

SKILLS-BASED HIRING AND ALTERNATIVE CREDENTIALS

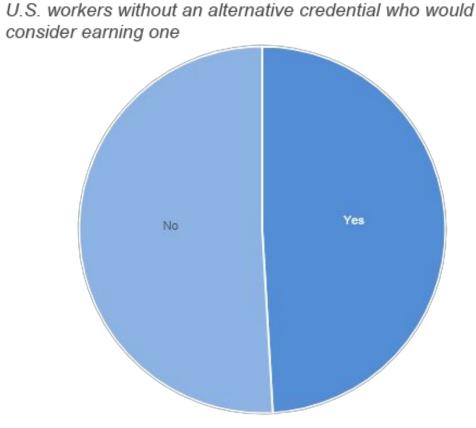
PREVALENCE OF ALTERNATIVE CREDENTIALS

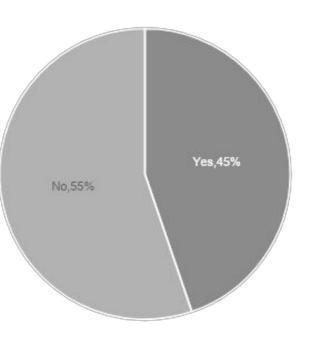


Nearly half of U.S. workers say they possess some form of an alternative credential.

Among those who don't, about half have considered earning one.

Prevalence of alternative credentials among U.S. workers





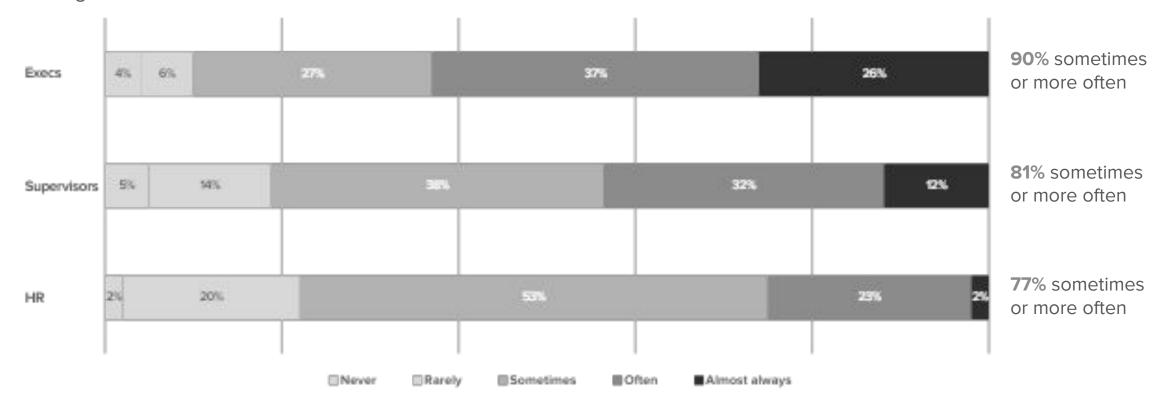
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Regardless of your educational background, do you possess some form of an alternative credential? N = U.S. Workers: 1,525 Have you ever considered earning an alternative credential? N = U.S. Workers: 842 (only asked to those who indicated they do not have an alternative credential)

DO JOB APPLICANTS HOLD ALTERNATIVE CREDENTIALS?

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Most employers say they encounter applicants who hold alternative credentials at least sometimes at their organizations.

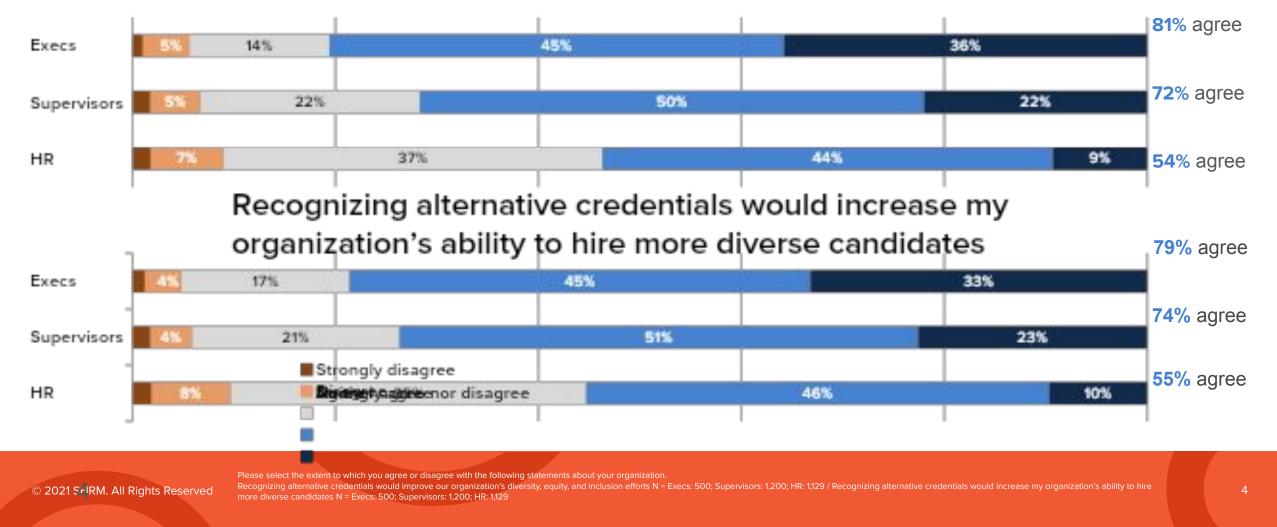


When hiring for open positions at your organization, how frequently do you encounter job applicants who hold an alternative credential? N = Execs: 500; Supervisors: 1,200; HR: 1,129

COULD ALTERNATIVE CREDENTIALS IMPACT DIVERSITY EFFORTS?

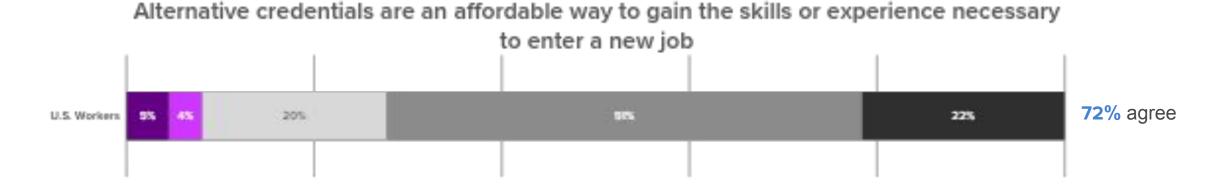


Recognizing alternative credentials would improve our organization's diversity, equity, and inclusion efforts



WHAT DO WORKERS THINK BELIEVE ABOUT ALTERNATIVE CREDENTIALS?





Having a job-relevant alternative credential increases/would increase my chances at



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Please select the degree to which you agree or disagree with the following statements

we credentials are an affordable way to gain the skills or experience necessary to enter a new job N = U.S. Workers: 1,525 / Having a job-relevant alternative credential increases/would increase my chances at being hired for a job N = U.S. Workers: 1,525



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THANK YOU



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