



*Source: Job Outlook 2017, National Association of Colleges and Employers*

The above graph is a representation of the top 6 attributes employers surveyed by the National Association of Colleges and Employers reported desirable in their position candidates. This forecast of hiring intentions is based on a 17% response rate (169 responses) from employers in various industries and organization size. A sampling of industry respondents included but is not limited to: oil and gas extraction, construction, chemical manufacturing, wholesale trade, transportation, finance/insurance/real-estate (largest response rate at 17.8%), management consulting, social services, government, retail trade, food & beverage manufacturing, and computer & electronics manufacturing.

Students should be seeking opportunities to develop these competencies and work to be able to articulate them clearly on their resumes. These skills go beyond technical and book knowledge, but encompass the soft skills that a student needs to become professionally prepared and successful. Additional attributes sought by employers include:

- Initiative- 65.9%
- Analytical and quantitative skills- 64.4%
- Flexibility/Adaptability- 63.6%
- Detail-oriented- 62.1%
- Interpersonal skills/relating well to others- 58.3%
- Technical skills- 56.8%
- Computer skills- 49.2%
- Organizational ability- 47.7%
- Strategic planning skills- 37.9%
- Friendly/outgoing personality- 25.8%
- Tactfulness- 25.8%
- Creativity- 21.2%
- Entrepreneurial skills/risk taker- 19.7%
- Fluency in a foreign language- 4.5%

Focus should also be directed to NACE's Career Readiness Competencies. Career readiness, as defined by NACE is: "Attainment and demonstration of requisite competencies that broadly prepare college graduates for a successful transition in to the workplace." Reiterating many of the above attributes employers are seeking, and including additional competencies and resources; more information can be found by visiting the NACE 'Career Readiness' Defined page: <http://www.nacweb.org/knowledge/career-readiness-competencies.aspx>.

For more information on the National Association of Colleges and Employers, please visit <http://www.nacweb.org/>.