

What Are Essential Competencies On the Job?

What are key skills and knowledge required across a broad range of jobs? Which skill sets are in shortest supply? In September 2015 CED surveyed its Members – CEOs and other business leaders – to explore these questions.

Essential Competencies for Being Hired

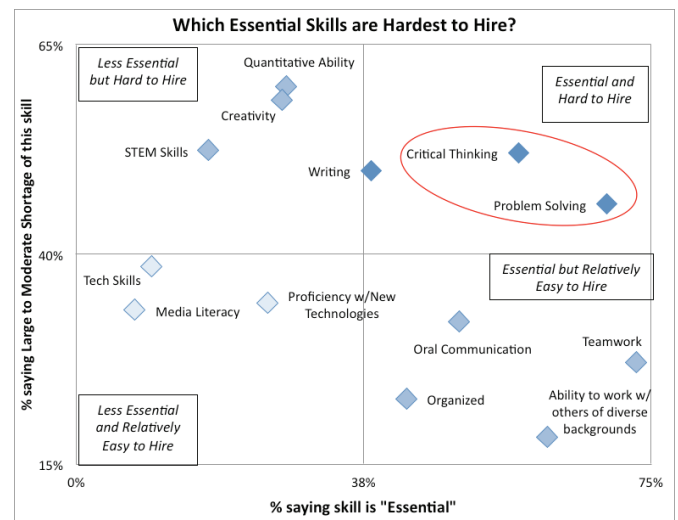
We asked our Members, regarding recent applicants to their organization's U.S. workforce:

"How important is it that the applicant has knowledge and skills in the following areas when your organization is deciding whether to hire the applicant?"



Which Competencies Are Both Essential and in Short Supply?

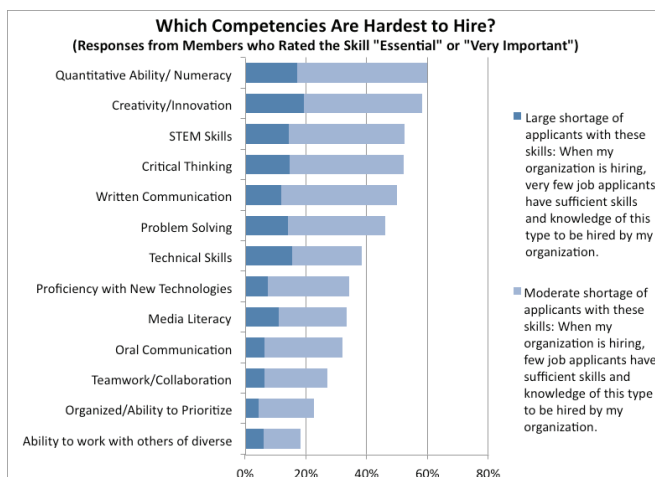
The chart below shows skills that are considered both very important for being hired by our Members' organizations and that are hard to find among applicants.



Which Competencies Are in Shortest Supply?

For those Members who rated a particular competency as "essential" or "very important," we then asked:

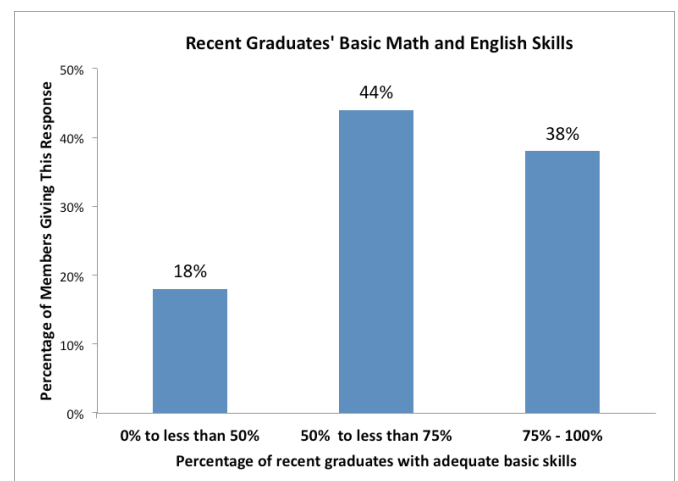
"To what extent does your organization encounter shortages or surpluses of applicants with sufficient skills and knowledge in each of the areas you identified?"



Adequacy of Basic Skills among Recent Graduates

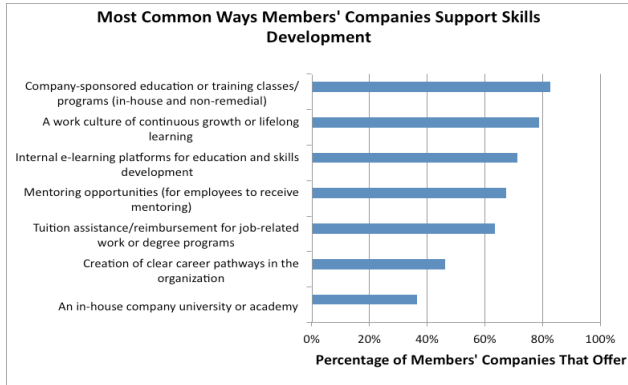
We asked our Members:

"What percentage of recent high school and college graduates applying to your organization have adequate basic skills in math, reading, grammar, and spoken English?"



83% of Members' Organizations Offer Skills Assistance and Training for Employees

The most common forms of skills assistance and training offered by the respondents' organizations appear in the chart below.

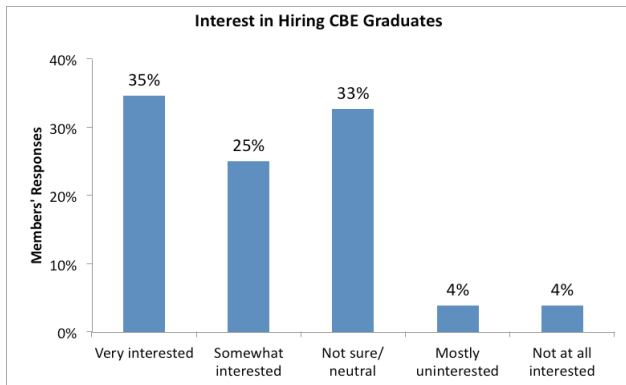


Competency-Based Education

Competency-Based Education (CBE) is an approach to education in which students earn credits based on demonstrating mastery of certain skills, or competencies. This method of recognizing educational achievements differs from the traditional credit-hour system where students advance by earning credits based on time spent in class. In competency-based education, students advance at their own pace and earn credit based on demonstrated learning, rather than time spent. Through a CBE program, students have the ability to complete the requirements necessary to receive an Associate's or Bachelor's degree, or they can receive recognition for mastering specific competencies that potential employers desire, independent of degree completion.

We asked our Members:

“Based on this description of competency-based education, how interested would your organization be in hiring students from a CBE program?”



Survey Details

CED fielded this online survey to its 175 members September 1-23, 2015. Fifty-seven members completed the survey, for a response rate of 33%. Five of the 57 respondents had been retired for 2 or more years, so the results reported here are from the remaining 52 respondents. Given the nature of the sample and the response rate, these results are representative of the opinions of these 52 CED Members only and should not be generalized more broadly.

The charts below provide additional background on the survey respondents.

