

Minority Job Search & Career Services

2002
global
MBA



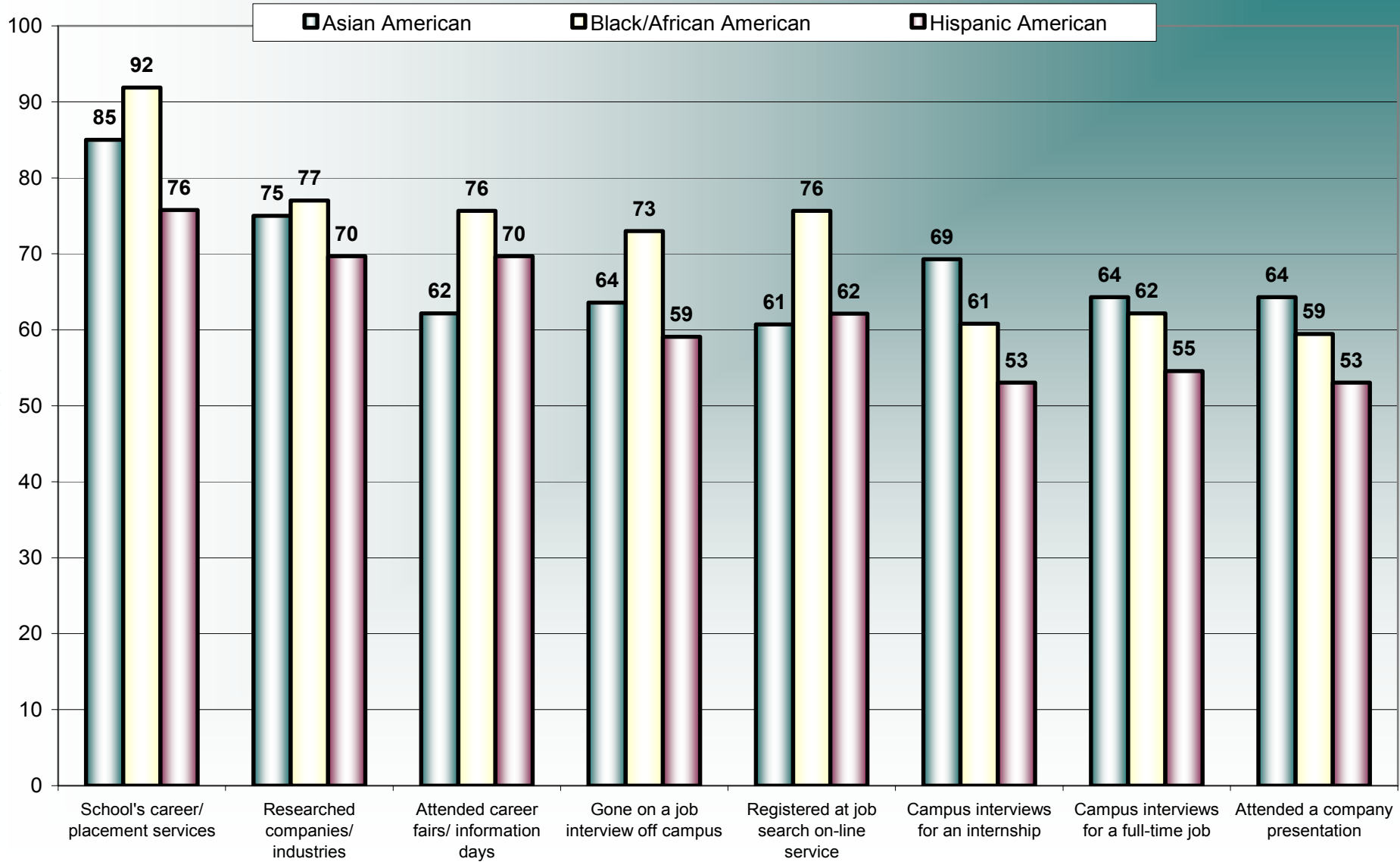
Introduction

Schools actively recruit minorities into their programs. Since most MBA students want to increase their career options, it is important to understand their needs in the job search process.

