



# National Association of Colleges and Employers Student Survey Results 2010

California State University, Long Beach  
Student Perspectives on the Job Search Process

This data report provides insights from CSULB students on their job search experiences. The data was collected from 125 senior level students who graduated in May 2010.

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Plans After Graduation		
	Responses	% of Responses
Begin own business	3	2.4
Graduate or professional school	25	20
State or local government	9	7.2
Federal government	4	3.2
Military	3	2.4
Nonprofit	12	9.6
Private Sector	41	32.8
Teach	3	2.4
Travel	10	8
Not sure	15	12
<b>Total</b>	<b>125</b>	<b>100</b>

Started Looking for a Job		
Looking	Responses	% of Responses
yes	74	60.2
no	49	39.8
<b>Total</b>	<b>123</b>	<b>100</b>

Months Looking for a Job		
Months Looking	Responses	% of Responses
1	5	6.8
2	14	19.2
3	14	19.2
4	9	12.3
5	3	4.1
6	13	17.8
7	1	1.4
8	3	4.1
9	1	1.4
10	1	1.4
12	9	12.3
<b>Total</b>	<b>73</b>	<b>100</b>

Applied for a Job		
Applied	Responses	% of Responses
Yes	57	46
No	67	54
<b>Total</b>	<b>124</b>	<b>100</b>

### Number of Interviews by Students who Applied for a Job

Interviews	Responses	% of Responses
0	18	31.6
1	12	21.1
2	8	14
3	4	7
4	3	5.3
5+	12	21.1
<b>Total</b>	<b>57</b>	<b>100</b>

### Job Offers Received by Students who Applied for a Job

Offers	Responses	% of Responses
0	38	67.9
1	14	25
2	3	5.4
3	0	0
4	0	0
5+	1	1.8
<b>Total</b>	<b>56</b>	<b>100</b>

### Accepted Job Offer by Students who Applied for a Job

Job	Responses	% of Responses
Yes	7	12.5
No	49	87.5
<b>Total</b>	<b>56</b>	<b>100</b>

### Held an Internship

Internship	Responses	% of Responses
Yes, internship	47	37.9
Yes, co-op	2	1.6
Yes, both internship & co-op	5	4
No	70	56.5

### Received Job Offer from Internship (by Students who had an Internship)

Internship Offer	Responses	% of Responses
Yes	8	14.8
No	46	85.2
<b>Total</b>	<b>54</b>	<b>100</b>

**Salary Offers to Students with Job Offer**

<b>Salary Offer</b>	<b>Responses</b>	<b>% of Responses</b>
Less than \$20,000	1	4.5
\$20,000-\$25,000	5	22.7
\$25,001-\$30,00	4	18.2
\$30,001-\$35,000	4	18.2
\$35,001-\$40,000	2	9.1
\$40,001-\$45,000	2	9.1
\$45,001-\$50,000	2	9.1
\$50,001-\$55,000	5	22.7
\$55,001-\$60,000	0	0
\$60,001-\$65,000	1	4.5
\$65,001-\$70,000	0	0
\$70,001-\$75,000	0	0
\$75,001-80,000	1	4.5
More than \$80,000	0	0

**Expected Starting Salary**

<b>Expectation</b>	<b>Responses</b>	<b>% of Responses</b>
Less than \$20,000	3	2.5
\$20,000-\$25,000	6	5
\$25,001-\$30,00	4	11.8
\$30,001-\$35,000	23	19.3
\$35,001-\$40,000	19	16
\$40,001-\$45,000	17	14.3
\$45,001-\$50,000	9	7.6
\$50,001-\$55,000	11	9.2
\$55,001-\$60,000	7	5.9
\$60,001-\$65,000	5	4.2
\$65,001-\$70,000	3	2.5
\$70,001-\$75,000	0	0
\$75,001-80,000	1	0.8
More than \$80,000	1	0.8
<b>Total</b>	<b>119</b>	<b>100</b>

<b>Expected Starting Salary by Students with Job Offer</b>		
<b>Expectation</b>	<b>Responses</b>	<b>% of Responses</b>
Less than \$20,000	0	0
\$20,000-\$25,000	1	3.8
\$25,001-\$30,00	0	0
\$30,001-\$35,000	4	15.4
\$35,001-\$40,000	5	9.2
\$40,001-\$45,000	7	26.9
\$45,001-\$50,000	1	3.8
\$50,001-\$55,000	0	0
\$55,001-\$60,000	2	7.7
\$60,001-\$65,000	4	15.4
\$65,001-\$70,000	1	3.8
\$70,001-\$75,000	0	0
\$75,001-80,000	1	3.8
More than \$80,000	0	0
<b>Total</b>	<b>26</b>	<b>100</b>

