and majorspecific) and instructors have generally done the most to prepare them. This is not to say that colleges and universities can't do better.

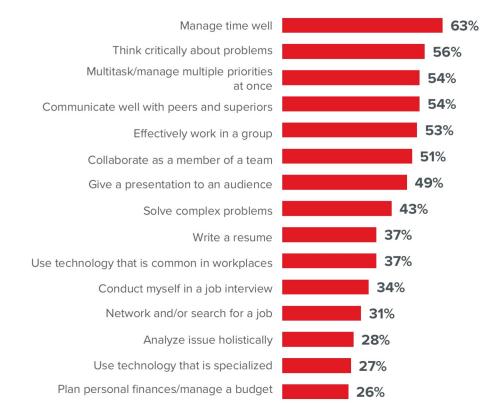
- 51 percent of students reported more internships and professional experiences would have been helpful in preparing them for their future careers.
- 88 percent of students also reported selecting majors based on perceptions that there are opportunities for employment in those fields. The majority of students felt that their major set them up to pursue a multitude of career opportunities across different career fields.
- 40 percent of students indicated that college debt will significantly impact their career choices.

IMPACT OF COLLEGE ON CAREER PREPAREDNESS The Skills Students Are Learning in College

Fewer than half of students report feeling they've gained the critical skills in college needed to transition to the workforce – such as complex problem solving, resume writing, workplace technologies, and interview skills.

A majority of students reported that they have learned skills such as working as a member of a team, collaborating, and communicating with peers.

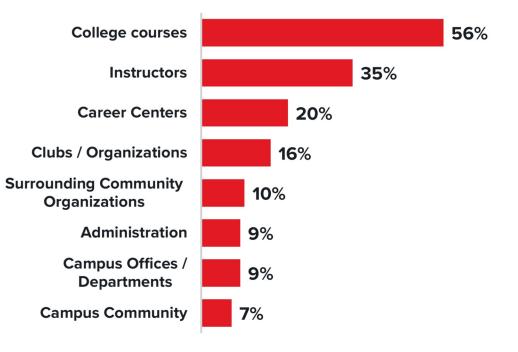
WHICH OF THESE SKILLS HAVE YOU LEARNED IN COLLEGE?



McGraw-Hill Education | 2018 Future Workforce Survey

IMPACT OF COLLEGE ON CAREER PREPAREDNESS Courses and Instructors Are Helping Students Feel Prepared for Careers

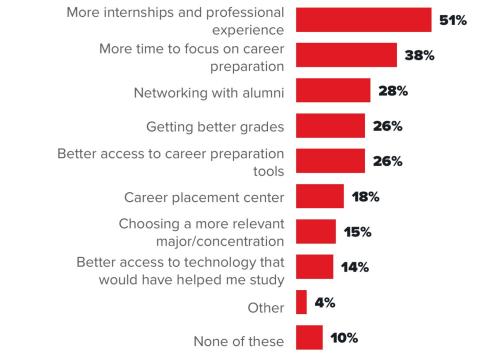
A majority of students indicated that their college courses helped prepare them for their careers. Instructors were seen as the second-most helpful. WHICH OF THESE HAVE YOU FOUND TO BE MOST HELPFUL IN CAREER PREPARATION?



IMPACT OF COLLEGE ON CAREER PREPAREDNESS Students Want More Internships and Professional Experience

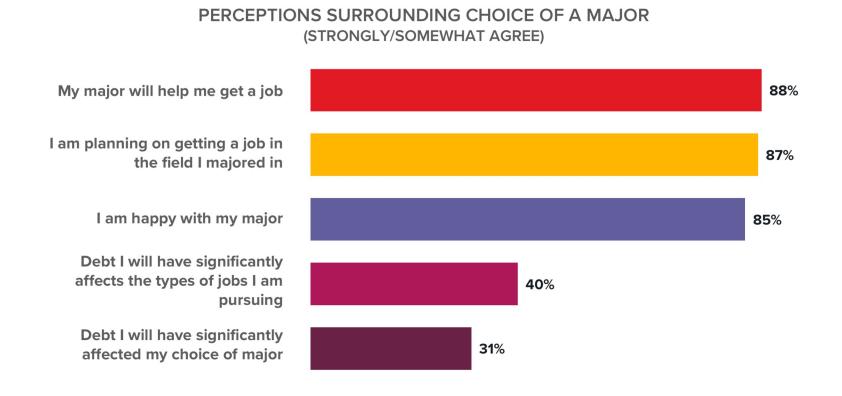
WHICH OF THESE WOULD HAVE HELPED YOU FEEL MORE PREPARED FOR YOUR CAREER?