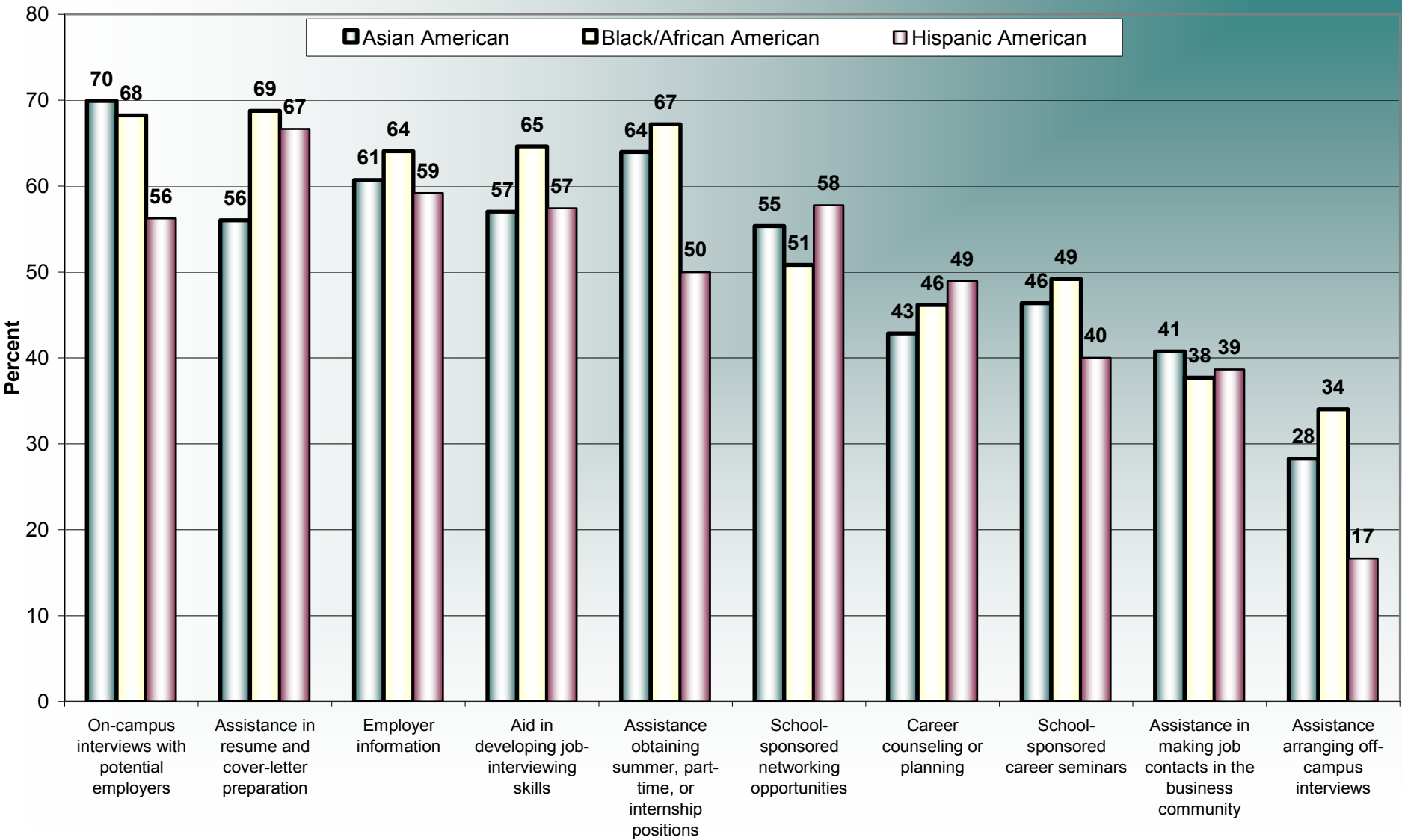
This presentation provides information on the job search process by race/ethnicity. It includes:

- **involvement in job search activities**
- **helpfulness of career services**
- **stage in the job search (as of March 13, 2001)**
- **reasons for not interviewing**
- **source of job offer.**

