



America's Best Employers for New Grads 2024

Methodology

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Summary

- America’s Best Employers for New Grads are identified in an independent survey from a vast sample of over **100,000 U.S. young professionals (employees that have less than 10 years work experience)** working for companies employing **at least 1,000 people** within the U.S.
- The survey was conducted using several online access panels, providing a representative sample of the American Young Professional workforce. Each young professional was asked which firm or institution he or she works for in an open-ended question with an autofill option. The survey was conducted based around companies **from all industry sectors** with more than 1,000 employees in the U.S. In total, the survey took an average of 5-8 minutes to complete. In order to create the evaluated sample, surveys have been conducted periodically over the course of the previous 3 years. Over **2 million employer evaluations** are considered.
- The consideration of data from a 3 year period allows a robust differentiation between organizations that consistently perform well from those that may have only had a single good year.
- The final score is based on two types of evaluations: **personal** (those given by employees themselves, also known as *direct* evaluations) and **public** (those given by friends and family members of employees, or members of the public who work in the same industry- also known as *indirect* evaluations), with a much higher weighting for personal evaluations.
- The 400 companies receiving the highest total scores are awarded as the “Best Employers for New Grads 2024”

America's Best Employers for New Grads follows the same approach as other employers projects

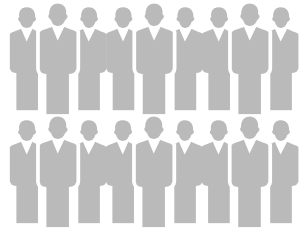
Data-based results



Participation is voluntary and the survey is conducted at regular intervals over the course of the year

Participation through open access panels

The survey is conducted using an **online access panel**, providing a representative sample of **100,000 employees** over the last three years working part- or full-time for companies and institutions employing **at least 1,000 employees in the U.S.**



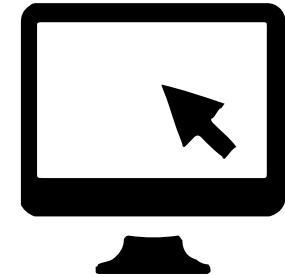
Online access panel

An online access panel is a sample group set up by a survey company and available for custom-built surveys. People register and agree to take part in online surveys.



>100,000 participants:

- ✓ **Full-time** (> 35 hours per week)
- ✓ **Part-time** (< 35 hours per week)
- ✗ **Unemployed**
- ✗ **Self-employed**
- ✗ **Company size < 1,000 employees**