<b>Targeted Industries for Employment</b>		
<b>Target Industries</b>	<b>Responses</b>	<b>% of Respondents</b>
Agriculture	10	8.2
Architecture	2	1.6
Arts	22	18
business	41	33.6
Education	36	29.5
Finance	12	9.8
Government	40	32.8
Health Sciences	12	9.8
Hospitality	18	14.8
Human Services	28	23
Information Technology	10	8.2
Law	10	8.2
Manufacturing	9	7.4
Marketing	37	30.3
Transportation	16	13.1
Other	7	5.7

	Student Perspectives on the Job Search									
	Neither Agree or Disagree		Agree		Strongly Disagree		Disagree		Strongly Agree	
	Responses	% of Respondents	Responses	% of Respondents	Responses	% of Respondents	Responses	% of Respondents	Responses	% of Respondents
Career Services has helped me in my job search	55	44.4	36	29	12	9.7	12	9.7	9	7.3
I am worried about finding a job after I graduate	11	8.8	39	31.2	6	4.8	13	10.4	56	44.8
I expect I will need financial help from my parents during my first year after graduation	13	10.5	39	31.5	15	12.1	29	23.4	28	22.6
I'm confident that I will be employed within three months of graduation	38	30.4	38	30.4	12	9.6	23	18.4	14	11.2
I have a resume that is ready to be presented to potential employers	10	8	47	37.6	7	5.6	9	7.2	52	41.6
The health of the U.S. economy will not affect my ability to secure a full-time job after graduation	24	19.5	8	6.5	41	33.3	42	34.1	8	6.5
My college education has prepared me for my first full-time job after graduation	26	21	58	46.8	7	5.6	12	9.7	21	16.9
Career services has helped me with the tools and skills to find a job	46	37.1	48	38.7	9	7.3	13	10.5	8	6.5
Career services has helped me with my careers plans	55	44.7	35	28.5	9	7.3	15	12.2	9	7.3

Expected Stay with First Employer		
Stay	Responses	% of Responses
Less than 2 years	28	22.8
2 to 5 years	76	61.8
6 to 9 years	13	10.6
10 or more years	6	4.9
<b>Total</b>	<b>123</b>	<b>100</b>

Weekly Hours Willing to Work- First Job		
Hours	Responses	% of Responses
40 hrs. or less	26	20.8
41 to 50 hrs	82	65.6
51 to 60 hrs	13	10.4
More than 60 hrs.	4	3.2
<b>Total</b>	<b>125</b>	<b>100</b>

Visits To Career Center During Past Year		
Career Center Visits	Responses	% of Responses
4 or more visits per semester	19	15.2
2 or 3 visits per semester	26	20.8
one visit per semester	26	20.8
Once	22	17.6
Never	32	25.6
<b>Total</b>	<b>125</b>	<b>100</b>

	Use of Career Center Services											
	Did not Use		Very Helpful		Somewhat Helpful		Not Very Helpful		Not At All Helpful		Responses	% of Responses
	Responses	% of Responses	Responses	% of Responses	Responses	% of Responses	Responses	% of Responses	Responses	% of Responses		
Individual Career Counseling	0	0	24	19.7	25	20.5	10	8.2	0	0	63	51.6
Resume Writing/ Reviewing Assistance	0	0	34	27.6	31	25.2	1	0.8	2	1.6	55	44.7
Career Skills Testing and Career Assessments	0	0	16	13	23	18.7	11	8.9	2	1.6	71	57.7
Job Search Assistance	0	0	31	25.2	29	23.6	7	5.7	6	4.9	50	40.7
Internship/co-op search assistance	0	0	18	14.6	25	20.3	10	8.1	5	4.1	65	52.8
Practice Interview Sessions	0	0	9	7.4	18	14.8	6	4.9	1	0.8	88	72.1
Career or Employment Workshops	0	0	15	12.2	30	24.4	8	6.5	1	0.8	69	56.1
Researching a potential Employer	0	0	16	13.1	26	21.3	9	7.4	3	2.5	68	55.7
Using Career Center Job Listings	0	0	33	26.8	34	27.6	11	8.9	3	2.4	42	34.1

	Helpfulness of Contracts in Job Search									
	Did not Use		Very Helpful		Somewhat Helpful		Not Very Helpful		Not At All Helpful	
	Responses	% of Responses	Responses	% of Responses	Responses	% of Responses	Responses	% of Responses	Responses	% of Responses
Alumni	59	47.2	15	12	27	21.6	11	8.8	13	10.4
Career Service Staff	48	38.4	24	19.2	36	28.8	14	11.2	3	2.4
Faculty	32	25.6	36	28.8	38	30.4	15	12	4	3.2
Friends	18	14.4	40	32	52	41.6	11	8.8	4	3.2
Parents	25	20	31	24.8	41	32.8	17	13.6	11	8.8
Relatives	34	27.2	29	23.2	36	28.8	18	14.4	8	6.4