Students reported that specific types of experiences and services would help them feel more prepared for their careers, including more opportunities for internships and professional experience.



IMPACT OF COLLEGE ON CAREER PREPAREDNESS My Major Will Help Me Get a Job

Overall, students are feeling positive about their choice of major and the opportunities that lie ahead. However, the burden of college debt is impacting college major and career choices.



IMPACT OF COLLEGE ON CAREER PREPAREDNESS My Major Will Help Me Get a Job

MY MAJOR WILL HELP ME GET A JOB AFTER GRADUATION BECAUSE....





CAREER PREPAREDNESS Key Takeaways

41 percent of 2018 respondents reported feeling either extremely or very prepared for their careers, compared to just 29 percent in 2017.

84 percent of college students said they feel at least moderately prepared for their careers, compared to 69 percent in 2017.

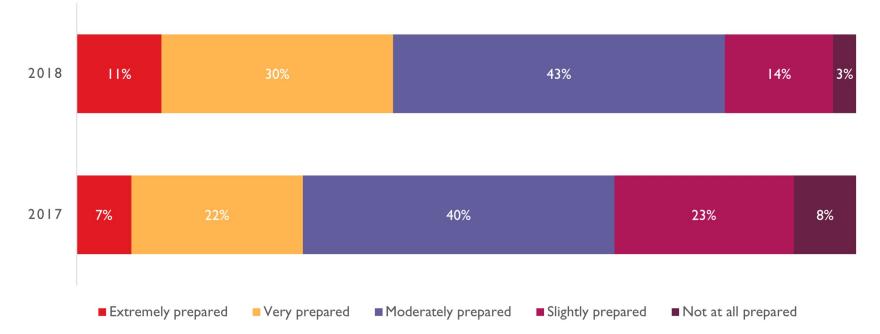
GENDER: Men were more likely than women to report feeling prepared for their careers.

• 50 percent of men reported feeling either "extremely" or "very prepared" for their careers, while only 36 percent of women reported the same.

TRADITIONAL vs. NON-TRADITIONAL: Non-traditional students (49 percent) were more likely than traditional students (34 percent) to report feeling prepared for their careers.

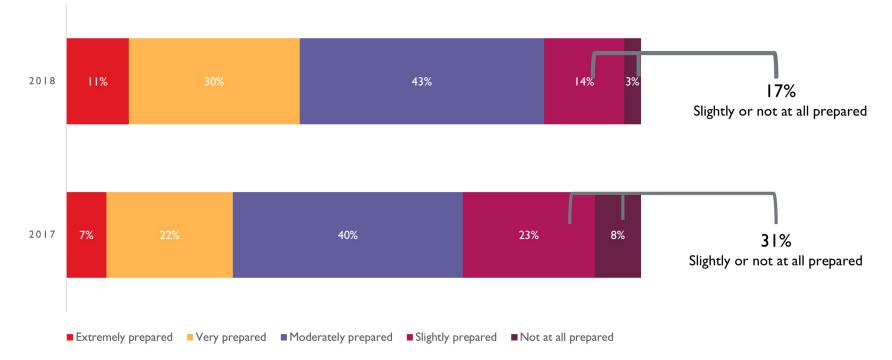
CAREER PREPAREDNESS

More Students Feel Career Ready in 2018 vs. 2017



41 percent of students in 2018 reported feeling either "extremely" or "very prepared" for their careers, compared to just 29 percent in 2017.

