

*** An assessment of this week's career fair – numbers of businesses and students, numbers up or down, where businesses come from, in what fields they are recruiting, are they finding what they need.**

- More than **254 tables** – representing **180 companies** over 2 days. Number of companies comparable but talking about more growth in positions than in past years.
- **26% seeking tech/STEM** disciplines, **46%** both, **28%** non tech only
- 38% from AZ (14% Tucson) 62% out of state – Cal, Texas, NYC, Col
- Students attending up from last year 3200– strong showing STEM fields, bus, retail, ag, arts and science
- Employers finding what they need? – undersupply in Tech, strong quality talent, other non pros, Ed, peace corps, retail, business- wide variety to appeal to broad student interests, but not all niche areas.

*** Collaborative efforts among the state's higher educational institutions to meet business talent needs, at least at the recruitment level (you mentioned in your email the joint job fair in May and the plans for the virtual in October).**

- Lead partnership with three state universities to put on a **AZ Career Mixer** – late may at our downtown phoenix campus to allow AZ employers to recruit recent grads and alumni who want to stay in Arizona to keep talent in AZ, We are also partnering with our colleagues on an **AZ Technology virtual Career Fair October 24, 25** to help our IT employers in the state obtain AZ tech talent. We work across the three universities to coordinate the timing of our career fairs to maximize the experience for employers. We are all involved in coordinating the **Mountain Pacific Conference for our National Association of Colleges and Employers** in downtown Phoenix mid December. UA has an **AD of employer Development in Greater Metro Phoenix** to outreach employers and provide a strong presence to serve their talent needs at UA. We have another professional doing similar work in our Tucson market. And a new position will be added in collaboration with our alumni association to strengthen **career services for alumni**

*** Recruitment numbers as one indicator of overall economic improvement, skill areas for which there perhaps is not much call.**

- While the market remains highly competitive and we see incremental improvement overall, FY 2013 saw Improved offers with UA graduates reporting stronger results than national reports (72% in AZ or Western

region) also saw 81% increase in Career Fair attendance, 77% increase in employer visits and 56% more resumes referred for positions, 35% more campus interviews. This year has started stronger with a very successful student employment fair (Tucson employers) and Fall Fair. Nationally employers are projecting a 7% increase in hiring and a slight increase in salaries. We see employers who are focused on specific fields – engineering, accounting, computer science/IT and specializations, but also a significant number recruiting across disciplines seeking college educated talent to develop through internship pipelines. One top financial company planning on recruiting for its operations talks about wanted to attract “diverse thinkers” recognizing that recruiting across disciplines for diverse talent. That is a theme we are hearing more often. Students need career related experience, global thinkers, grad school for specialized fields, entry level for competitive fields or small employers.

*** New and/or different approaches by businesses and students to the recruitment and career fair process. Are you doing these fairs differently than in past years?**

- Our major career fairs are **fine tuned** to create the most positive experience for employers including receptions with key faculty leaders while they are on our campus and to prepare our students, but our overall approach to recruitment and employer events has changed to use a **multifaceted approach** – added events for local employers, **Panel/Mixer** concepts for emerging markets or competitive fields – sports career, new media, culture and language, sustainability/green careers, women in technology- featuring alumni , **niche events** by College e.g. Eller Showcase, Enactus, **reverse career mixers** – student organizations have the table, diversity , special VIP information sessions to introduce companies new to the U. **We are continuously and tirelessly working to respond to student needs and workforce needs.**

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