

SYMPPLICITY
recruit

State of Early Talent Recruiting 2022: The Gen Z Experience

A survey report exploring student recruiting experiences
and what matters the most in their search for a dream job



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Introduction

As the newest generation entering the workforce, Gen Z has a reputation for being one of the most self-reliant, non-conforming, hungry-for-change generations today. Gen Z, often described as the “workers who want it all,” have a set of priorities that are much different from previous generations, including millennials, who for the longest time reigned the ranks as the most forward-thinking bunch entering the workforce at the height of the digital boom in the mid-2000s.

The post-pandemic workplace goes through ever-changing conditions. As companies figure out the best ways to stay competitive when recruiting early talent, it’s vital to observe student trends and consider their thoughts on recruiting. To help recruiters successfully meet the demands of the early-talent workforce, we hope that the data available in this report serves as a helpful resource throughout current and upcoming recruiting seasons.

To collect the data, Symplicity Recruit surveyed 2,477 students currently enrolled in four-year colleges and universities across the United States in October 2022. The majority of the students surveyed are scheduled to graduate between the summers of 2023 and 2024, all responses are a representation of the current state of recruiting post-pandemic. Every generation defines itself on its own terms. Gen Z is no different. Here’s everything you need to know about the state of recruiting in the fall of 2022.



Gen Z Student Survey Key Findings



Gen Z students are on the hunt for meaningful work

Graduating students are looking for opportunities in which they can make a truly positive impact on society. Our research shows that 82% of students said a company's mission and values were either an "important" or "very important" aspect when job hunting. Along the same lines of looking for meaningful work, finding a new position with more growth opportunities was a common reason students have reneged on job offers in the past. What this means for recruiters is that they need to make sure they are emphasizing their company's mission when talking to students and how the student's role helps achieve that mission now and in the future.



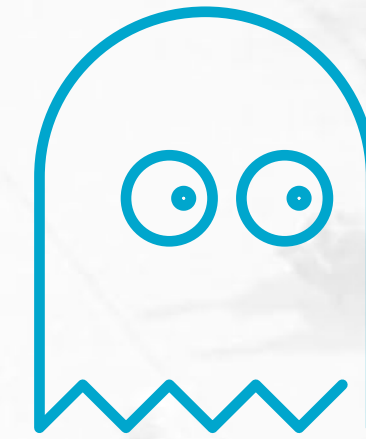
Salary remains a top priority but work-life balance is just as important

90% of internship candidates and 92% of full-time candidates said salary was "important" to "very important" to them. It is no surprise that salary tops the list of priorities when looking for a job, especially as Gen Z students are graduating during precarious financial times and economic uncertainty. At the same time though, work-life balance is a close second on the importance scale. This was true for both students seeking internships and full-time positions. 88% of respondents cite work-life balance as being an "important" or "very important" aspect of a job. Graduating students aren't willing to take a job simply because of a high salary. They value employers that are willing to acknowledge and accommodate their lives outside of work.



In-person events are much more preferred

While there was an adjustment period at the height of the pandemic when everything transitioned to digital spaces, students surveyed showed a distinct preference for in-person events over virtual ones. An estimated 69% of students favor in-person career fairs over virtual ones. However, this doesn't mean that you should ignore virtual events. If given a choice, students lean towards events in which they can interact with recruiters in the flesh. Yet, particularly for underrepresented talent, virtual events are more likely to provide a more comfortable setting and an opportunity for recruiters to reach a diverse group of candidates.



Candidate ghosting and reneges are still a growing challenge for recruiters

The recruiting process is stressful for both employers and students. You may think you have found the perfect candidate only for them to drop out of the interview process, or worse, renege on an offer. In our survey, 18% of students said they have ghosted a recruiter before during the recruiting process, while 15% of students have reneged on an offer. While some things are out of your control, maintaining transparent communication in the early stages of the recruitment process will help in the long run. Being clear on role descriptions, salary range expectations and growth opportunities in the beginning will help potential employees make informed decisions earlier on in the process.



How lesser known companies can be competitive

Among a list of factors students consider when looking for a job, the brand name of a company was the least important with less than 40% of respondents marking it as "important" or "very important" to them. This is particularly positive for companies with less brand recognition who may feel like they have a difficult time competing with larger companies. At the same time, lesser-known companies need to make sure they are finding other ways to remain competitive, such as by telling a compelling brand story. The best place to do this is on your company website. It was the most valuable resource students referenced when searching for jobs with 72% designating it as "important" or "very important". Even if you are a small-medium business, make sure your website is optimized so candidates can find all the information they are looking for from company mission and culture to a list of complete benefits.

The Job Search

For students in upcoming graduating classes, things look a little different than they did for students that graduated pre-pandemic. This generation of graduates has a set of priorities they're looking for in a job that other generations did not put as much emphasis on. While salaries and common benefits like paid time off and healthcare have always ranked high on the list, Gen Z's focus during their job search goes beyond that. This generation of students is looking for positions in which they can contribute to progressive organizations that prioritize their overall well-being and sees them as more than a number on a spreadsheet. Moreover, students are eager to find a good balance between the benefits that matter, meaningful work, and physical and mental health.

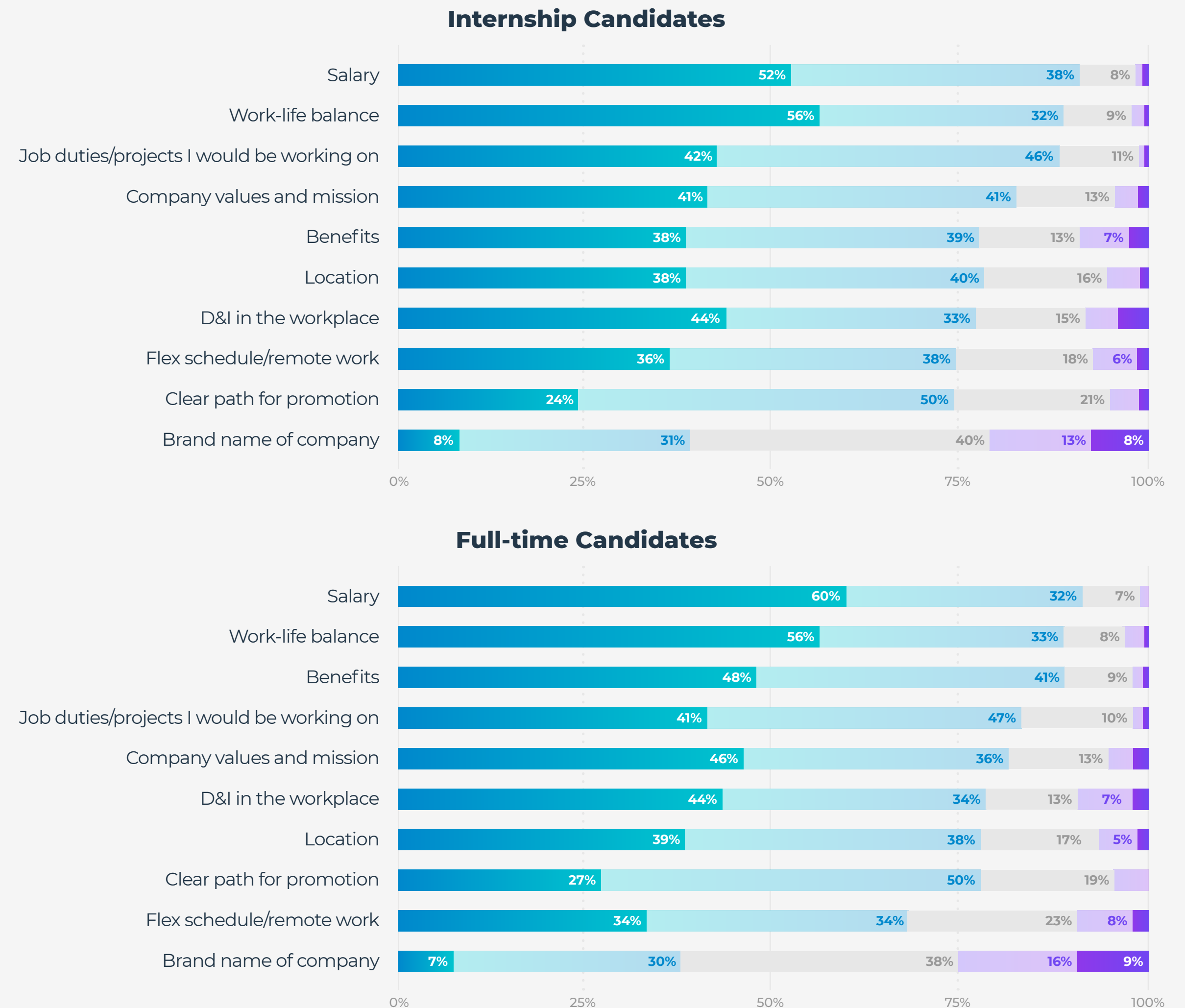
SEARCHING FOR WHAT MATTERS:

WHAT ARE STUDENTS LOOKING FOR IN A JOB?