INVOLVEMENT IN JOB SEARCH ACTIVITIES (FULL-TIME PROGRAMS) BY MAJOR U.S. SUBGROUP

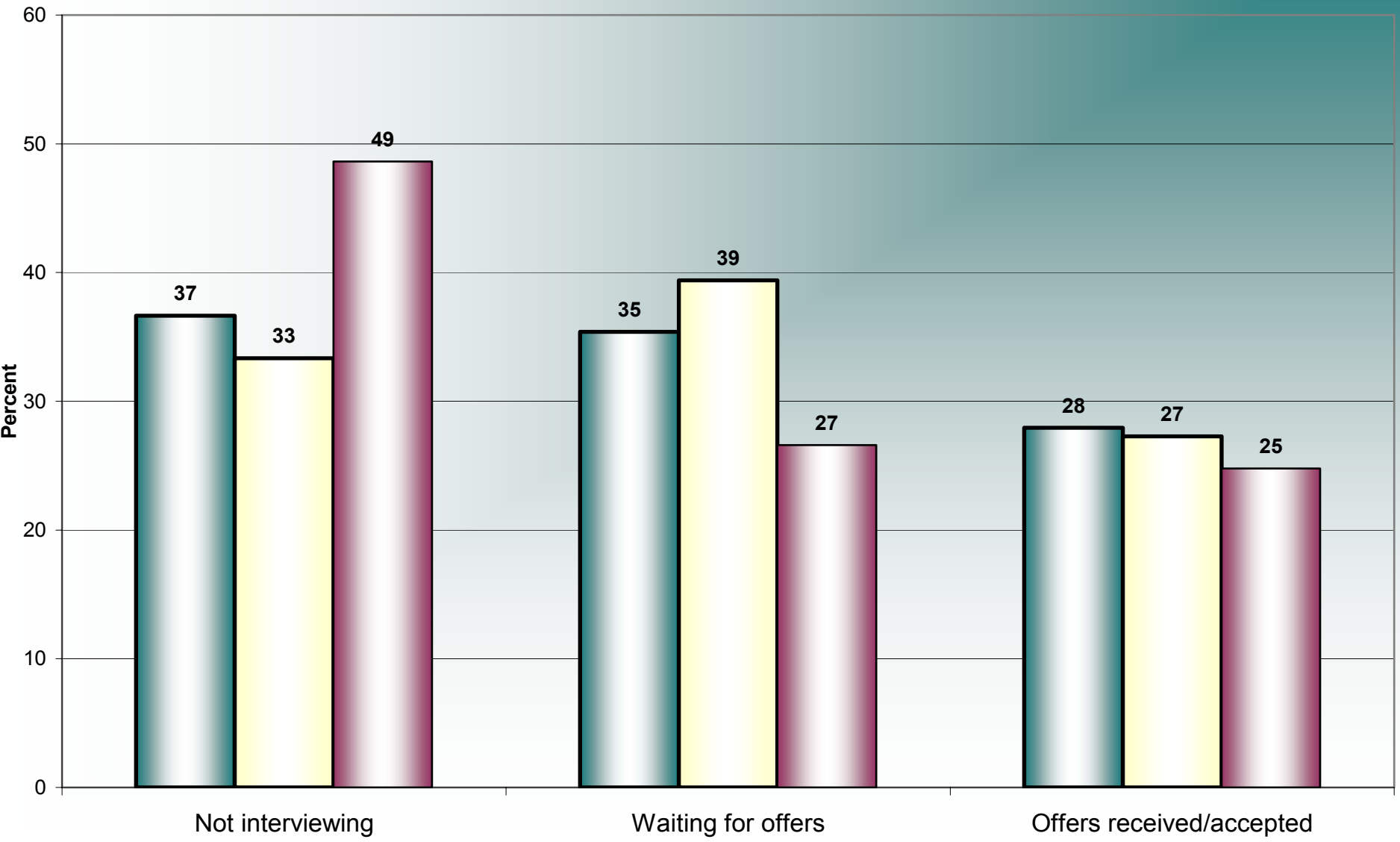


HELPFULNESS OF AVAILABLE CAREER/PLACEMENT SERVICES (FULL-TIME PROGRAMS) BY MAJOR U.S. SUBGROUP



