

**THE EXPERIENCE GAP IN HIRING NEW GRADUATES: EXPECTING TOO MUCH FOR ENTRY LEVEL POSITIONS**

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**ABSTRACT**

College graduates are faced with many challenges during their job search. This is often due to their lack of real-world experience in their field of study. College graduates are willing and able to accept entry-level positions; however, they are often shut down if the experience requirement is not met. This paper will address this issue as well as the need for hiring managers to evaluate the requirements and expectations for the specific entry-level job. Both the graduate and the hiring manager sides will be discussed and potential solutions provided.

Keywords: *Hiring Graduates, Experience Gap, Entry Level Positions, Recruitment, Job Search, Careers*