While there are several factors students consider important when looking for a job, salary and work-life balance top the list. Benefits followed closely behind for full-time candidates as well as job duties for both interns and full-time candidates. As Gen Z is a generation that's entering the workforce during a time of economic uncertainty and post-pandemic worries, it makes sense for salary and work-life balance to be among the top concerns when looking for a job.

How important are the following when searching for employment?

VERY IMPORTANT | IMPORTANT | NEUTRAL | LOW IMPORTANCE | NOT IMPORTANT



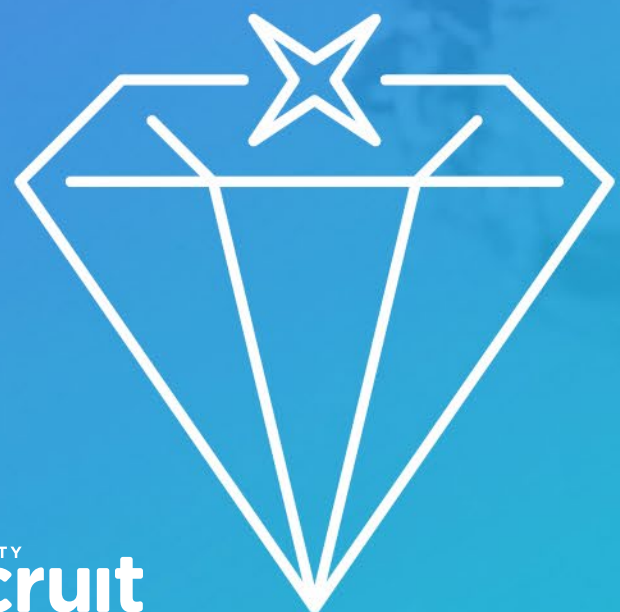
Salary ranked as the most important factor when looking for employment, but work-life balance follows closely behind

For both internship candidates and full-time candidates, salary and work-life balance were ranked as the most important factors when searching for employment. When looking across different gender, ethnicity, and socioeconomic segments, the response was also the same with salary and work-life balance being at the top of the list. Gen Z is a generation trying to redefine what it means to work in meaningful roles. Salary is always going to be important, but money is not the only driver that tips the scale. Consider ways your company can promote work-life balance and make sure to highlight those efforts when recruiting.



Job duties and company values also rank high compared to other options

As Gen Z is a generation driven by meaningful change and impactful decision-making, it makes sense that 88% of both internship and full-time candidates cited job duties as an important or very important aspect of their job search. 82% of respondents cited company values and mission as important or very important. This continues to confirm what's been said about this generation, and that is that they're a generation eager to contribute and grow within an organization that finds value in the same things they do. When speaking with students, make sure you can clearly articulate the day-to-day responsibilities of the role and how they contribute to the company's mission.



DEI in the workplace ranked higher for historically underrepresented groups

While our student survey shows that 77% of internship candidates and 78% of full-time candidates consider DEI in the workplace an important or very important factor, that number is even higher when broken down by ethnicity and gender, with it ranking just after salary and work-life balance for some groups.

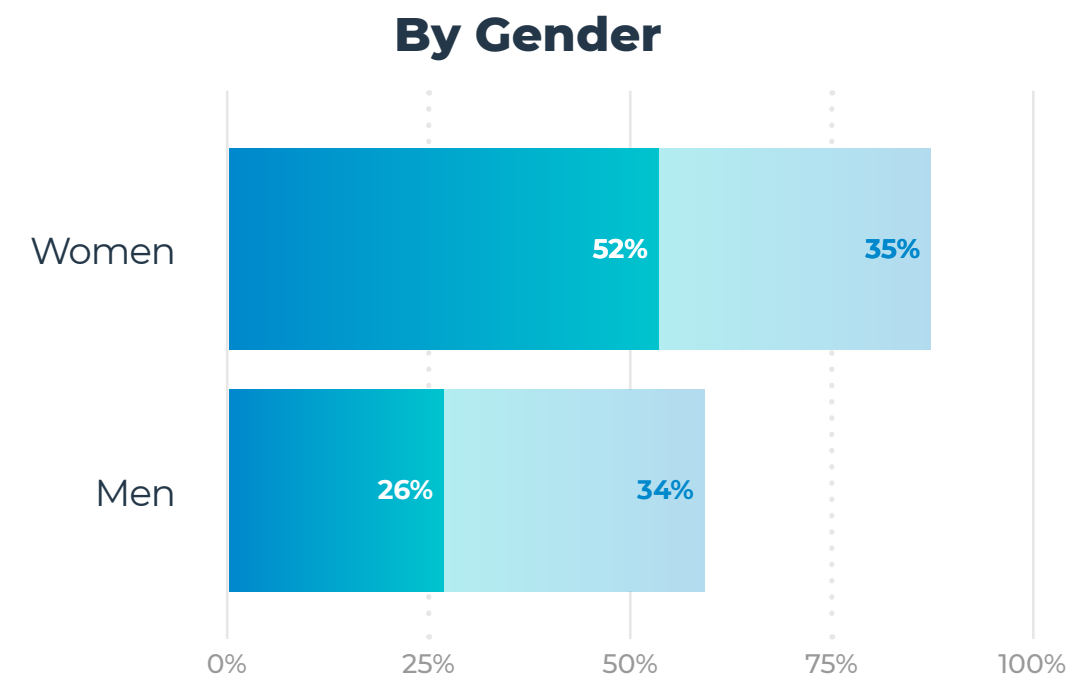
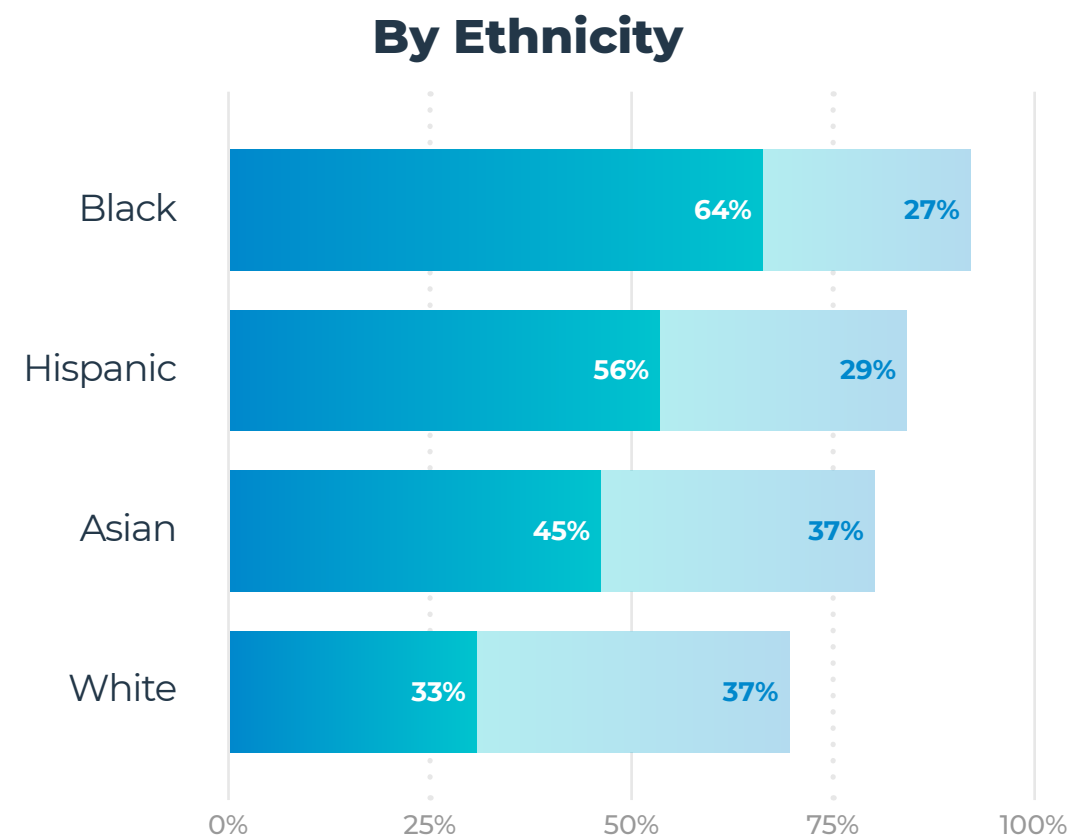
For women, diversity and inclusion ranked as the third most important aspect of a job when searching for opportunities, with 87% selecting it as important or very important versus 60% for men.

Similarly, when looking at the importance of diversity and inclusion in the workplace across ethnicities, there was a disparity between groups. 91% of Black students, 85% of Hispanic students, and 82% of Asian students felt diversity and inclusion were important/very important, versus 70% of white students.

This data may not be that surprising but it drives home the point that it is not enough to simply talk about DEI. Employers need to be able to show the results of the actions they are taking because students, particularly those from underrepresented backgrounds, are evaluating companies based on their DEI efforts just as much as salary and work-life balance.

How important is D&I in the workplace when searching for employment?

VERY IMPORTANT | IMPORTANT



Company brand name is the least important factor to students

A mere 7% of students marked the company brand name as “very important” during their search for positions. This is great news for lesser-known companies looking to diversify their workplace and create environments that cater to the newest generation entering the workforce. Do not think that because your company does not have the same brand recognition as Fortune 100 companies, you will be unable to compete for early talent.