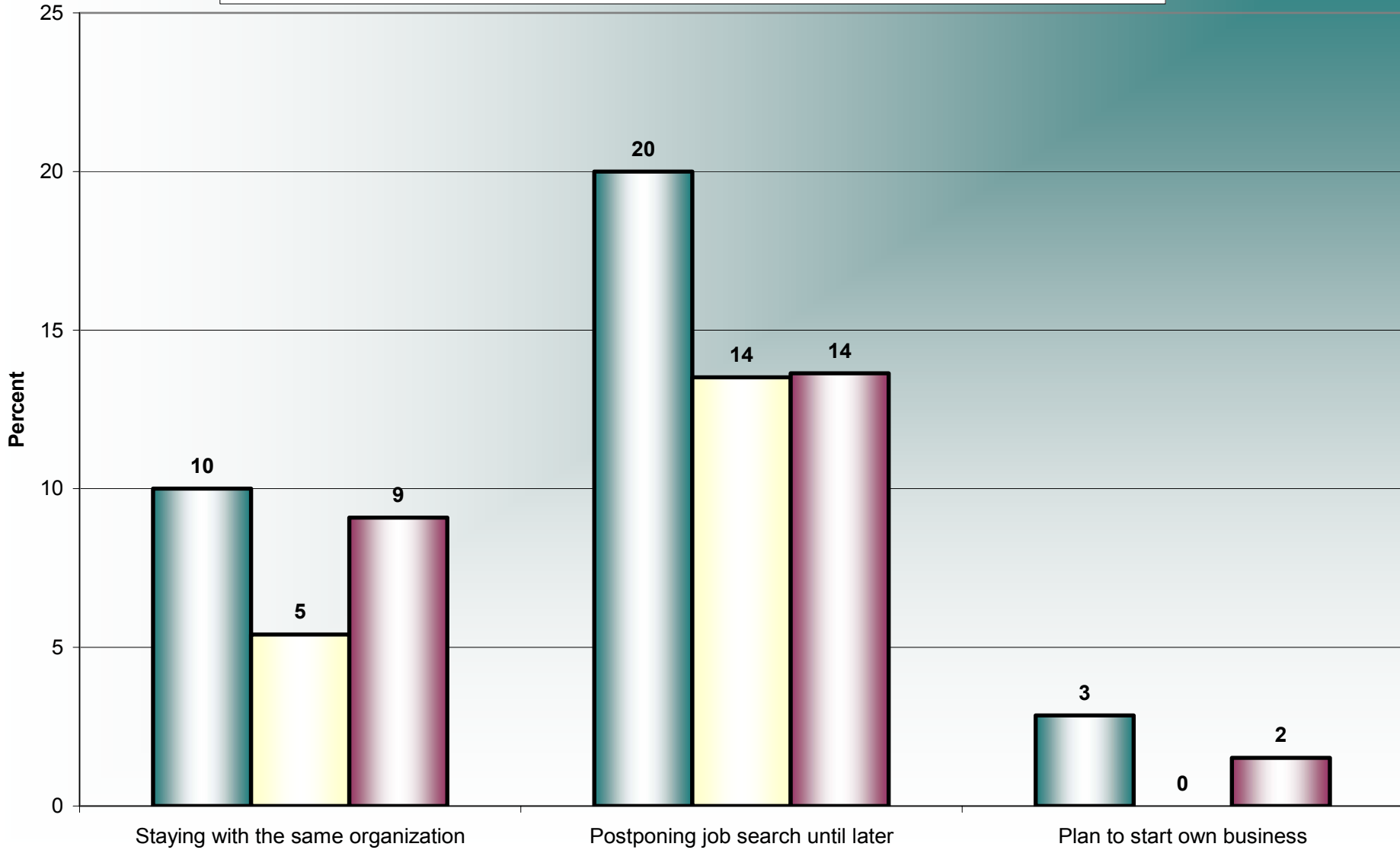
PHASE OF JOB SEARCH PROCESS BY MAJOR U.S. SUBGROUP

■ Asian American ■ Black/African American ■ Hispanic American



REASONS FOR NOT INTERVIEWING BY RACE/ETHNICITY (FULL-TIME PROGRAMS)