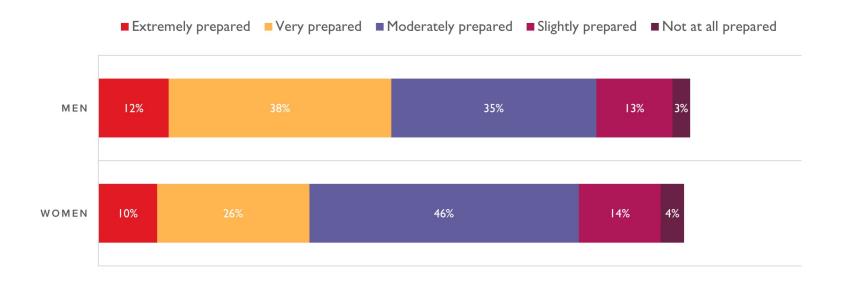
Fewer Students Felt Unprepared in 2018 vs. 2017



In 2018, only 17 percent of students felt "not at all prepared" or "slightly prepared" as compared to 31 percent of students who felt the same in 2017.

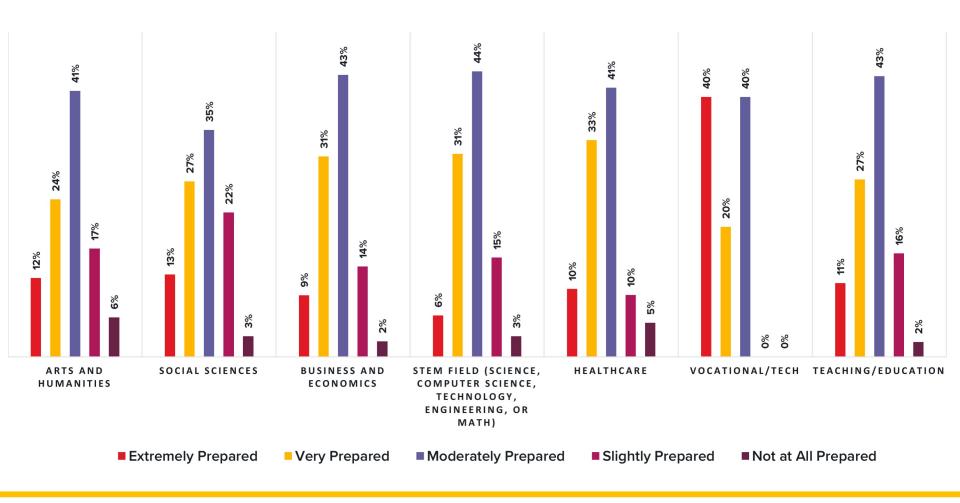
CAREER PREPAREDNESS

36% vs. 50%: Fewer Women Feel Prepared for the Workforce Than Men

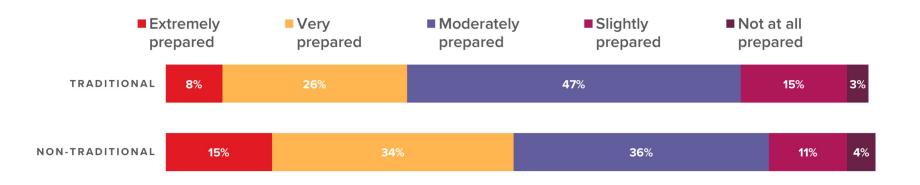


50 percent of men reported feeling "extremely" or "very prepared" for their careers, while only 36 percent of women reported the same.

Vocational Students Are More Likely to Feel Prepared for the Workforce



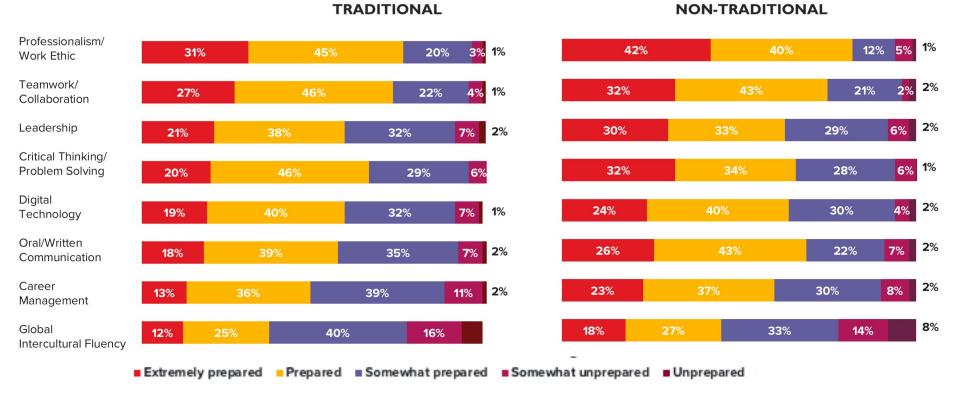
49% vs. 34%: More Non-Traditional Students Feel Prepared for Careers