Gen Z trends point to a stronger emphasis on authenticity – they want to work for companies that stand for more than what they’re selling or how they advertise themselves. If recent college graduates can have a hand in helping your company build your brand, that’s even better. You may need to put in extra effort to proactively source candidates instead of simply posting a job online, but emphasizing intangibles such as work-life balance, job duties, and the company mission will surely pique the student’s interest to learn more.

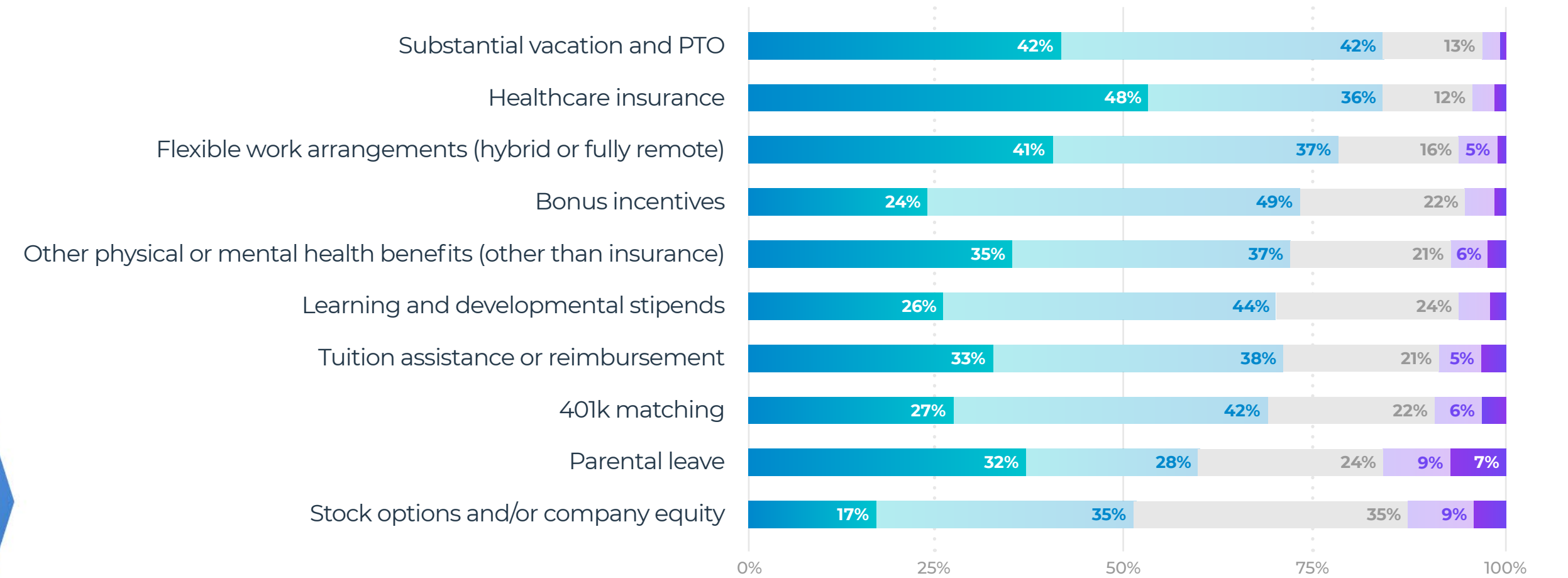
WHICH BENEFITS DO STUDENTS VALUE THE MOST?

Our research shows that both internship and full-time candidates rank substantial PTO, healthcare insurance, bonus incentives, and mental health benefits in their top five as some of the most important perks and benefits in a position. Full-time candidates place higher importance on 401K matching though which could be due to interns being slightly younger and not as well-versed in retirement benefits.

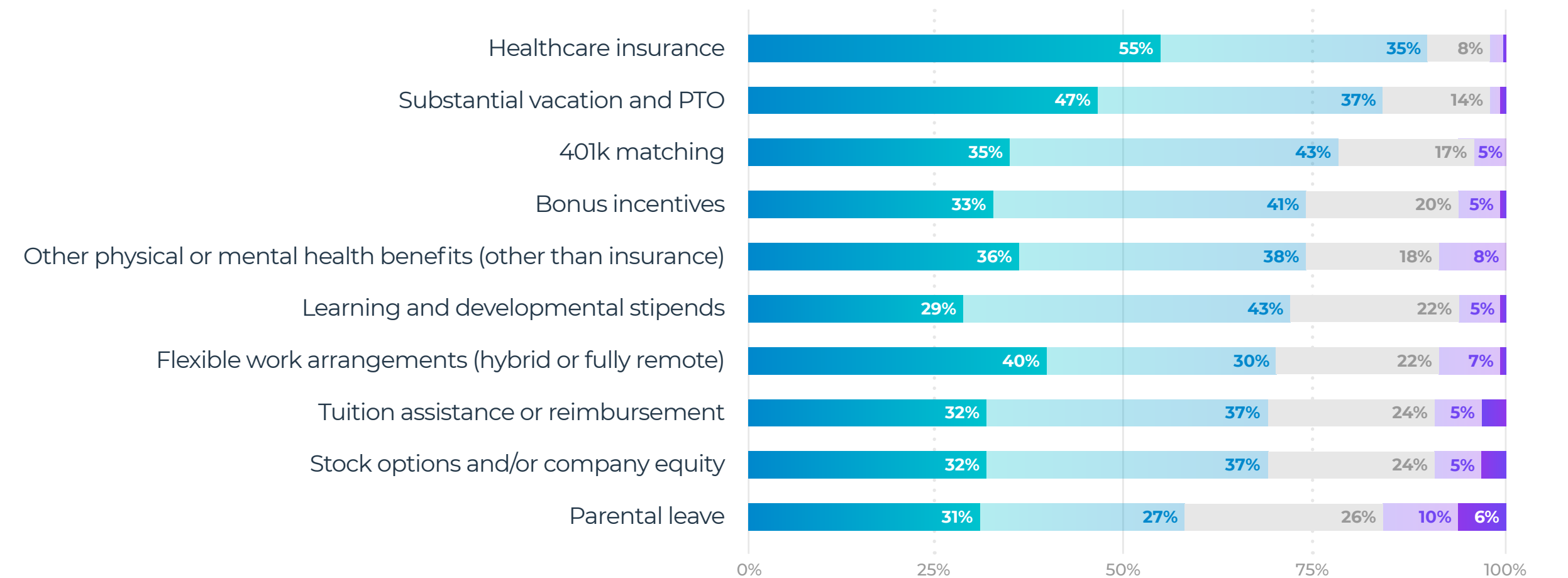
How important are the following perks/benefits when considering job opportunities?

VERY IMPORTANT | IMPORTANT | NEUTRAL | LOW IMPORTANCE | NOT IMPORTANT

Internship Candidates



Full-time Candidates





PTO and healthcare insurance are among the most important benefits to students

Continuing with the wellness trend, this generation of graduating students places a high value on their entire well-being. Physical and mental health are very important to a majority of the students we surveyed. Both PTO and healthcare ranked high on the list for students seeking internships or full-time positions. 84% of internship and full-time candidates ranked substantial vacation and PTO as being very important or important throughout their job search.

As for healthcare insurance, 90% of full-time candidates and 84% of internship candidates ranked it as a very important/important perk they look for in a compensation package. Gen Z, like previous generations, still expects basic benefits from companies. Before adding additional benefits, employers need to make sure they are competitive with the fundamental benefits as employees continue to take a more active role in their well-being.



Mental health benefits can be more attractive than you think

One area you can stand out more is by providing mental health benefits to all employees. Both interns and full-time candidates ranked this in their top five as a perk that's valuable to them in a job. This suggests that there's more openness in talking about mental health and its importance in workspaces. Gen Z successfully broke itself away from stigmas associated with mental health and is looking for employers who place as much emphasis on mental health as they do in their personal lives. Consider offering paid memberships to self-guided apps such as Calm or Headspace or offering stipends for more traditional counseling services through online platforms like TalkSpace and BetterUp.



