

2023

America's Best Employers For New Grads



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MAY 23, 2023, 10:00 AM

Recent grads—especially those who are Gen Z or millennials—are looking for more out of work than just a paycheck, according to Deloitte’s Global 2023 Gen Z and Millennial Survey. Many of these young professionals seek workplaces that align

with their values, support sustainability and incorporate diversity, equity and inclusion (DEI) into their mission and daily practices.

But make no mistake—Gen Z and millennial employees are also looking for competitive pay. Many are experiencing increasing financial stress, and about half of them are living paycheck to paycheck, according to Deloitte's survey.

Early career professionals also want to work at companies that will help them develop the skills they need to advance in their careers. It's so important that 74% of the Gen Z and millennial respondents in a recent survey by Workplace Intelligence and Amazon said they're likely to leave their jobs due to a lack of skill-building support or career mobility options.

Where might these employees go? For starters, they could check out Forbes' annual list of America's Best Employers for New Grads, which ranks the companies that young professionals say offer superior workplace opportunities.

To create the list, Forbes partnered with market research firm Statista and surveyed over 28,000 young and early career professionals in the U.S. working for companies with at least 1,000 employees. Participants were asked to rate their employer in areas such as reputation, salary and benefits, education and career advancement opportunities, working hours and atmosphere, quality of work, DEI initiatives, whether good performance is recognized and whether they would recommend their employer to friends and family.

Survey respondents were also asked to evaluate other employers within their industry—with positive or negative feedback. The surveys were anonymous, enabling participants to share their opinions freely. The 300 companies with the highest scores made the final list.

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The Full List

SEARCH BY NAME

Q

SEARCH BY INDUSTRY

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RANK ^	NAME	INDUSTRIES
1.	General Mills	Food, Soft Beverages, Alcohol & Tobacco
2.	NASA	Aerospace & Defense
3.	Google	IT, Internet, Software & Services

4.	Mayo Clinic	Healthcare & Social
5.	Microsoft	IT, Internet, Software & Services
6.	UCLA Health	Healthcare & Social
7.	Ally Financial	Banking and Financial Services
8.	Fidelity Investments	Banking and Financial Services
9.	LinkedIn	IT, Internet, Software & Services
10.	Delta Air Lines	Transportation and Logistics
11.	Capital One	Banking and Financial Services
12.	U.S. Environmental Protection Agency (EPA)	Government Services
13.	Charles Schwab	Banking and Financial Services
14.	Memorial Sloan Kettering Cancer Center	Healthcare & Social
15.	U.S. Social Security Administration	Government Services

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16.	State of Michigan	Government Services
17.	Tampa General Hospital	Healthcare & Social
18.	American Express	Banking and Financial Services
19.	IBM	IT, Internet, Software & Services

20.	Boston Children's Hospital	Healthcare & Social
21.	Pennsylvania State University	Education
22.	Virginia Polytechnic Institute and State University	Education
23.	WakeMed	Healthcare & Social
24.	University of Michigan	Education
25.	University of Texas Southwestern Medical Center	Healthcare & Social
26.	BAE Systems	Aerospace & Defense
27.	H-E-B Grocery Company	Retail and Wholesale
28.	Auto-Owners Insurance	Insurance
29.	Houston Methodist	Healthcare & Social
30.	Progressive	Insurance

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31.	Indeed	IT, Internet, Software & Services
32.	TD Bank	Banking and Financial Services
33.	Humana	Insurance
34.	Cincinnati Children's	Healthcare & Social
35.	Adobe	IT, Internet, Software & Services

36.	Dutch Bros. Coffee	Restaurants
37.	Thermo Fisher Scientific	Drugs & Biotechnology
38.	Cisco Systems	IT, Internet, Software & Services
39.	General Electric	Engineering, Manufacturing
40.	BMW Group	Automotive (Automotive and Suppliers)
41.	Amtrak	Transportation and Logistics
42.	Chanel	Packaged Goods
43.	Hallmark Cards	Packaged Goods
44.	Wegmans Food Markets	Retail and Wholesale
45.	Torrid	Clothing, Shoes, Sports Equipment

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46.	Apple	Semiconductors, Electronics, Electrical Engineering, Technology Hardware & Equipment
47.	In-N-Out Burger	Restaurants
48.	Experian Information Solutions	Business Services & Supplies
49.	Turner Construction	Construction, Oil & Gas Operations, Mining and Chemicals
50.	Pfizer	Drugs & Biotechnology

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