49 percent of non-traditional students reported feeling "extremely" or "very prepared" for their careers, compared to only 34 percent of traditional students.

IMPACT OF COLLEGE ON CAREER PREPAREDNESS

Non-Traditional Students Also Feel More Prepared Across a Range of Career Skills



A larger percentage of non-traditional students reported feeling extremely prepared for almost all aspects of their future careers compared to traditional students.



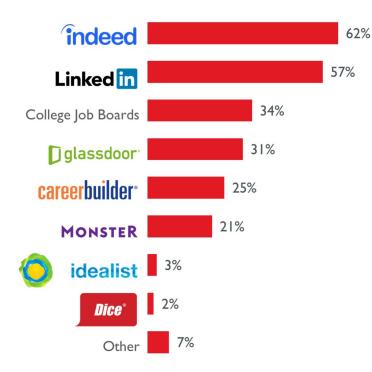


JOB HUNTING KEY TAKEAWAYS

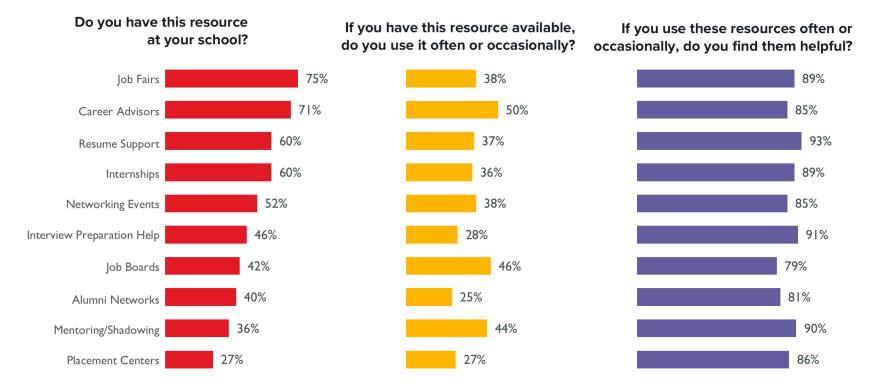
- There was no strong correlation between year in school and time spent looking for work. In fact, freshmen and sophomores reported spending roughly equal amounts of time looking for work as juniors and seniors.
- Students at two-year colleges were less likely to have access to most of the job-hunting resources that students report using frequently and finding most helpful.
- While most students reported having access to job fairs, career advisors, resume support, and internships, less than 40 percent said they utilized these resources. An overwhelming number (85 percent) of students who did use the resources reported that they were beneficial.

Indeed & Linkedin Are the Top Websites Used by Students for Job Search

WEBSITES USED FOR JOB SEARCH



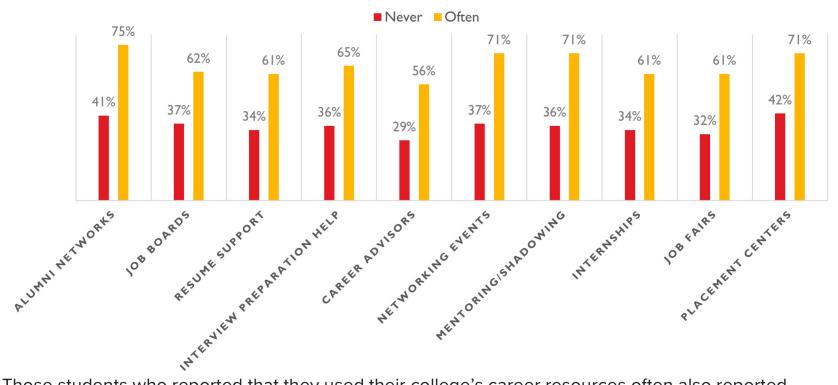
The Availability of Career Resources at Colleges



Students report that the majority of colleges offer career resources, such as job fairs, career advisors, resume support and internships.