Asian American Black/African American Hispanic American

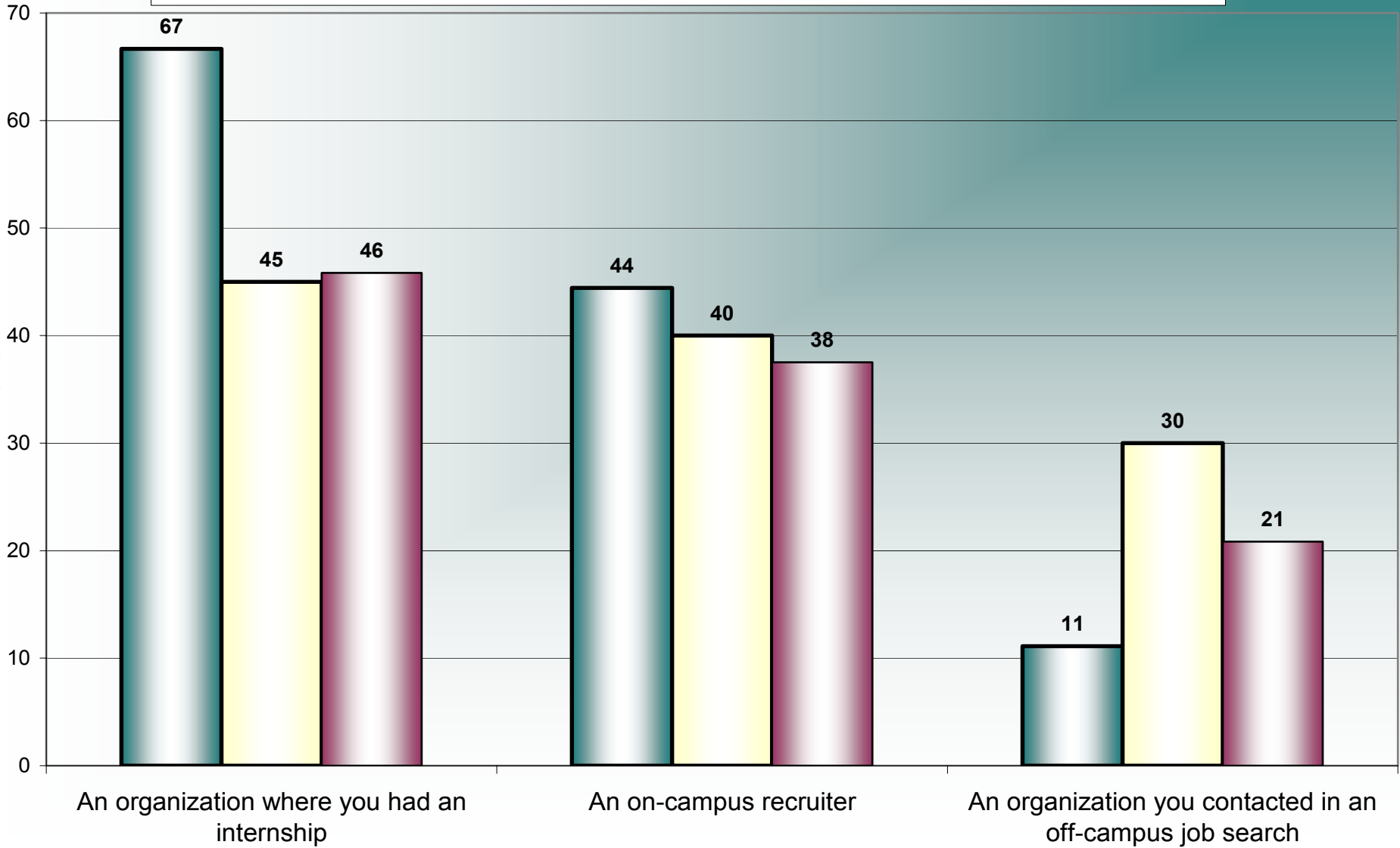


SOURCES OF ACCEPTED OFFERS BY MAJOR U.S. SUBGROUP

Asian American

Black/African American

Hispanic American



Implications

The different U.S. subgroups have very different career services needs.

Even though almost half of Hispanic Americans are not interviewing, three-quarters are using career services. Career services may need to re-align their offerings to emphasize long-term planning instead of first job opportunities.

There may be some basic differences in the need for career assistance between Asian Americans and what the career services staff offers. Career services may need to determine if the job search skills taught are necessary or compatible with the needs of Asian Americans.

Only 51% of Black/African Americans utilize school-sponsored networking events. They are more actively pursuing opportunities on their own initiatives or using outside networking organizations. Because of the low percentages of black/African American in a given MBA class, schools may want to partner with minority associations for joint networking opportunities.