	Helpfulness of Contacts in Job Search Seniors Looking for a Job									
	Did not Use		Very Helpful		Somewhat Helpful		Not Very Helpful		Not At All Helpful	
	Responses	% of Responses	Responses	% of Responses	Responses	% of Responses	Responses	% of Responses	Responses	% of Responses
Alumni	33	44.6	8	10.8	16	21.6	6	8.1	11	14.9
Career Service Staff	19	25.7	16	21.6	24	32.4	12	16.2	3	4.1
Faculty	16	21.6	20	27	22	29.7	13	17.6	3	4.1
Friends	8	10.8	25	33.8	31	41.9	7	9.5	3	4.1
Parents	14	18.9	17	23	24	32.4	12	16.2	7	9.5
Relatives	18	24.3	15	20.3	25	33.8	11	14.9	5	6.8

Review a Job Offer		
Review a Job Offer	Responses	% of Respondents
Parents	72	58.1
Spouse/Partner	53	42.7
Relative	29	23.4
Friend	57	46
Faculty	28	22.6
Career Services	13	10.5
No One	26	21

<b>Activities Used In Job Search</b>											
	<b>Did not use</b>		<b>Not at all Useful</b>		<b>Somewhat Useful</b>		<b>Very Useful</b>		<b>Extremely Useful</b>		
	<b>Responses</b>	<b>% of Responses</b>	<b>Responses</b>	<b>% of Responses</b>	<b>Responses</b>	<b>% of Responses</b>	<b>Responses</b>	<b>% of Responses</b>	<b>Responses</b>	<b>% of Responses</b>	
Career Fairs	27	21.8	9	7.3	38	30.6	28	22.6	22	17.7	
Company Web Site	12	9.7	3	2.4	35	28.2	40	32.3	34	27.4	
Company Podcasts	81	65.3	11	8.9	18	14.5	10	8.1	4	3.2	
Company Representative	39	31.7	4	3.3	30	24.4	31	25.2	19	15.4	
Employer Information Presentations	41	33.1	6	4.8	29	23.4	32	25.8	16	12.9	
Employer Recruitment Brochures	35	28.5	7	5.7	38	30.9	31	25.2	12	9.8	
Employment Agencies	58	47.5	8	6.6	25	20.5	22	18	9	7.4	
Job Postings on Career Center Web site	20	16.1	3	2.4	33	26.6	36	29	32	25.8	
Job Postings on Company Web Site	21	16.9	5	4	23	18.5	40	32.3	35	28.2	
Job-Search Publications	55	44.4	8	6.5	23	18.5	31	25	7	5.6	
Job-Search Web Site	28	22.8	7	5.7	36	29.3	36	29.3	16	13	
Networking	15	12.2	4	3.3	32	26	34	27.6	38	30.9	
Newspaper	52	42.3	19	15.4	30	24.4	14	11.4	8	6.5	
Printed Jobs in Career Center Office	58	46.8	6	4.8	25	20.2	23	18.5	12	9.7	
Trade Associations	69	56.1	12	9.8	22	17.9	10	8.1	10	8.1	
Virtual Career Fairs	83	66.9	8	6.5	22	17.7	9	7.3	2	1.6	

<b>Job/Employer Preferences by Ranking</b>					
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
	<b>Votes</b>	<b>Votes</b>	<b>Votes</b>	<b>Votes</b>	<b>Votes</b>
Casual Atmosphere	2	7	6	1	3
Diversity	6	4	3	4	8
Active in Community	10	1	6	3	2
Recognized Name	6	6	5	4	2
Job Security	14	9	14	19	20
Opportunity for Personal Development	5	15	4	9	14
Good Insurance Package	10	11	11	8	3
Opportunity for Creativity	5	8	9	11	4
High Starting Salary	13	8	10	13	13
Location	14	7	14	11	13
Opportunity for Advancement	7	14	10	14	23
Friendly co-workers	10	7	6	8	4
Clearly Defined Assignments	6	7	4	6	5
Recognition for Good Performance	3	9	18	10	7
Signing Bonus	2	3	1	3	2