Less than 50 percent of students are taking advantage of these campus resources, but those who do universally rank them as extremely helpful in their career search.

Students Who Use Career Resources Report Feeling More Prepared



Those students who reported that they used their college's career resources often also reported that they feel extremely or very prepared for their careers.

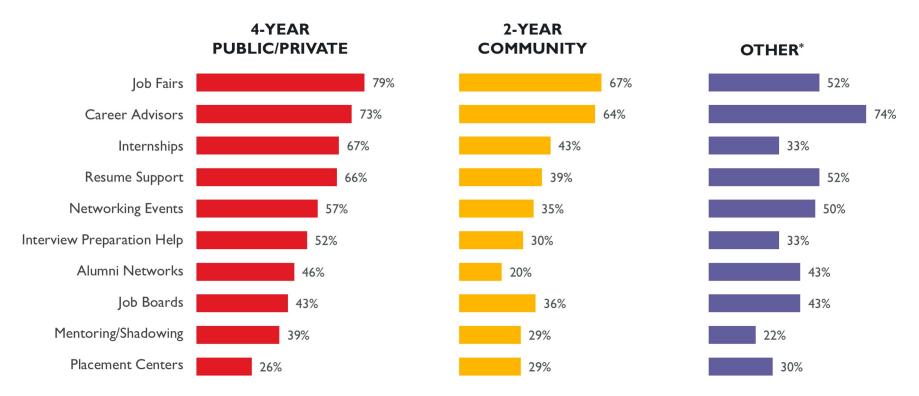
Specifically, over 70 percent of students who take advantage of their colleges' alumni networks, networking events, mentoring/shadowing opportunities, or who frequent their colleges' placement centers reported that they are "very" or "extremely prepared" for their careers.

JOB HUNTING Use of Career Resources: Men vs. Women



- 18 percent of women reported that they utilize their career advisors "most often" compared to 12 percent of men.
- 17 percent of women reported that they utilize mentoring/shadowing "most often" compared to 11 percent of men.
- 13 percent of men reported that they utilize job fairs "most often" compared to 10 percent of women.

Four-Year Colleges More Likely to Offer Career Services



*Other includes:

4-year community college, private sector/career college, exclusively online college or university, technical/vocational college

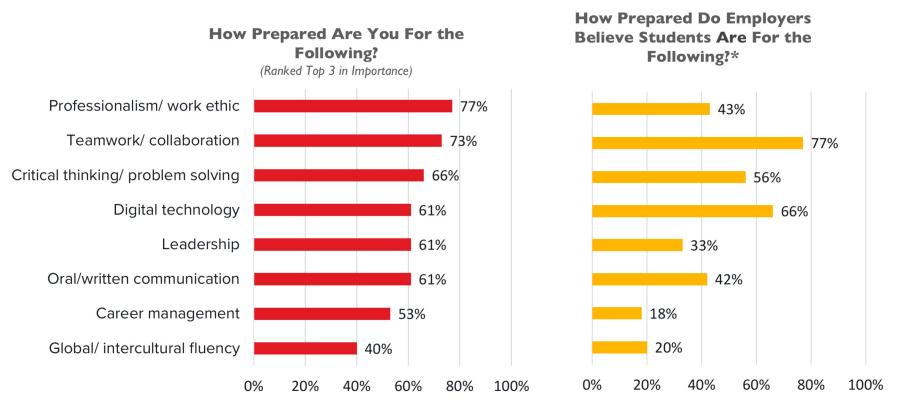


STUDENT VS. EMPLOYER PERCEPTION Key Takeaways

The 2018 Future Workforce Survey questionnaire asked respondents about their own perceived career preparedness in specific skill areas (professionalism, teamwork, leadership, etc.). Those skill areas were selected specifically to align with those explored by the most recent <u>NACE Job Outlook Study</u> (released April 2018), which tracks trends in employer hiring.

