

SOURCE STUDY TITLE AND AUTHOR

The Emerging Degree Reset: How the Shift to Skills-Based Hiring Holds the Keys to Growing the U.S. Workforce at a Time of Talent Shortage. Joseph B. Fuller, Christina Langer, Julia Nitschke, Layla O'Kane, Matthew Sigelman, and Bledi Taska. The Burning Glass Institute.

SUMMARY

The Research: Employers Are Dropping Degree Requirements and Turning to Skills-Based Hiring for a Wide-Range of Roles

DESCRIPTION

Harvard Business School professor, Joseph Fuller, and the team at the Burning Glass Institute analyzed more than 51 million job postings and discovered evidence that employers are turning to skills-based hiring and removing degree requirements across a wide range of roles. They estimate that dropping requirements for a bachelor's degree and a continuation of this trend could open up an additional 1.4 million jobs to workers without college degrees over the next five years. This will significantly increase access to high-skill jobs for the two-thirds of Americans without a college education, providing employers with access to a larger, more diverse talent pool.

KEY FINDINGS

- Some 46% of middle-skill and 37% of high-skill occupations showed material reductions in degree requirements prior to the Pandemic. This trend was accelerated during the pandemic.
- A continuation of this trend could mean that an additional 1.4 million jobs would be open to workers without a bachelor's degree.
- The employers that do not reduce degree requirements effectively strip 15.7 million people from their candidate pool.
- Multiple companies have made high profile announcements of their commitment to prioritize skills over degrees. The study found that this had led to material changes in job requirements in some companies, most notably IBM and Accenture, but only modest changes at others. However, when companies do remove degree requirements, it spurs them to be more specific about skills requirements.

SOURCE STUDY LINK

The Emerging Degree Reset - How the Shift to Skills-Based Hiring Holds the Keys to Growing the U.S. Workforce at a Time of Talent Shortage