

A large, stylized green chevron graphic pointing to the right, serving as a background for the text.

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# What new grads and the employers hiring them must know

## *An Outlook Up Close Video*

### Video Transcript

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**When you were a kid, what did you want to be when you grew up?**

The first recollection I have around career aspirations when I was a kid was from watching a show called Medical Center. The nurses on the show had these little white outfits with pointy hats, and based solely on that, I wanted to be a nurse.

**What was your first paying job?**

My first job was cleaning houses of the people that I babysat for. I worked my way around the neighborhood and would clean five or six houses on a weekend and I thought I was rich.

**How are job expectations changing for new grads?**

There are some stark differences between the expectations of new graduates from the class of 2016 compared with the realities of the preceding graduating classes.

Specifically, in Accenture's most recent study on college graduates' outlook in 2016, we found that 88 percent of those graduates expected to land a job in their field of study, compared to 65 percent of the 2014 and 15 graduates who say they actually have done so.

**What surprising insights came out of the research?**

Perhaps the most striking and concerning is the rise of recent graduates who feel they are underemployed. 51 percent of 2014 and 15 graduates say they are working in jobs that do not require

their college degree, a steady increase year over year since 2013 when 41 percent of recent graduates reported the same.

### **What should organizations do to attract these employees?**

We recommend that organizations make a number of changes including first, hyper personalize your talent strategy. Tailor and implement a comprehensive entry level talent strategy centered on a personalized and individualized approach. Next, connect employees work to the purpose of the organization and broaden their experience. By providing better job rotation and variety connected to the broader strategy and purpose of the organization, you can offer the promise of a more challenging work environment. And third, deliver a different kind of work experience that we call an internal gig experience, which means offering the security of a permanent position, but at the same time, employees move from gig to gig internally taking a project based perspective with more frequent job rotation.

By orienting learning, job roles and advancement towards an internal gig experience, organizations can offer a type of employment that can keep new employees engaged, motivated and satisfied with their work.