Employers surveyed in the NACE study and students surveyed in the Future Workforce Survey seem to disagree about how well-prepared students really are. For instance, while 77 percent of students report feeling very or extremely prepared with regard to their professionalism and work ethic, only 43 percent of employer respondents agree in the NACE study.

Students Have a Different Perception of their Skills Than Employers Do



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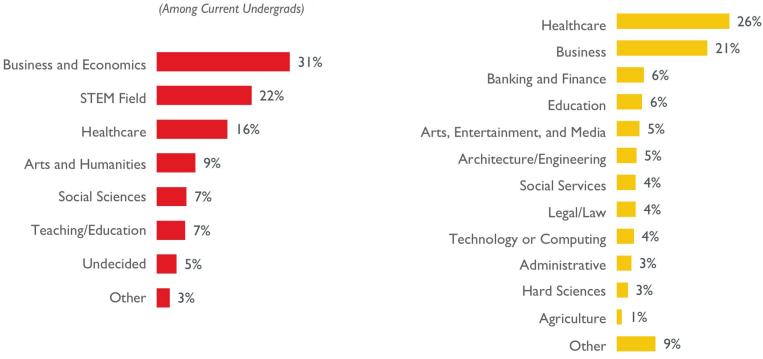


LIFE AFTER COLLEGE Key Takeaways

- 45 percent of students reported that they anticipate having a job either before they graduate or within a month of graduation.
- Healthcare (26 percent) and Business (21 percent) led the career fields where students reported they anticipate getting their first job.

LIFE AFTER COLLEGE

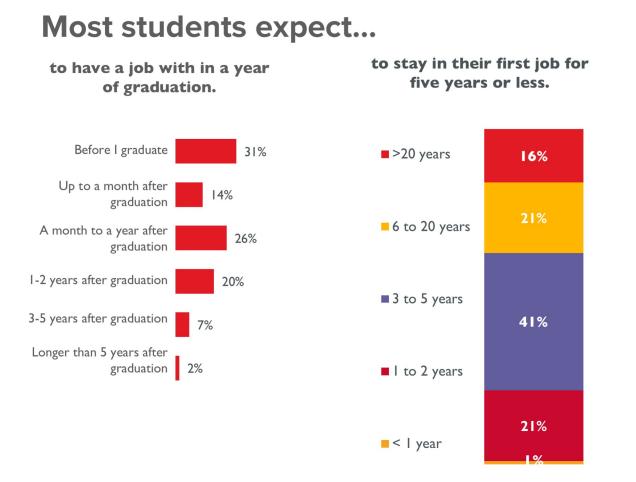
Healthcare and Business top the list of fields where students anticipate landing their first job.



Anticipated First Job Field?

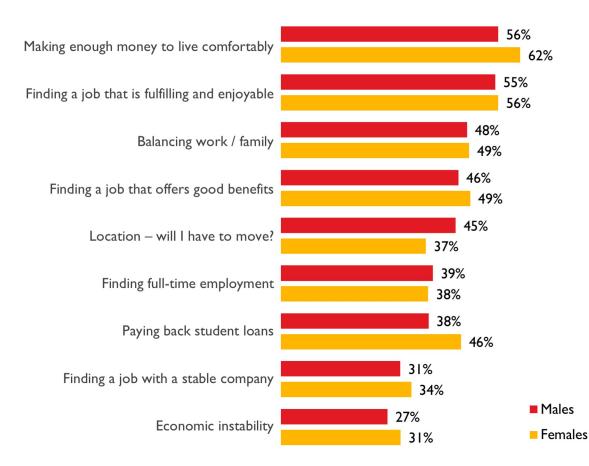
Students Choice of Major

LIFE AFTER COLLEGE Students' Work Expectations



Most students expect to have a job within a year of graduation and to stay in their first job for only five years or less.

LIFE AFTER COLLEGE Concerns About Life After College Men vs. Women



When thinking about life after college, women were more concerned than men about:

- Making enough money to live comfortably
- Finding a job that offers good benefits
- Paying back student loans
- Economic instability