Parental leave and stock option benefits are currently not as important to students

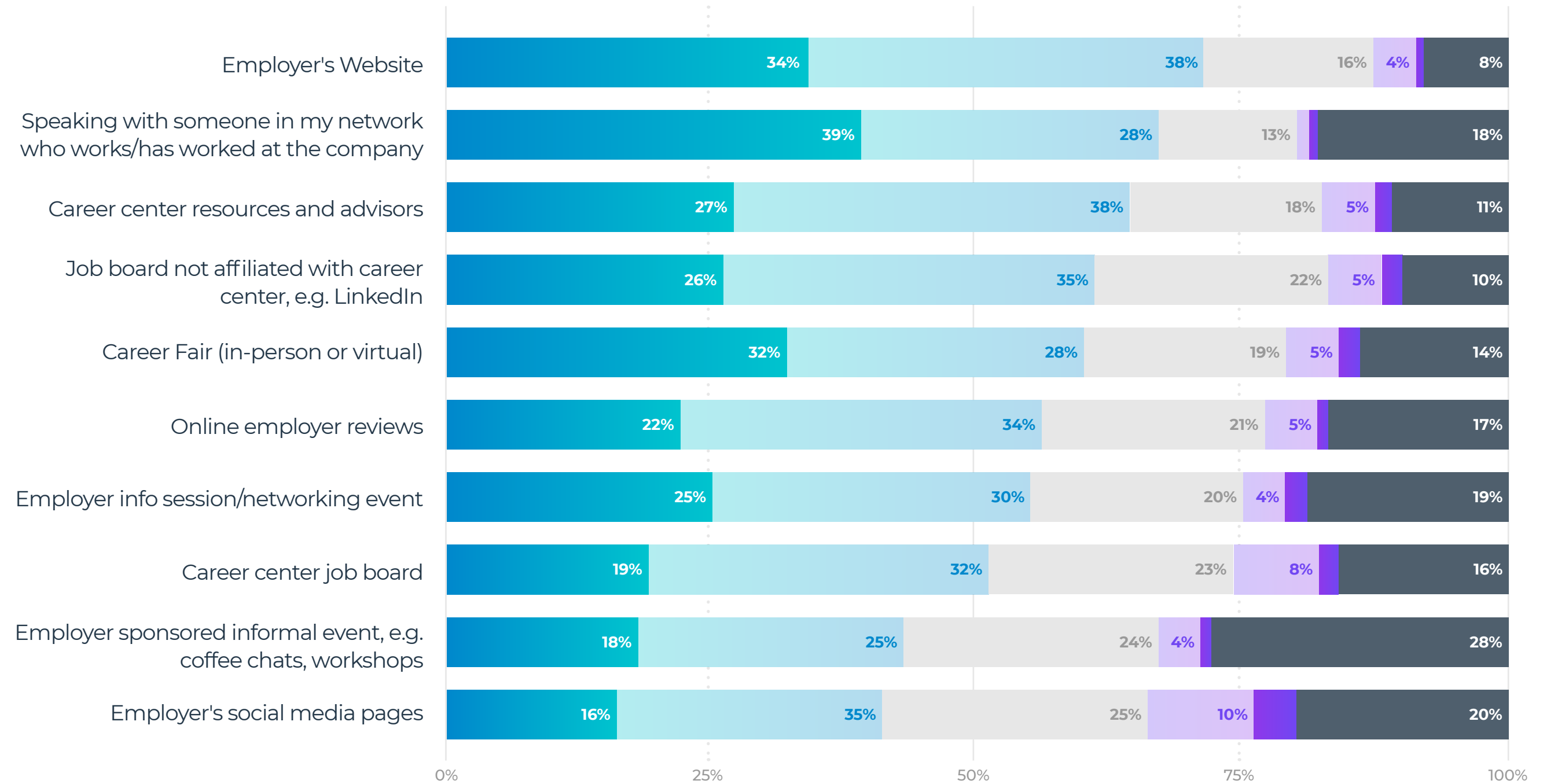
Whereas parental leave and stock options would have ranked higher in previous generations, the students we surveyed demonstrated less interest compared to some of the other perks and values on the list. Only 32% of internship and full-time candidates said that parental leave was very important to them. While parental leave is still an important factor, because it is not a benefit that they will be able to take advantage of right away, students feel more neutral about it. In addition, only a mere 17% of internship candidates and 31% of full-time candidates considered stock options as a very important benefit. As current students are preparing to graduate in a time of inflation and a potential recession, the uncertainty of stock options is not as appealing as other benefits that provide more immediate gratification.

Recruiting Activities

There are so many different resources for students to take advantage of when searching for a job. A lot of students leverage their immediate network and find out about opportunities they're interested in from alumni. Others continue to rely on career centers and employer websites to gain a better understanding of employers. Now with the added layer of virtual or hybrid events thrown into the mix, recruiters have a lot to juggle. Read on to understand where students are looking for opportunities and how to prioritize your efforts.

How valuable did you find the following sources when searching for employment and evaluating opportunities?

VERY IMPORTANT | IMPORTANT | NEUTRAL | LOW IMPORTANCE | NOT IMPORTANT | DID NOT USE



Disclaimer: As there wasn't a difference in the answers between students seeking internships or full-time positions, the data shown above is a representation of all students that participated in this survey.



WHAT ARE THE MOST VALUABLE RESOURCES TO STUDENTS WHEN LOOKING FOR A JOB?

Make sure your website is up to date and makes a good first impression

Over 70% of students cite an employer's website as being an important or very important asset throughout their job search. An employer's website is a virtual business card, it's a first impression, a first glimpse at getting to know the place where a candidate might potentially work in the foreseeable future.

It's vital to have a website that explains the company vision, DEI initiatives, culture, and benefits. This is particularly important for smaller companies that have limited brand recognition. Even if you are an HR team of one, invest to make sure your website shows off your company in the best light.

Speaking directly with an employee is also very valuable, but not accessible to all

67% of students ranked speaking with someone in their network about the company as important or very important, the second most valuable after an employer's website

However, as seen by the 18% who did not speak with someone in their network, not every student is going to have someone they know working at the company they're eyeing. Find ways to try and connect current employees with potential candidates. That could mean bringing more employees outside of HR who can speak to the day-to-day of their jobs to career fairs. You can also encourage employees to be open to informational interviews if a student reaches out to chat on LinkedIn. In the interview process, have someone the student can chat with about the company culture who isn't the hiring manager.

Career centers continue to make an impact on a student's professional journey

Although graduating Gen Z students have a reputation for being tech-savvy and self-sufficient, career centers continue to make a powerful impact on the student journey as they venture out to new job opportunities. As a resource throughout their search, 64% of students said that career centers were important or very important in their search and only 11% of students said that they did not use their school's career center. In particular, 39% of Black students and 30% of Hispanic students find career center resources very important throughout their job search, compared to 24% of white students. When recruiting on campus, do not forget to reach out to the career center. They are a crucial partner when recruiting early talent and are most in tune with the needs of underrepresented student talent.

Of all campus recruiting activities, prioritize career fairs

While career fairs may seem large and impersonal, they are still one of the most important resources for students when searching for employment in comparison to other employer-hosted campus events. 59% of students said career fairs were important or very important. It certainly helps to hold other events as well such as employer info sessions or resume workshops, but if you are tight on resources, make sure you get the most out of your time on campus at the career fair. Make sure your presence at the career fair is well marketed and reach out to students beforehand to come and speak with you at the career fair.

STUDENTS ARE READY TO RETURN TO IN-PERSON BUT DON'T FORGET ABOUT VIRTUAL

Students are as much ready to get back to in-person events as employers. For career fairs, informational interviews, and formal interviews, being in-person was the preference. 69% of respondents prefer to attend in-person career fairs, 62% prefer in-person informational interviews, and 61% prefer in-person formal interviews versus virtual ones.

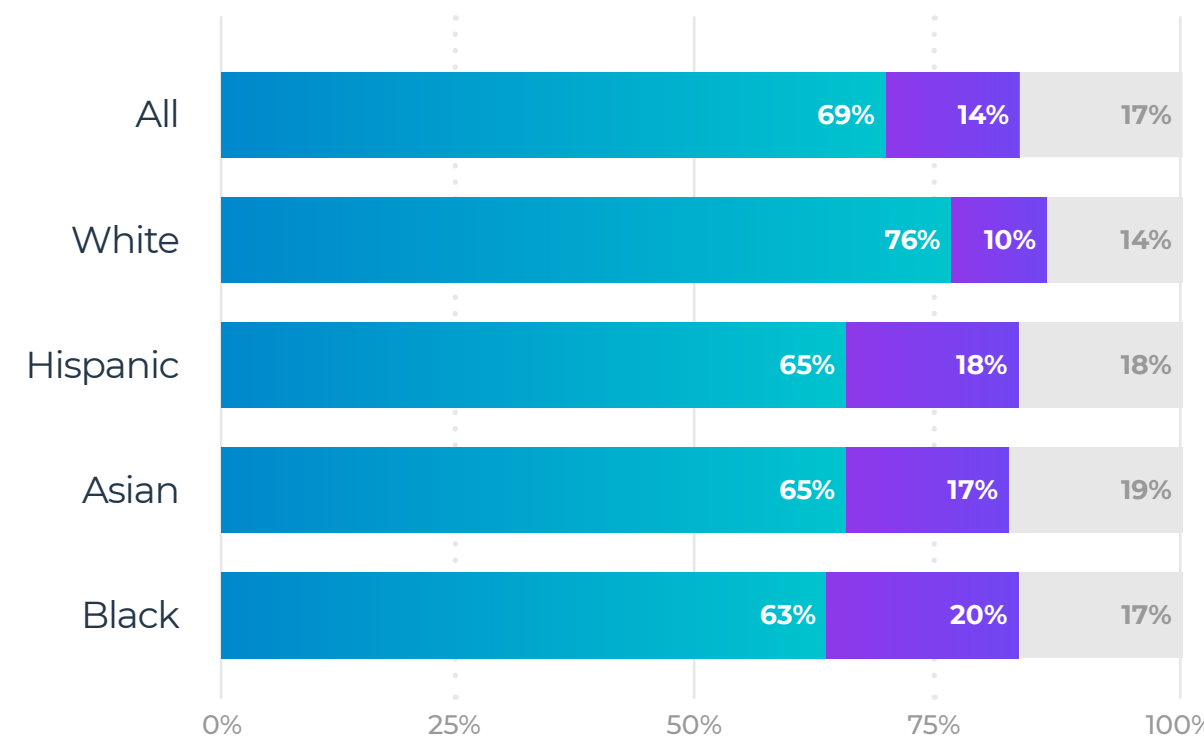
That is not to say that virtual events should be forgotten. There is still a portion of students who prefer virtual events. Especially when comparing across ethnicities, there is a stronger preference for virtual activities among students from underrepresented backgrounds. If resources allow, meeting students both in-person and virtually will be the best way to ensure you are accessible to all students.

