
BSOS majors pursue a variety of career fields, but overall seniors will be graduating into a good job market, although it will be fiercely competitive. The most successful students will have completed at least one internship (related to their field of interest), established connections with employers prior to their senior year, and possess the ability to articulate their skills to employers.

Employers plan on hiring more bachelor degree candidates than last year and here is why...

- Businesses are in a period of growth and plan on investing in facilities (to house new talent).
- 2014 showed steady job growth all year.
- There is a more confident consumer environment. Since consumers drive 70% of the economy this confidence has a positive effect on business growth.


“The total number of available positions jumped to 46,609 in 2013-14 from 24,834 in 2012-13. This is one indicator of an improving job market for college graduates and fits with other recently released labor market data”.

NACE Job Outlook, 2015 Survey

“Overall, employers plan to hire 7.5 percent more graduates from the Class of 2015…than they did from the Class of 2014. The main reasons employers cited for increasing their college hiring numbers are business need/company growth and to account for anticipated retirements.” NACE Job Outlook, November 2014

Competition for qualified candidates has increased

- Employers reported being “underwhelmed by the pool of qualified candidates” and found students lack the ability to translate their past experiences into skills they are seeking.
- Recruiters and employers noted that students’ application materials are not outstanding and their job offer expectations are unrealistic. Recruiting Trends 2014-2015

Thus BSOS students can really shine as candidates if they have a properly prepared resume/cover letter, can articulate their skills, and have realistic expectations of their industries career norms.

Leading hiring sectors (2015)
Professional Services; Non-profits; Government; Finance & Insurance; Information Services. Recruiting Trends 2014-2015

“By broad category, graduates of the business, engineering, computer and information sciences, and math and sciences disciplines are most in demand at the bachelor’s degree level. Finance, accounting, and computer science majors are most in demand among employers.” Recruiting practices will be more proactive towards these fields. NACE Job Outlook, November 2014

BSOS students can prepare for the job market by...

- Deciding on a career path, preparing industry specific application materials, and identifying their skills.
- Engaging in internship opportunities with employers of interest and leaving a good impression.
- Networking early and often to identify mentors, organizations of interest, and to collect industry specific contacts and information.

The University Career Center & The President’s Promise can help students prepare a plan during individual appointments. Refer students as needed.

University Career Center @ BSOS
BSOS Majors: Tools and Resources
To Prepare for the Job Market

Students who are successful post-graduation have engaged in some of the activities or resources below.

Decide on a career path (early)
- Explore career paths categories by academic areas: www.ter.ps/bsosexplore
- Map out a career exploration plan based using, http://BSOSCareerAction
- Online assessments to examine your interests, values, skills, and personality preferences: FOCUS2
- Counseling Center offers workshops and walk-in hours for major/career exploration
- Meet with a Career Consultant to discuss career options, etc.: www.ter.ps/careerappts
- Many majors highlight alumni accomplishments on their Blogs, which is a great place for undergraduates to gain inspiration
- Participate in Career Shuttles, Intern for a Day, EDCP108C: Career Clarification, attend career fairs and networking events, and participate in specific programs and events

Prepare industry specific application materials and identify their skills
- Meet with a Career Consultant to review resume, etc.: www.ter.ps/CareerApts
- Start networking to identify valued skills and industry application preferences: www.Careers.umd.edu/Events
- Attend employer led mock interviews and resume reviews
- Register for major transitions courses offered by most BSOS majors

Engage in internship opportunities with employers of interest
- Internship workshop series teaches students how to apply and make the most of the internship: www.Careers.umd.edu/Events
- Meet with a Career Consultant to develop an internship search plan, etc.: www.ter.ps/careerappts
- Create your own internship resources: www.ter.ps/createintern
- Apply for and set up search alerts for internships posted in Careers4Terps
- Create an employer of interest list using Careers4Terps “Employer Directory”, which includes over 10,000 organizations

Network early and often
- Attend career fairs to network with employers and alumni: www.Careers.umd.edu/Fairs
- Participate in a Career Shuttle to visit an organization of interest: www.Careers.umd.edu/Shuttle
- Pursue internship, volunteer, or part-time positions to meet new people and gain skills: www.ter.ps/internsearch
- Connect with BSOS alumni through Candid Career videos, LinkedIn, or workshops: www.ter.ps/ConnectAlum
- Make connections online- LinkedIn’s find alumni, allows users to research where UMD alumni are working and locate alumni
- Participate in Intern for a Day to shadow employers and gauge interest
- Attend events, panels, and site visits offered by BSOS departments