

CAPIP NEWS

A Newsletter for and about
Carl Albert Public Internship Program Executive Fellows and Undergraduate Interns

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NACE Reports College Students, New Grads Most Desired Job Benefits

*Reprinted with permission
April 29, 2005, IPMA-HR "HR Bulletin"*

The National Association of Colleges and Employers (NACE) has released the findings of its *2005 Graduating Student and Alumni Survey*.

Since 1994, NACE has been surveying soon-to-be college graduates through its *Job Choices* magazines to gauge student expectations and desires as they related to the job market and job search. This year, 761 usable surveys were returned by the Dec. 31, 2004 deadline, and according to survey results, college students and new graduates rate medical insurance as the most desired job benefit.

Rounding out the top five benefits and policies offered by employers after medical insurance are yearly salary increases, 401(k) retirement plans, tuition reimbursement, and dental insurance.

In an April 26 NACE press release, Camille Luckenbaugh, NACE research director, was quoted as saying, "Most of these benefits consistently rank at the top of the list. This year, however, respondents rated tuition reimbursement higher than dental and life insurance, but only by a fraction."

NACE reported that "benefits are so valuable to students and new graduates that when asked about reasons for choosing an employer, they rated a good benefits package higher than the starting salary offer, opportunity for advancement, and job location."

The National Association of Colleges and Employers (NACE) has been the leading source of information about the employment of college graduates. NACE maintains a virtual pressroom for the media at www.nacweb.org/press/.

Record Number of College Grads Expected Across State for 2004-05

From the Oklahoma State Regents for Higher Education

Early estimates indicate that Oklahoma's public colleges and universities have produced yet another record crop of graduates this school year.

The Oklahoma State Regents for Higher Education estimate that approximately 29,600 students will have earned college degrees during the 2004-05 academic year throughout the state system. More than half of the graduates will be receiving bachelor's degrees.

Preliminary information relating to degrees awarded in FY 05 was gathered in a survey of higher education institutions. Official data for the 2004-05 academic year will be available later.

The most popular fields of study among the estimated 8,400 students who will be receiving associate degrees are business, nursing, and general studies.

Business, education, and nursing are the programs most frequently selected by the estimated 15,600 students earning bachelor's degrees.

An estimated total of 4,400 students will receive master's degrees in a variety of fields, most notably in business and nursing.

Another 400 students will earn doctorate degrees, while an estimated 875 others will receive professional degrees in areas such as law and medicine.

"This time of the year is truly special for the thousands of students who will be earning degrees from our state's public colleges and universities," Chancellor Paul G. Risser said. "Every one of them should feel proud of his or her accomplishments and should look forward to a bright and promising future. We wish them well."

CAPIP Changes Since January 2005

Executive Fellows Hired

Fabiola Hernandez
Department of Labor

Bobby Akande, Shanel Armstrong,
Diane Cooper, Terrisha Osborn,
Monique Stiith, & Kerry Warren
Department of Rehabilitation Services

Nick Betz
Department of Transportation

Ricky Chaoomchaisi, Derek Neidig,
& Tuong Thai
Employment Security Commission

Debby Doughty
Office of Juvenile Affairs

Amy Lewis
Public Employees Retirement System

Alan Tripp

Office of Personnel Management

Undergraduate Interns Hired

Stefan Von Dollen

Teachers' Retirement System

Hired From Register/

Hired As Regular Unclassified

Nicole Altobello & Derek Lieser
Oklahoma Health Care Authority

Brenda Gossett, Jennifer Sliger,
& Katherine Zdanowski
Department of Rehabilitation Services

Bodie Bachelor
Water Resources Board

Executive Fellow Agreement Ended

Carmen Hernandez
Department of Human Services

College Hiring Up 13 Percent for Class of 2005

*Reprinted with permission
May 6, 2005, IPMA-HR "HR Bulletin"*

This season's new college graduates have reason to be optimistic about their job prospects: Employers expect their college hiring for 2004-05 to surpass that of 2003-04 by 13 percent, according to a new study published by the National Association of Colleges and Employers (NACE). The information was released in a NACE press release dated May 6.

Employers responding to NACE's *Job Outlook 2005 Spring Update* survey, a national forecast of the hiring intentions of employers that also examines other issues related to the employment of new college graduates, confirmed hiring projections they gave earlier in the 2004-05 academic year.

"We've polled employers about their hiring projections throughout the academic year, and they have consistently reported plans to increase their college hires by about 13 percent," said Camille Luckenbaugh, NACE research director.

Overall, 61.4 percent of respondents expect to hire more new college graduates in 2004-05 than they hired in 2003-04. This is also a positive sign, according to Luckenbaugh. "In comparison, in 2003-04, just a little more than half of employers expected to increase their college hiring," she said.

Given the positive hiring projections, it's not surprising that 75.2 percent of employers reported that competition for hiring new college graduates has increased over the last year.

"We've seen evidence of increased competition in terms of starting salary offers," Luckenbaugh said. "About half of employers told us that they had raised or would be raising their starting salaries, and we've seen average starting salary offers rise this year in a number of disciplines."

In addition, although NACE did not survey on the subject this year, Luckenbaugh said historically about 45 percent of the class will have jobs at the time they graduate. "We've seen this figure in 1993, 1997, and 2004," she said. "Our studies also show that within six or seven months following graduation, about three-quarters of new grads will have

gotten jobs and about 20 percent will have opted for graduate school or additional education. What our *Job Outlook Spring Update* study shows us is that there will be more opportunities out there for new grads to choose from this year."

According to NACE, there are signs that competition will carry over to next year's class of college graduates.

"It's early, but signs are positive for the next class of college graduates," Luckenbaugh said. "For example, almost 36 percent of employers said they are already planning to hire more new grads for full-time entry-level positions in the fall of 2005 than they did in the fall of 2004."

NACE will poll employers about hiring for the college Class of 2006 in late summer and will report results in early September.

The National Association of Colleges and Employers (NACE) has been the leading source of information about the job market for new college graduates since 1956. For more information about NACE, go to www.nacweb.org.

Don't Forget

... to update your CAPIP file at the end of each semester with:

- Grades from the semester just completed,
- Enrollment for the next semester,
- Training attendance verification, and
- Change, if any, in name, address, phone, e-mail, etc.

CAPIP Stats

- 41 Executive Fellows and 6 Undergraduate Interns are currently working in 11 different state agencies.
- Current Executive Fellows and Undergraduate Interns attend eight colleges and universities.
- The CAPIP applicant pool consists of 20 graduate students and 15 undergraduates.

Public Hearing Notice: Tuition and Fees for 2005-2006 Academic Year

The Oklahoma State Regents for Higher Education will conduct a public hearing for the purpose of receiving views and comments on the subject of tuition and fees charged students as a condition for enrollment at institutions in The Oklahoma State System of Higher Education. The hearing will be held in the State Regents' Conference Room on the second floor of 655 Research Parkway, Oklahoma City, Oklahoma, on Thursday, June 2, 2005, at 10:30 a.m.

The following will be presented for comment (and may be accessed at <http://www.okhighered.org/state-system/tuition-hearing-6-05.shtml>):

- Academic service fee proposals (PDF, 665k),
- Supplemental service fee proposals (PDF, 37k), and
- Legislatively mandated peer limits (PDF, 69k).

Those desiring to be heard should notify the Chancellor's Office of the State Regents by 5 p.m., Tuesday, May 31, 2005, at 655 Research Parkway, Suite 200, Oklahoma City, OK, 73104 or (405) 225-9120.

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Cabinet Secretary of Human Resources & Administration

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