As for employer info sessions, students don't have a strong preference on whether they should be in-person or virtual with 49% preferring in-person info sessions. If a company has enough resources to do them in person, that's advisable but there are no negative repercussions should a company decide to hold virtual info sessions versus in-person ones.

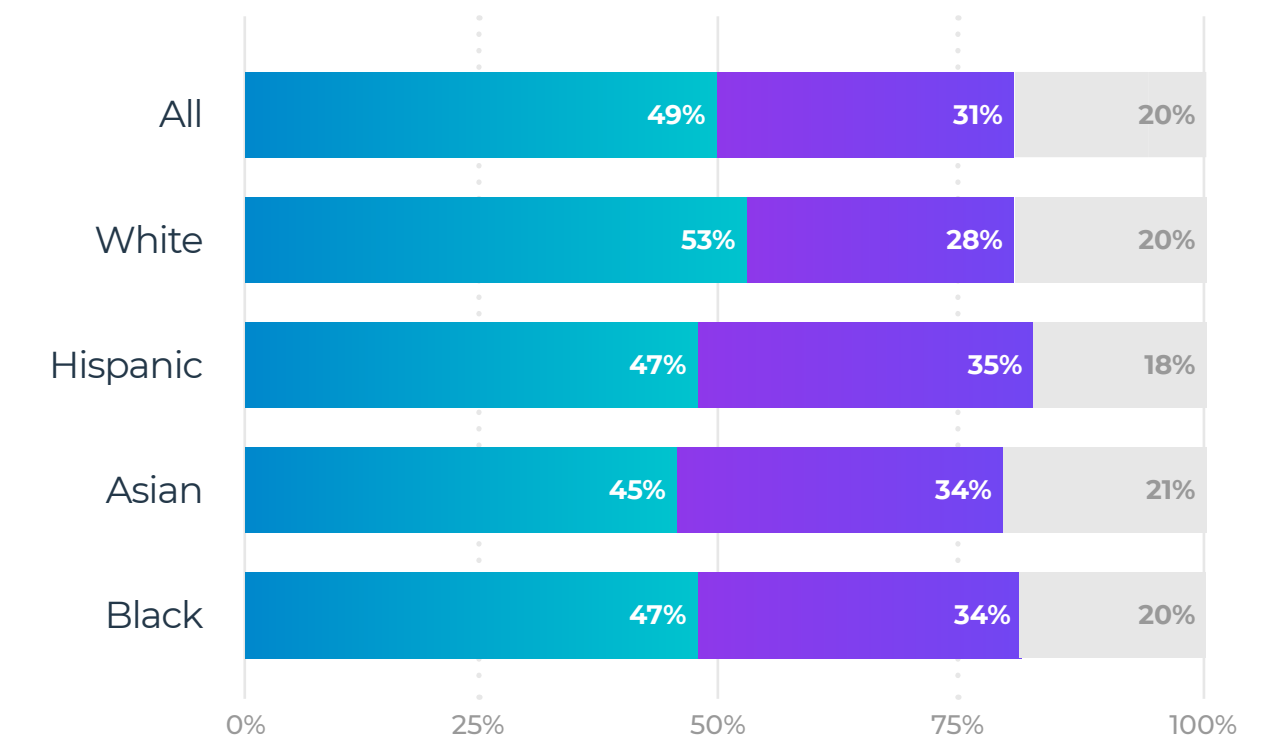
Do you prefer to attend the following in-person or virtually?

IN-PERSON | VIRTUAL | NO PREFERENCE

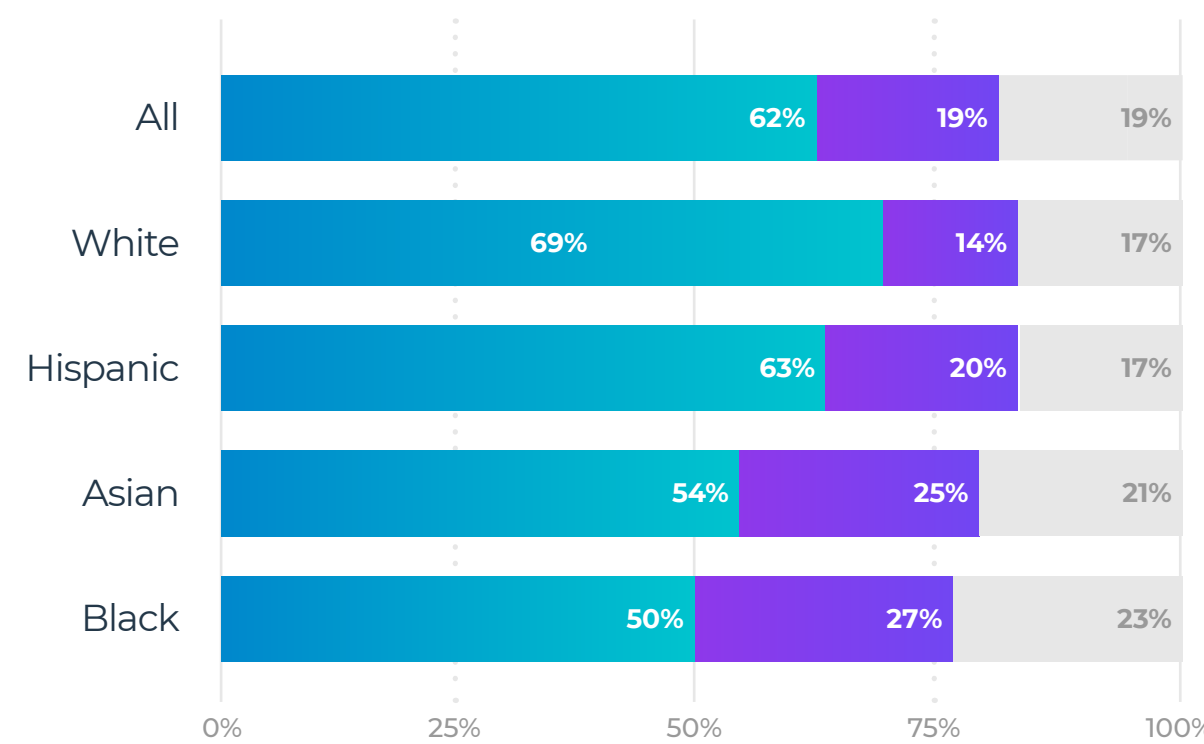
Career Fairs



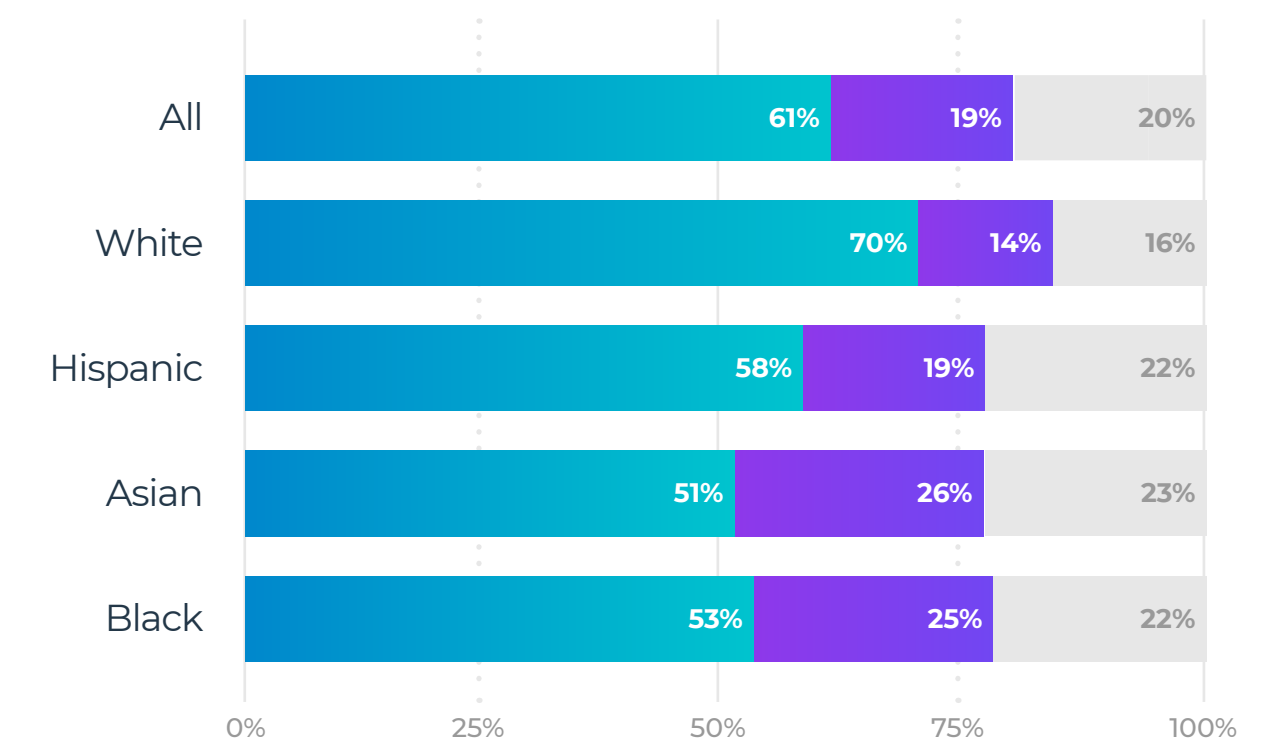
Info Session/Employer Presentation



Coffee Chat/Informational Interview



Formal Interview



QUICK TIPS:

