

NOTES FOR ADVISORS ON POTENTIAL IMPACTS OF RECENT EXECUTIVE ORDERS
& FEDERAL CUTS ON THE JOB MARKET FOR 2025 GRADS

First, there is power in holding space & validating (not dismissing) concerns while also helping students reframe. There are legitimate reasons for concern; there is opportunity to be found.

At the start of the year, job market predictions for 2025 looked strong. The National Association of Colleges and Employers (NACE) reported that employers anticipated hiring 7.3% more graduates from the college Class of 2025 than they did from the Class of 2024. And more than 40% of employers reported plans to increase the salaries for bachelor's degree graduates ([Job Outlook 2025](#)).

- As of January 2025, the US job market showed modest job growth and a low 4% unemployment rate ([U.S. Bureau of Labor Statistics](#)).
- Also worth noting that on campus recruitment at UVM has not faltered: Career Fairs are still selling out, tabling opportunities are full, job & intern postings remain strong.
- That said, competition for jobs is strong. [Handshake Trends](#) noted fewer jobs created in 2024 (compared to 2023) while applications per job were significantly higher.

Of course, much changed since then and it is impossible to predict the impact of the recent activities of the Trump administration on the job market for 2025 graduates. While this level of disruption to certain sectors of the job market is unprecedented, our recommendations are similar to those we would offer students entering any uncertain job market.

The advice we've always given continues to be sound advice:

- Know your value/your brand: be prepared to articulate your strengths & tell your story
- Recognize your [transferable skills](#) as assets for jobs you might not have thought about before
- Cast a broad net: be open to opportunities you've not yet thought of (redefine success)
- Use your network: let folks know you are looking and what you're looking for
- Take advantage of ops to upskill/reskill/assess your skills (but don't go in debt for this)
- Don't lose hope: job seeking can be grueling, be kind to yourself
- Hold space – on your calendar and in your heart for the search & to affirm your self-worth
- Not every job is a *forever* job, *right now* jobs have real utility (know your basic needs)
- Stay organized with this [handy template](#)
- Coaches at the Career Center are available to support your process (now & for life)

Prior to this current flurry of orders/freezes/cuts, 2025 predictions saw potential in several areas...

Gig Economy opportunities like: mobile app development, content writing, graphic design, web development, e-commerce, social media management, SEO advertising.

Exciting new opportunities in AI such as: AI Specialist (craft and execute AI strategies tailored to business needs), AI/ML Developer (build machine learning models for cutting-edge AI applications), Business Intelligence Analyst (harness AI to turn raw data into actionable insights), NLP Developer (teach computers to understand and generate human language), XR Developer (blend AI with virtual/augmented/mixed realities for immersive experiences), and more...

Green jobs are also predicted to grow (based on significant increase in sustainability investments over the past few years):

- Business sustainability Energy management
- Renewable energy Green construction

While government jobs are on the chopping block, America will not stop caring about the environment. [World Resources Institute](#) predicts that while the Trump administration will inevitably slow the pace of U.S. climate action, it cannot stop the underlying momentum. Opportunities outside of government exists and are likely to increase, as we saw in his first term.

As always, helping students identify their transferable and technical skills - and which can be applied in any number of different fields/jobs - may help them feel more employable or optimistic.

As [Emma Becker](#) reminds us, people or “power” skills remain vital, such as:

- Communication skills Problem-solving skills
- Emotional quotient (EQ) Time management Leadership

And, [business leaders](#) report an ongoing skills gap for in-demand technical skills as:

- Data analysis Project management AI design
- Software development Cybersecurity

Additional resources we like:

- This great Handshake blog: [No job after graduation? How to manage your anxiety](#)
- McClure’s robust listing of the [most promising jobs in VT](#)
- Bruce Feiler’s Ted Talk on [The Secret to Mastering Life’s Biggest Transitions](#)
- [Creative Mornings.com](#) - in-person & virtual networking “where learning meets connection”
- Our newly updated [For Alums](#) webpage with resources/services/tools
- And, of course, join a [Career Interest Group](#) to learn from others with similar interests.