Employer Demand for GME Graduates

Corporate Recruiters Survey Webinar

Thank you for joining us!

The webinar will begin shortly.
Welcome from GMAC

Eric Chambers
Market Development Director, Americas
Welcome from GMAC

Matt Hazenbush
Director, Research Analysis and Communications
Corporate Recruiters Survey

Data and insights to understand current trends in hiring, compensation, skill demand, and perceptions of MBA and business master’s graduates

941
2022 survey respondents

38
Countries represented

31%
Coverage of the Global Fortune 500

Today:

- Highlight key takeaways
- Insights and commentary from expert panel

www.gmac.com/corporaterecruiters
Today’s panel

Sadia Cuthbert
Head of Careers
Cambridge Judge Business School

DW Lee
Director, Employer Engagement
Asia School of Business in collaboration with MIT
MBA CSEA Board Member

Beverly Porter
Director, Career Management Center
Jenkins Graduate School of Management, NC State
GME hiring is up big this year...

GME Hiring – 2022 Projections vs. 2021 Actual Hiring
By graduate type

<table>
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<tr>
<th>Graduate Type</th>
<th>2021 Actual</th>
<th>2022 Projected</th>
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<tbody>
<tr>
<td>MBA</td>
<td>97%</td>
<td>92%</td>
</tr>
<tr>
<td>Master in Management</td>
<td>79%</td>
<td>88%</td>
</tr>
<tr>
<td>Master of Finance</td>
<td>73%</td>
<td>84%</td>
</tr>
<tr>
<td>Master of Accounting</td>
<td>69%</td>
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</tr>
<tr>
<td>Master of Data Analytics</td>
<td>73%</td>
<td>86%</td>
</tr>
<tr>
<td>Master of Business Analytics</td>
<td>72%</td>
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Trends in projected MBA hiring, by world region, 2009-2022

GME hiring is up big this year…and most recruiters expect increases over next 5 years

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63% of recruiters say demand for b-school talent will increase in the next 5 years; 32% expect it to remain stable.

The value to employers of hiring international students

Value or Weight Given to International vs. Domestic Graduate Business Degrees
By world region, 2022

<table>
<thead>
<tr>
<th>Percentage of Corporate Recruiters</th>
<th>Overall</th>
<th>East and Southeast Asia</th>
<th>United States</th>
<th>Western Europe</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greater value in international degrees</td>
<td>25%</td>
<td>40%</td>
<td>35%</td>
<td>25%</td>
</tr>
<tr>
<td>No difference</td>
<td>41%</td>
<td>31%</td>
<td>29%</td>
<td>41%</td>
</tr>
<tr>
<td>Greater value on domestic degrees</td>
<td>50%</td>
<td>46%</td>
<td>50%</td>
<td>46%</td>
</tr>
</tbody>
</table>

Implications of Hiring Business Graduates with an International Degree
By world region, 2022

<table>
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<th>United States</th>
<th>Western Europe</th>
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</thead>
<tbody>
<tr>
<td>Introduces global strategic thinking</td>
<td>57%</td>
<td>65%</td>
<td>51%</td>
<td>46%</td>
</tr>
<tr>
<td>Increased workplace diversity</td>
<td>54%</td>
<td>53%</td>
<td>55%</td>
<td>56%</td>
</tr>
<tr>
<td>Cross-cultural communication</td>
<td>53%</td>
<td>57%</td>
<td>46%</td>
<td>47%</td>
</tr>
<tr>
<td>New perspectives &amp; problem-solving skills</td>
<td>47%</td>
<td>51%</td>
<td>48%</td>
<td>41%</td>
</tr>
<tr>
<td>Multilingual communication skills</td>
<td>49%</td>
<td>43%</td>
<td>44%</td>
<td>49%</td>
</tr>
<tr>
<td>Increased cost</td>
<td>43%</td>
<td>57%</td>
<td>41%</td>
<td>20%</td>
</tr>
<tr>
<td>Higher training needs</td>
<td>24%</td>
<td>39%</td>
<td>12%</td>
<td>17%</td>
</tr>
<tr>
<td>Decreased respect</td>
<td>14%</td>
<td>24%</td>
<td>6%</td>
<td>13%</td>
</tr>
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</table>
Good news for US schools: International hiring may be making a rebound

43 percent of US recruiters confirmed they hired international talent in 2021—a bounce back from a decline to 35 percent for 2020 from 41 percent in 2019.

56 percent of US recruiters say that they either plan to make international hires in 2022 (35%) or are willing to (21%), up from 48 percent that said the same in the 2021 survey.

Top roles for MBA new hires are strategy/innovation and general management

Job Functions in Which Employers Plan to Place MBA Hires

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<th>Job Functions for MBA Hires</th>
<th>Percentage of Corporate Recruiters</th>
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<tr>
<td>Strategy/innovation</td>
<td>61%</td>
</tr>
<tr>
<td>General management</td>
<td>57%</td>
</tr>
<tr>
<td>Consulting</td>
<td>49%</td>
</tr>
<tr>
<td>Marketing</td>
<td>47%</td>
</tr>
<tr>
<td>Project management</td>
<td>45%</td>
</tr>
</tbody>
</table>

Compared with corporate recruiters, staffing firms are less likely to plan to place new MBA hires into roles for strategy/innovation (36% vs. 61%) and general management (43% vs. 57%) and more likely to place them into roles for accounting (39% vs. 30%), budget analysis (26% vs. 18%), and information technology (32% vs 25%).

Corporate recruiters remain confident in b-school’s ability to prepare graduates

- Overall, 87 percent of corporate recruiters said they are either highly confident (36%) or confident (52%).
- By industry, consulting and technology were the most confident, and nonprofit/government recruiters are the most likely to only express slight confidence (33%).

Confidence in Business Schools’ Ability to Prepare Students for Success

By world region, 2022

Why so confident? Comms skills shine through most of all

Reasons for Confidence

- Have strong communication skills: 73%
- Have a versatile skill set: 68%
- Are strategic thinkers: 66%
- Tend to be innovative: 58%
- Able to handle the complex global business environment: 55%
- Are prepared to take on leadership roles: 52%
- Able to navigate the challenges of technological disruption: 49%
- Do not require extensive company-sponsored training: 33%

Reasons for Lack of Confidence

- Limited functional work experience: 49%
- Lack technical skills: 46%
- Unrealistic job role/level expectations: 46%
- Limited industry work experience: 41%
- Unrealistic salary expectations: 32%
- Lack communication skills: 15%
- Lack socio-emotional skills: 11%
- Lack diversity: 7%

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Compensation packages are evolving to appeal to younger potential hires

Benefits Offered to New Business School Hires

By world region, 2022

- Overall, 32 percent of recruiters are offering loan repayment assistance in 2022.
- While just 17 percent of Western European employers and 13 percent of US employers will offer this benefit in 2022, this represents an increase from 2021, when 9 and 10 percent offered it, respectively.

Summary and your questions

- Hiring trends
- Employer confidence
- Skill demand
- Compensation packages