BEST WAYS TO ENGAGE STUDENTS ON CAMPUS

We asked students what recommendations they have to give to recruiters. Here are some additional tips coming directly from the students that participated in our survey.

- Remain personable and relatable. A lot of students without experience may be intimidated by folks in the workforce.
- Career fairs can be very stressful. Find opportunities to approach students in more comfortable settings, where students feel less pressure.
- Use LinkedIn or reach out first. Gen Z students love to feel important and valuable.
- Words coming directly from employers are more valuable than those of HR reps.
- Building a good rapport with faculty is a good way to reach students. Ask to speak in their class or to pass along information.
- Keep students' schedules in mind. Students want to engage with employers, but oftentimes the time of events clashes with their class or work schedules, especially if they're in the middle of the day. Holding multiple smaller events is a way for recruiters to accommodate the students' different schedules so that they still get an opportunity to meet and interact with your company.
- Never underestimate the power of food and giveaways. It never gets old.
- Make sure students know you're coming to campus. Send various marketing emails before your campus visit. If possible, post flyers around campus for more visibility. It's also a good idea to ask the campus career center to help spread the word.
- Be helpful. If you see something on a resume that could be improved, don't hesitate to let the student know. Give them tips for interviews. Feedback post-interview is greatly appreciated by students.
- Stay open-minded about students that don't meet your target major criteria. Students are increasingly taking on interdisciplinary majors but they still might have the necessary skills you're looking for in a position.
- Students like to get a full picture of what it's like day-to-day in a position. Whenever possible, bring current employees with you to career fairs so students get a chance to interact with someone that's already in the job they're aiming to get.
- Co-hosting events with student organizations, such as industry panels, is a great way to get students' attention and reach out to the right group of possible candidates.

Student Engagement During the Recruitment Process

As students approach their graduation date, they want to be able to secure positions before they leave the comforts of their college experience and enter the real world. Yet, recruiters are facing a rising trend of candidate ghosting and renegeing on job offers. The workforce is competitive and students are unwilling to settle. To understand their motivations and how prevalent these challenges still are, we asked students about their experience with the recruiting process.

DWINDLING INTEREST IN A POSITION DURING THE INTERVIEW PROCESS

Candidate ghosting during the recruitment and interview process is becoming more and more of a trend. While one would hope there would at least be an email sent to inform the recruiter, our survey shows that 1 in 5 candidates have ghosted a recruiter before. Why does this happen? Is there anything recruiters can do about it? Here's what our student survey shows on reasons why candidates drop out of the interview process.

It's still a competitive market

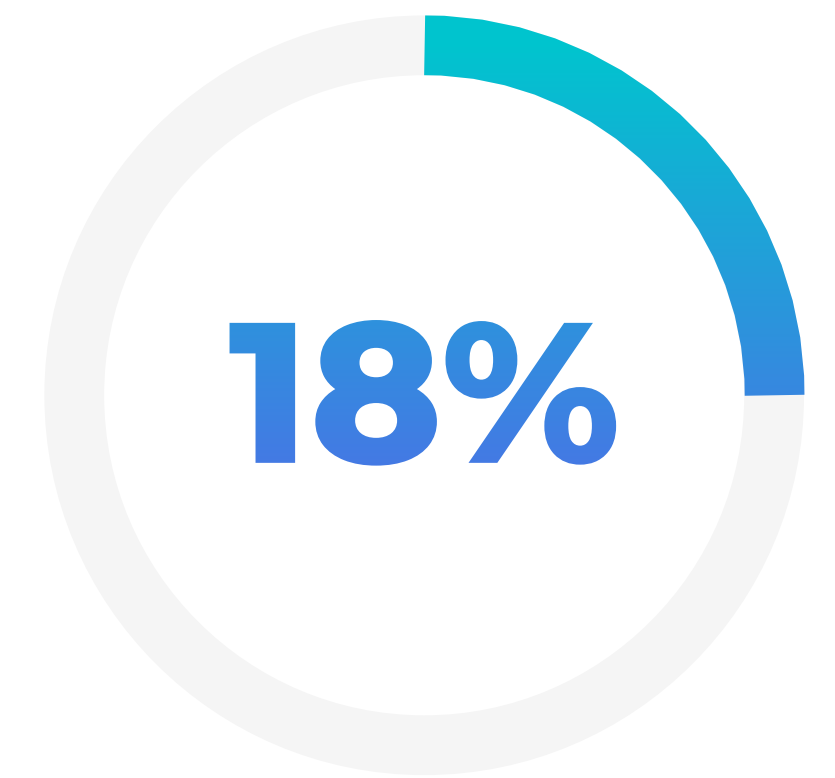
25% of students who said they have ghosted an employer before cited another job opportunity as the top reason for their drop in engagement. What this means for recruiters is that this is still a competitive market. Even when a student enters your pipeline, you still need to maintain a competitive edge over other employers that are trying to lure your same candidate into their talent acquisition funnel. While some things are out of your control, try to focus on the things that are within your reach to maintain interest. Pay constant attention to your compensation packages. Benefits like salary, work-life balance, and PTO play a major role in a candidate's decision.

Be very clear and straightforward from the beginning

17% of students who have ghosted an employer before also cited the job no longer being a good fit as one of their reasons for ghosting. Make sure as much information about the job and company is provided to the candidate before even applying so they aren't finding out until later that the job isn't a good fit. Make the job description as clear and accurate as possible, keep the careers page on your company website updated, and when speaking with students on campus go beyond an elevator pitch.

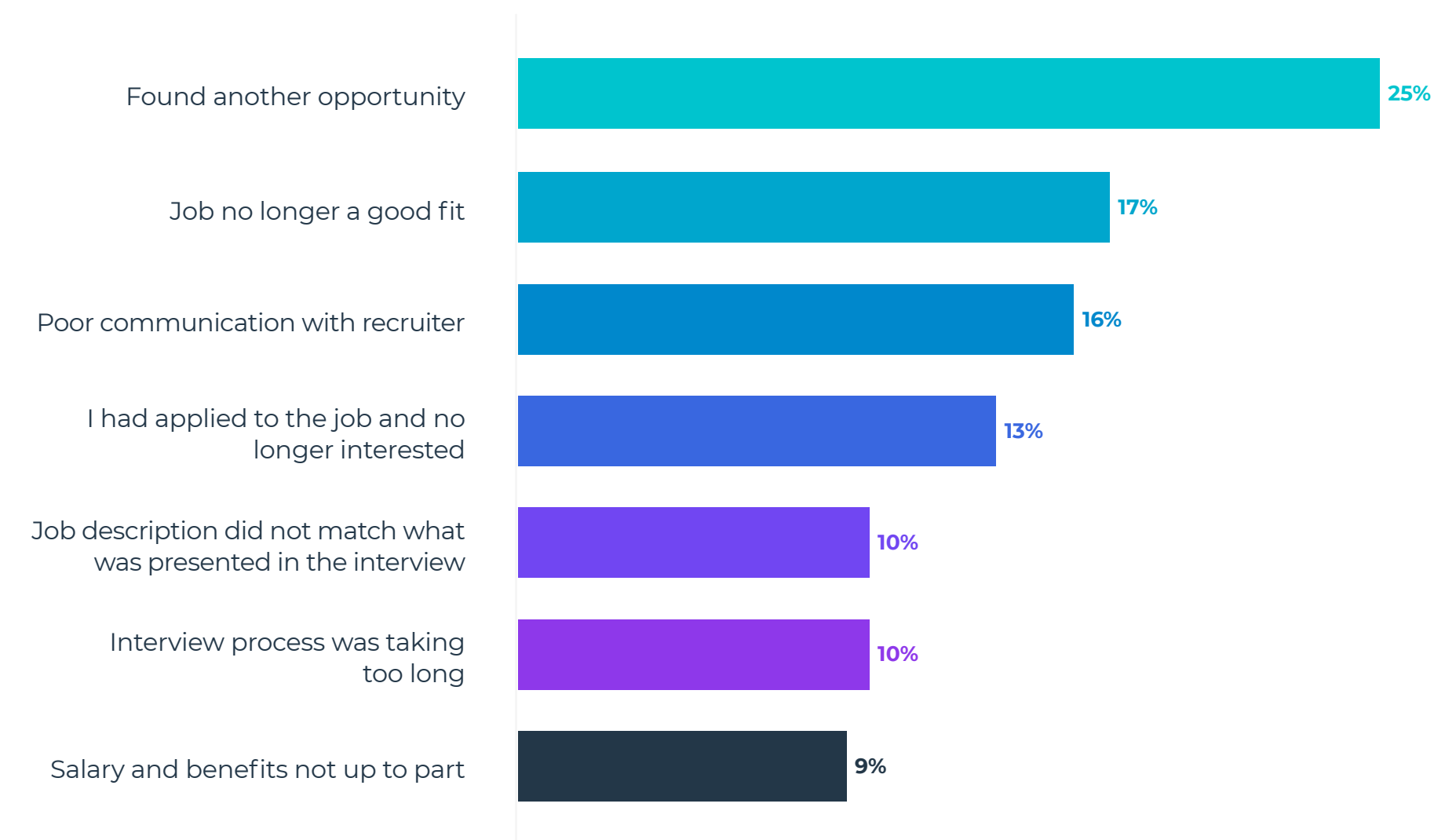
Keep in constant communication with candidates