Importance of Individual Employee Benefits								
	Very Important		Important		Not Very Important		Not at all Important	
	Responses	% of Responses	Responses	% of Responses	Responses	% of Responses	Responses	% of Responses
Bonus/Commission Plans	27	23.5	60	52.2	24	20.9	4	3.5
Casual Dress Policy	6	5.4	39	35.1	46	41.4	20	18
Company Car	4	3.5	14	12.2	58	50.4	39	33.9
Day Care Facilities	9	8	23	0.4	40	35.4	41	36.3
Dental Insurance	80	69.6	26	22.6	5	4.3	4	3.5
Employee Assistance (counseling) Program	18	15.7	34	29.6	45	39.1	18	15.7
Family-friendly Benefits	58	50.9	40	35.1	11	9.6	5	4.4
Flextime	32	27.4	54	46.2	25	21.4	6	5.1
401(k)	76	65.5	36	31	3	2.6	1	0.9
Frequent Performance Reviews	21	18.1	49	42.2	33	28.4	13	11.2
Life Insurance	48	42.1	39	34.2	23	20.2	4	3.5
Medical Insurance	101	83.5	14	11.6	2	1.7	4	3.3
More than 2 Weeks Vacation	44	37.3	53	44.9	17	14.4	4	3.4
On-site Fitness Center	7	6.1	34	29.6	42	36.5	32	27.8
Pension Plan	48	41.7	53	46.1	8	7	6	5.2
Company Sponsored Social Activities	16	14.2	34	30.1	42	37.2	21	19.6
Stock Options	20	17.7	34	30.1	42	37.2	17	15
Telecommuting	9	8	37	32.7	40	35.4	27	23.9
Tuition Reimbursement	37	32.2	38	33	29	25.2	11	9.6
Annual Salary Increase	76	63.9	33	27.7	7	5.9	3	2.5

Most Important Job Element Beyond Salary		
	Responses	% of Responses
401(K)	9	7.2
Casual Dress	0	0
Medical Insurance	22	17.6
Diversity	3	2.4
Community Activism	0	0
Green Company	2	1.6
Flexible Hours	12	9.6
Recognized Name	12	9.6
Health Club	0	0
More than 2 Weeks Vacation	4	3.2
Internship	6	4.8
Location Close to Family	26	20.8
Recommended by Parents	2	1.6
Recommended by Faculty	3	2.4
Recommended by Friends	4	3.2
Travel	7	5.6
Loan Repayment Assistance	13	10.4
<b>Total</b>	<b>125</b>	<b>100</b>

<b>Students with a Social Networking Profile</b>		
Profile	Responses	% of Responses
Yes	107	85.6
No	18	14.4
<b>Total</b>	<b>125</b>	<b>100</b>

<b>Think Employers View a Social Networking Profile (Seniors with a Profile)</b>		
	Responses	% of Responses
Yes	72	67.9
No	10	9.4
Not Sure	24	22.6
<b>Total</b>	<b>106</b>	<b>100</b>

<b>Think Employers should View a Social Networking Profile (Seniors with a Profile)</b>		
	Responses	% of Responses
Yes	24	22.4
No	70	65.4
Not Sure	13	12.1
<b>Total</b>	<b>107</b>	<b>100</b>

<b>Contacted by Employer Through Social Networking Profile (Seniors with a Profile)</b>		
	Responses	% of Responses
Yes	4	3.8
No	101	96.2
<b>Total</b>	<b>105</b>	<b>100</b>

<b>Use of Social Network to Job Search (Seniors with a Profile)</b>		
	Responses	% of Responses
Discuss Openings	22	20.6
Research Employers	13	12.1
Network	24	22.4
Don't Use	67	62.6

<b>Social Networking Site Most Effective in Job Search (Seniors with a Profile)</b>		
	Responses	% of Responses
Facebook	36	67.9
Myspace	16	30.2
Linkedin	1	1.9
Twitter	0	0
<b>Total</b>	<b>53</b>	<b>100</b>

<b>Academic Major</b>		
	<b>Responses</b>	<b>% of Responses</b>
Accounting	5	4.5
Business	27	24.3
Communications/ Journalism	10	9
Computer/IS	3	2.7
Education	8	7.2
Engineering	9	8.1
English	5	4.5
Foreign Language	1	0.9
Health Care	5	4.5
Liberal Arts/Humanities	17	15.3
Mathematics	0	0
History/Political Science	1	0.9
Psychology	3	2.7
Physical Sciences	5	4.5
Social Sciences	6	5.4
Visual & Performing Arts	6	5.4
<b>Total</b>	<b>111</b>	<b>100</b>

<b>Class Status</b>		
	<b>Responses</b>	<b>% of Responses</b>
Bachelor-Senior	125	70.6

<b>Gender</b>		
	<b>Responses</b>	<b>% of Responses</b>
Male	35	28
Female	90	72
Transgender	0	0
<b>Total</b>	<b>125</b>	<b>100</b>

<b>Age Distribution</b>		
	<b>Responses</b>	<b>% of Responses</b>
18-22	54	43.5
23-25	42	33.9
26-35	26	21
Over 35	2	1.6
<b>Total</b>	<b>124</b>	<b>100</b>

<b>Race and Ethnicity</b>		
	<b>Responses</b>	<b>% of Responses</b>
Asian-American	29	24.2
African-American	8	6.7
Hispanic-American	32	26.7
Native American	0	0
Multiracial	6	5
Caucasian	44	36.7
Non-U.S.	1	0.8
<b>Total</b>	<b>120</b>	<b>100</b>