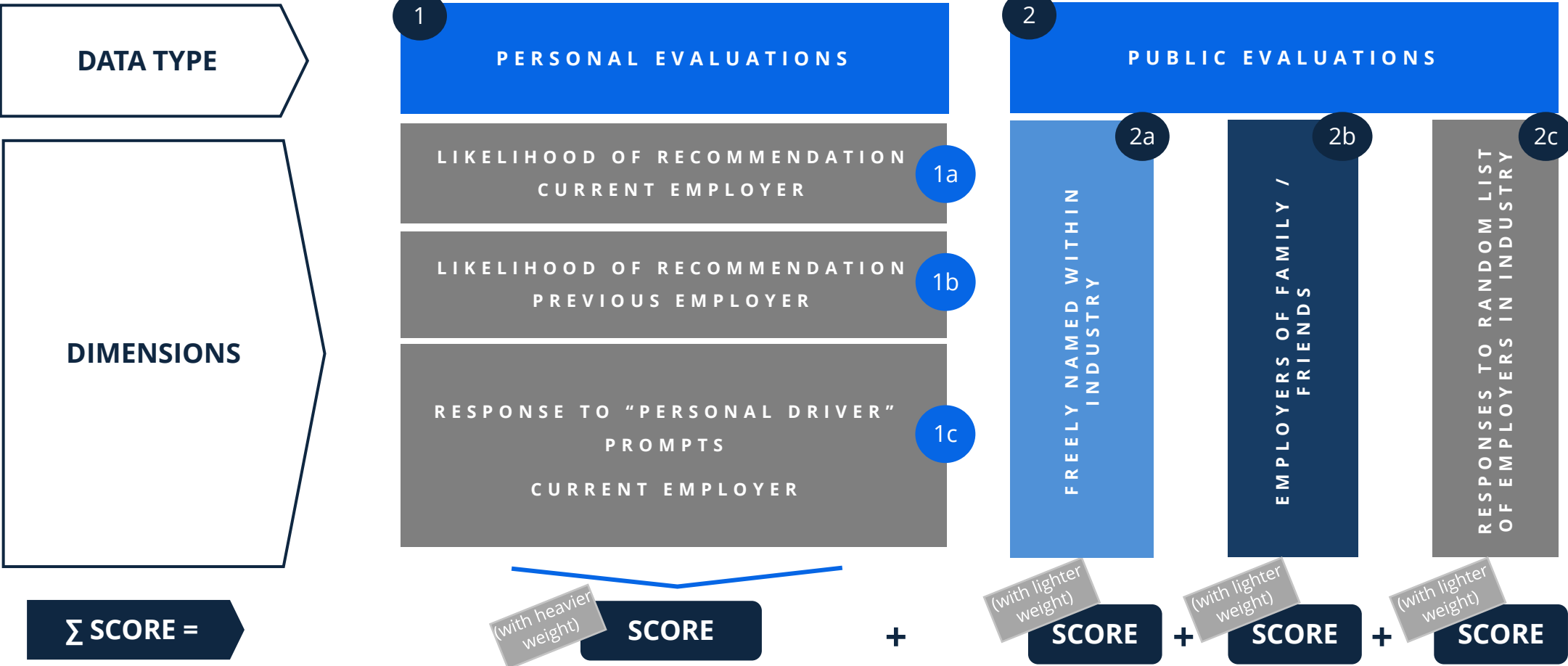


Survey Periods

January – June*
September – November*

*Over a 3 year period

Overview of scoring components



Data from the previous three years is considered, with a heavier weight put on more recent data. The results of these elements are combined to calculate a final score for the American employers captured in our sample

Overview of "Personal Driver" Prompts

Prompts categorized into six dimensions, shown below

Atmosphere & Development

- Good performance at work is recognized and praised
- The management is loyal to the employees
- There is a climate of fairness and trust
- I am given the necessary information I need to do my work
- My employer encourages me to take initiative and develop new ideas
- There are career advancement opportunities
- Colleagues work well together
- My direct supervisor makes his/her decisions clear

Salary / Wage

- My company pays fair wages/salaries
- Wages/salaries paid are in line with responsibilities
- The medical insurance, paid holidays/vacation/sick days, and retirement plan offered by my employer are competitive with comparable jobs in my industry

Image

- The company enjoys a good image
- I am proud of the product/service that my company produces/offers

Diversity

- My employer respects individuals and values their differences
- My employer provides an environment for the free and open expression of ideas, opinions and beliefs
- My employer takes appropriate action in response to incidents of discrimination

Working conditions

- I can organize my own work
- I am satisfied with my working hours

Workplace

- Working equipment is state of the art
- Work stations are safe and ergonomic

Industries

Each employer grouped by industry

1. Construction, Chemicals, Raw Materials
2. Utilities
3. Engineering, Manufacturing
4. Automotive (Automotive and Suppliers)
5. Aerospace & Defense
6. Drugs & Biotechnology
7. Semiconductors, Electronics, Electrical Engineering
8. Health Care Equipment & Services
9. Packaged Goods
10. Food, Soft Beverages, Alcohol & Tobacco
11. Transportation & Logistics
12. Banking & Financial Services
13. Insurance
14. Telecommunications Services, Cable Supplier
15. IT Software & Services
16. Professional Services
17. Media & Advertising
18. Business Services & Supplies
19. Government Services
20. Education
21. Healthcare & Social Services
22. Retail & Wholesale
23. Clothing, Shoes, Sports Equipment
24. Restaurants
25. Travel & Leisure