The third most common reason for ghosting is poor communication with the recruiter. Here is an opportunity where you can make a direct impact by simply communicating more. Let candidates know what to expect during the interview process and how long it should take. Keep in contact with candidates in between each round even if it is to let them know that no decision has been made yet. Candidates do not want to be kept waiting around for a response just as much as recruiters.



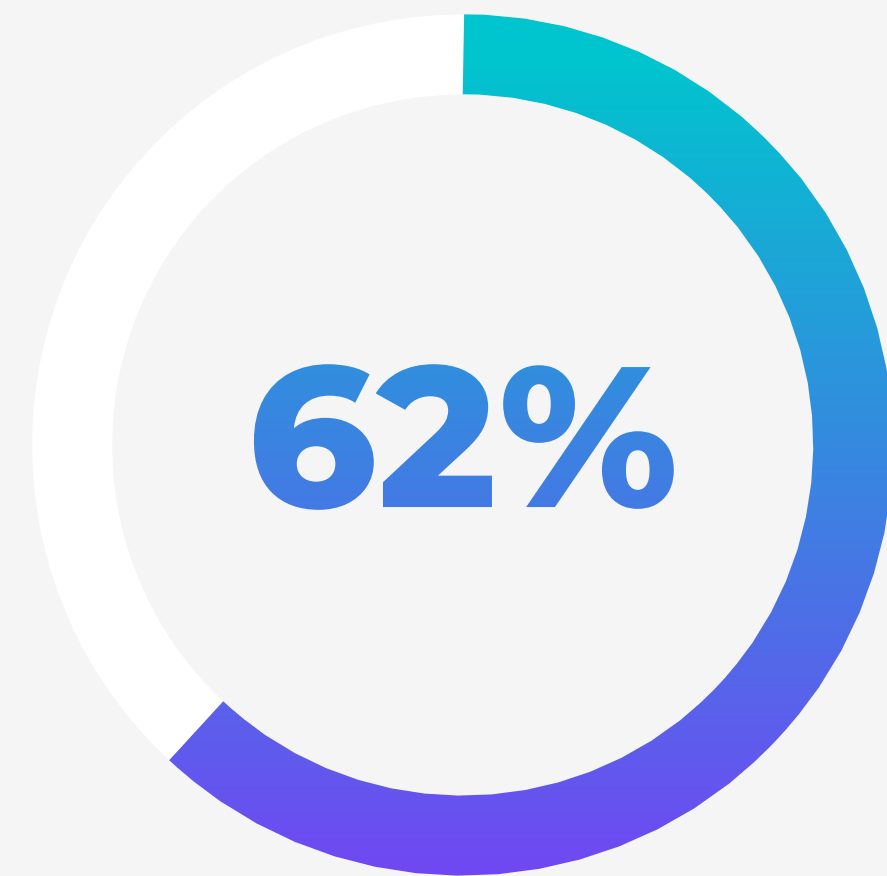
18% of students have ghosted an employer after being contacted for an interview or a follow-up

Why did you ghost an employer?



RECRUITERS NEED TO MOVE QUICKLY

62% of students in our survey say that a slow-moving interview process that's longer than 1 month starting from the first interview would deter them from accepting a job offer.



of students would be deterred from accepting a job offer from a company with a slow moving interview process

To remain competitive, employers need to move as quickly as possible during the interview process.

Consider the following to keep things moving along:

- 1** Are multiple rounds of interviews with different individuals necessary? If the interview questions are similar across the board, consider holding a panel interview instead. This shortens the interview process and condenses your time in the initial recruitment phase.
- 2** Hold interviews on campus soon after the career fair. If you come across a strong candidate at the career fair, don't wait until the end of campus recruiting activities or a certain application deadline. Act quickly and reach out to the student for an interview while you are still on campus.
- 3** Leverage technology. Every recruiter knows that the most tedious part of the process is sorting through resumes and applications to find the most qualified candidates. By leveraging technology such as AI screening, recruiters can speed up communication with best-fit candidates without them having to wait too long to know where they stand in the process.
- 4** Make sure hiring managers, stakeholders, and anyone else involved are on the same page as far as what each person is trying to get out of each interview. Having standardized questions for each round will help ensure no interview time is wasted with repeat questions and no important questions are left unanswered.

COMMON REASONS STUDENTS RENEGE

Reneges are a common source of frustration for recruiters. There are costs involved with every hire and, when a candidate reneges, there's a sense of loss and time wasted. Yet, it continues to happen. 15% of students indicated that they have reneged on a job offer in the past and 57% of students said they would consider it if faced with the decision. Is there anything recruiters can do about it? Here's what our student survey shows on reasons why candidates most commonly decline job offers.

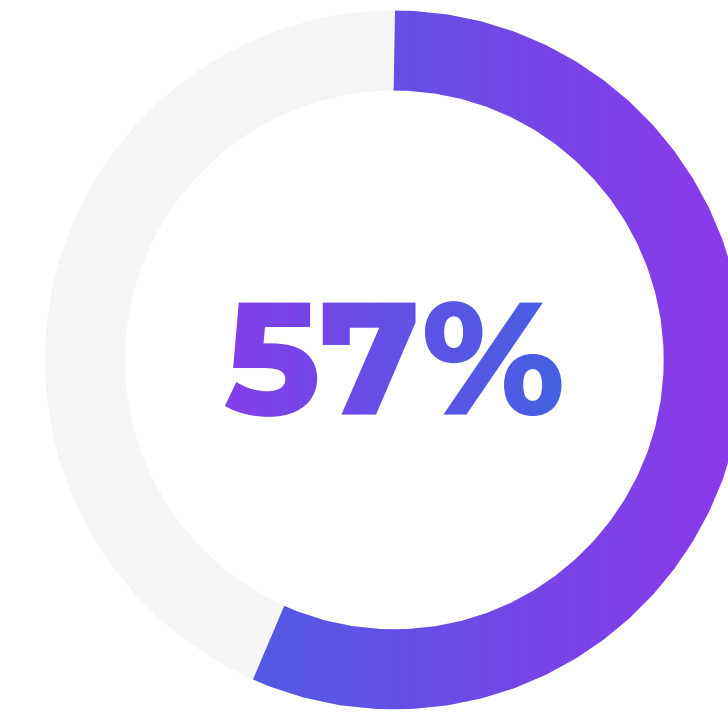
Salary remains a big driver for candidates to change their minds about job offers

Despite college graduates today having a different set of priorities than previous generations, salary remains at the top of the list as an important benefit and is often still a tipping point for an offer decision if all other aspects of two jobs are equal. Our survey shows that 24% of students have declined a job offer in the past due to finding a new position with higher pay. This continues to highlight the importance of a competitive salary in retaining new hires.



Emphasize where you see the role growing in the future

21% of students who have reneged in the past said it was due to finding a new position with better growth opportunities, the second most common reason after salary. While salary may sometimes be out of your control, ensuring candidates can see what their career trajectory will look like is something that you can make sure to emphasize. Place a higher focus on more than just the "right now" position and talk about potential career paths as well as opportunities for learning & development that the company provides.

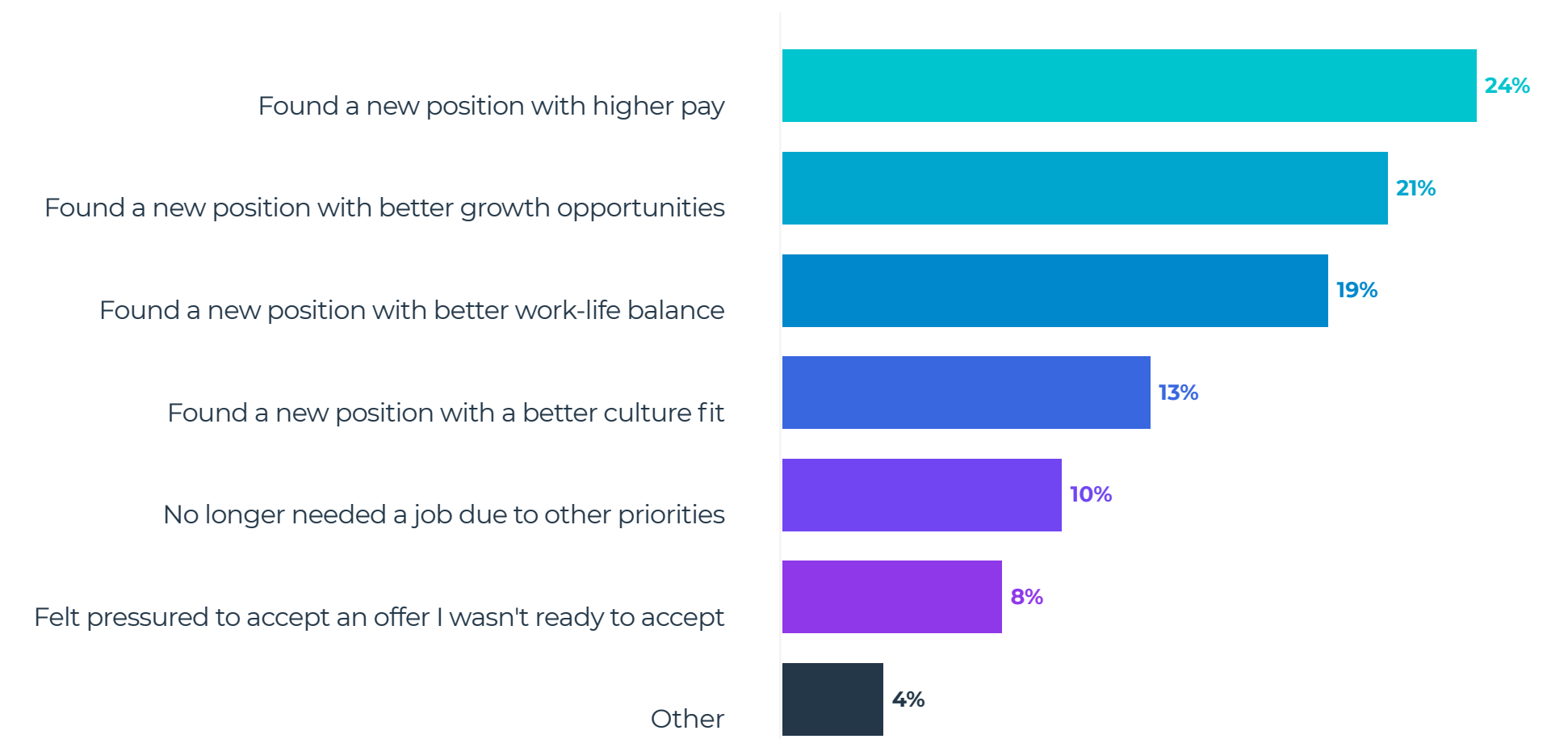


57% of students would consider declining a job offer after already accepting it



15% of students have accepted a job offer and later declined it

Why did you decline the job offer?





Conclusion

The state of early talent recruiting is ever changing. As you start incorporating new strategies to your recruiting approach, don't forget about some of the main takeaways from our student survey.

It's always a good idea to have an even mix of in-person and virtual events.

This generation values face-to-face interactions. Prioritize in-person, but don't forget about virtual events if resources allow.

Company values matter.

Gen Z students want to know that they'll be working in companies that align with their ideals for meaningful change. Showcasing company values and standing by them is a good way to attract early talent.

Both salary and work-life balance are important.

Students entering the workforce post-pandemic are dealing with inflation and a higher cost of living. Having a competitive salary that allows them to live comfortably while also maintaining a balance between their professional and personal lives is an important benefit in a job.

We hope this guide gives you a better sense of what Gen Z students are all about when it comes to recruiting. If you ever have additional questions, or just want to say hi, don't hesitate to drop us a line. We're one click away.

Methodology & Audience Details

Symplicity Recruit surveyed 2,477 students currently enrolled in 130 different colleges and universities across the United States in October 2022. All students attend schools that are part of the Symplicity network. A vast majority of students surveyed are working towards a Bachelor's Degree (97%) and are on track to complete it between summer 2023 and summer 2024.

Student Details

When are you scheduled to earn your degree?

I have already graduated - 1.6%
 I will earn my degree by the summer of 2023 - 34.6%
 I will earn my degree by the summer of 2024 - 43.7%
 I will earn my degree by the summer of 2025 - 11.8%
 Other - 9.0%

In the past year, which of the following have you recruited from?

Full-time or part-time internship - 77.6%
 Full-time position after graduation - 19.8%
 Other - 16.2%

First generation college student?

Yes - 25.9%
 No - 70.6%
 Prefer not to respond - 3.5%

Gender

Female - 60.8%
 Male - 34.2%
 Non-binary - 2.4%
 Prefer not to respond - 2.6%

Race/Ethnicity

White - 40.7%
 Asian - 18.2%
 Hispanic or Latinx - 15.0%
 Black - 9.4%
 Multi-racial - 5.0%
 International Student - 3.7%
 Another race - 2.1%
 Native Hawaiian or other Pacific Islander - 0.5%
 Native American - 0.3%
 Prefer not to respond - 5.0%

Majors

- | | | | | | | |
|-----------------------|--------------------------------------|--|---------------------------------|-----------------------------------|---------------------------------|---------------------------------|
| Accounting | Biological Engineering | Criminal Justice | Forestry | Human Development | Marine Biology | Public Health |
| Actuarial Science | Biology | Cybersecurity | French | Human Services | Mass Communications | Public Policy |
| Aerospace Engineering | Biomedical Engineering | Dance | Game Design | Immunology and Infectious Disease | Math | Radiology |
| Agricultural Science | Business (General) | Data Science | Geographic Information Sciences | Industrial Design | Mechanical Engineering | Real Estate |
| American Studies | Business (Entrepreneurship) | Design | Geography | Industrial Engineering | Medical Laboratory Science | Religious Studies |
| Analytics | Business (Finance) | Digital Media Production | Geology | Information Science | Meteorology | Respiratory Therapy |
| Animal Science | Business (HR) | Disaster Preparedness and Emergency Management | Geospatial Science | Information Security | Mining Engineering | Science, Technology and Society |
| Animation | Business (Marketing) | Early Childhood Education | Government | Information Systems | Music | Social Work |
| Anthropology | Chemical Engineering | Economics | Graphic Design | Information Technology | Neuroscience | Sociology |
| Architecture | Chemistry | Education | Health Care Administration | Integrated Design | Nursing | Spanish |
| Art | Child and Adolescent Studies | Electrical Engineering | Health Policy Administration | Integrative Health | Occupational Therapy | Speech Language Pathology |
| Art Education | Cinema | English | Health Promotion | Interdisciplinary Studies | Parks and Recreation Management | Sports Management |
| Art History | Civil Engineering | Environmental Studies | Health Science | Interior Design | Philosophy | Studio Production |
| Arts Management | Cognitive Science | Exercise Science | Health Systems Management | International Studies | Physics | Supply Chain |
| Asian Studies | Communication Disorders | Family Enterprise | Healthcare Administration | Japanese | Physiology | Telecommunications |
| Astronomy | Community Health | Fashion | Healthcare Information Systems | Journalism | Political Science | Theatre |
| Astrophysics | Computer Engineering | Finance | History | Kinesiology | Product Design | Urban Studies |
| Aviation | Computer Science | Food Science | Hospitality | Legal Studies | Production Design | UX Design |
| Behavioral Studies | Conservation and Wildlife Management | Forensic Psychology | Human Biology | Liberal Studies | Psychology | |
| Biobehavioral Health | Construction Management | Forensic Science | | Linguistics | Public Administration | |
| Biochemistry | | | | | | |

About Recruit

Symplcity Recruit is the premier early talent recruiting platform connecting employers with our exclusive global network of academic institutions. We empower employers with the technology to find the right candidate amongst our pool of over 6 million active students in an efficient, targeted way.

To learn more about Symplcity Recruit, visit:
[simplcity.com/employers](https://www.simplcity.com/employers)



RECRUIT KEY FEATURES



Job Posting

Post into our network of 6+million students. Refresh on demand or extend and refresh with one 1-click.



Global Search

Discover and send personalized emails to career-ready students and recent grads from our resume database.



Recommended Candidates

Within minutes of posting a job, our AI technology will automatically search through our database and find qualified candidates for recruiters to invite to apply.



Smart Invites

Automated proactive outreach to students looking for similar jobs inviting them to apply to yours (over 70% open rate).



Diversity and Inclusion

Discover and engage with underrepresented talent from any school on our network utilizing our sourcing and campaigns features.



Brand

Publish your company profile to all connected schools with a single click and measure brand awareness based on student following at each school.



Analytics

Identify top connected schools based on a composite engagement score to better understand which schools to focus on. Get recommendations for other schools with high student engagement to connect to.