

What Hiring Managers Want From Higher Ed

Views on how well colleges prepare graduates for the work force

Employers and colleges aren't always on the same page about what skills graduates need to be ready for work. To help bridge that divide, *The Chronicle of Higher Education* surveyed hiring managers at major companies and nonprofit organizations nationwide to find out what they look for in new hires, especially as the outbreak of Covid-19 upends the economy.

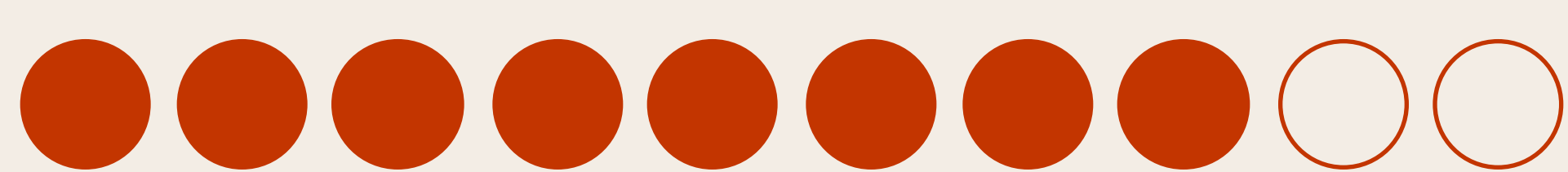
THE CHRONICLE OF HIGHER EDUCATION

With Support From  Adobe

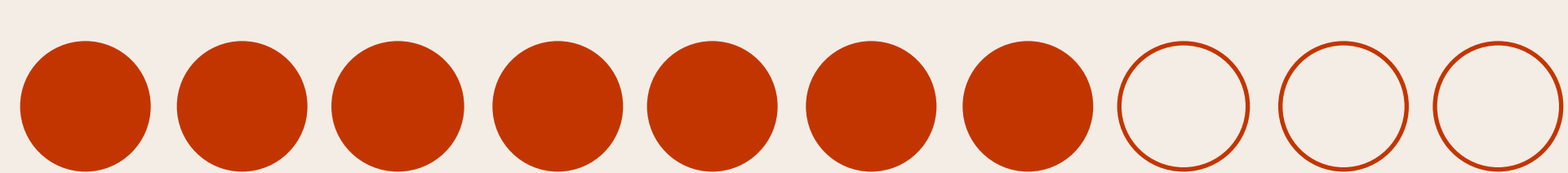


There's Strong Confidence in Grads

Among hiring managers



8 in 10 are confident that recent graduates have the skills needed for positions they are seeking to fill



7 in 10 are confident that recent four-year colleges prepare students to be ready for their first job after graduation

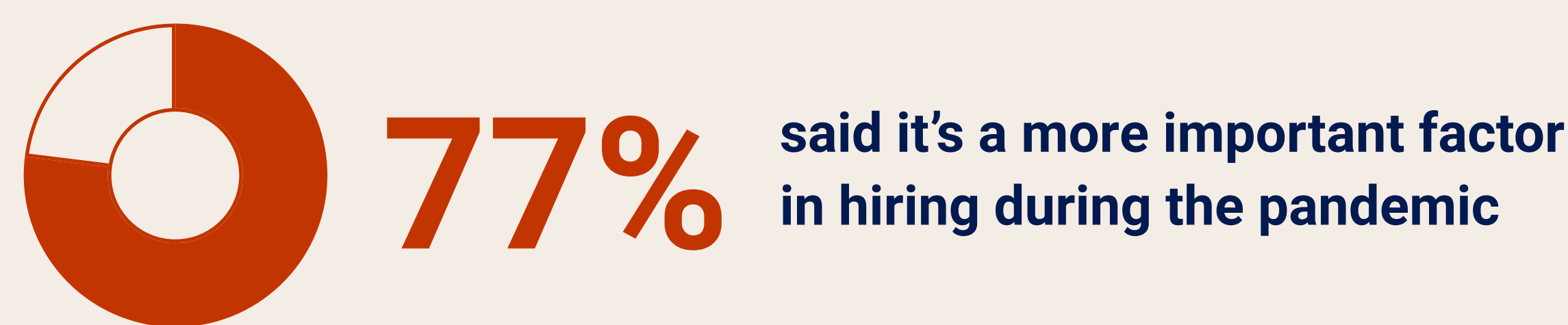
Soft Skills Are Key

Almost all the managers said soft skills are crucial. Here's what they find most valuable:

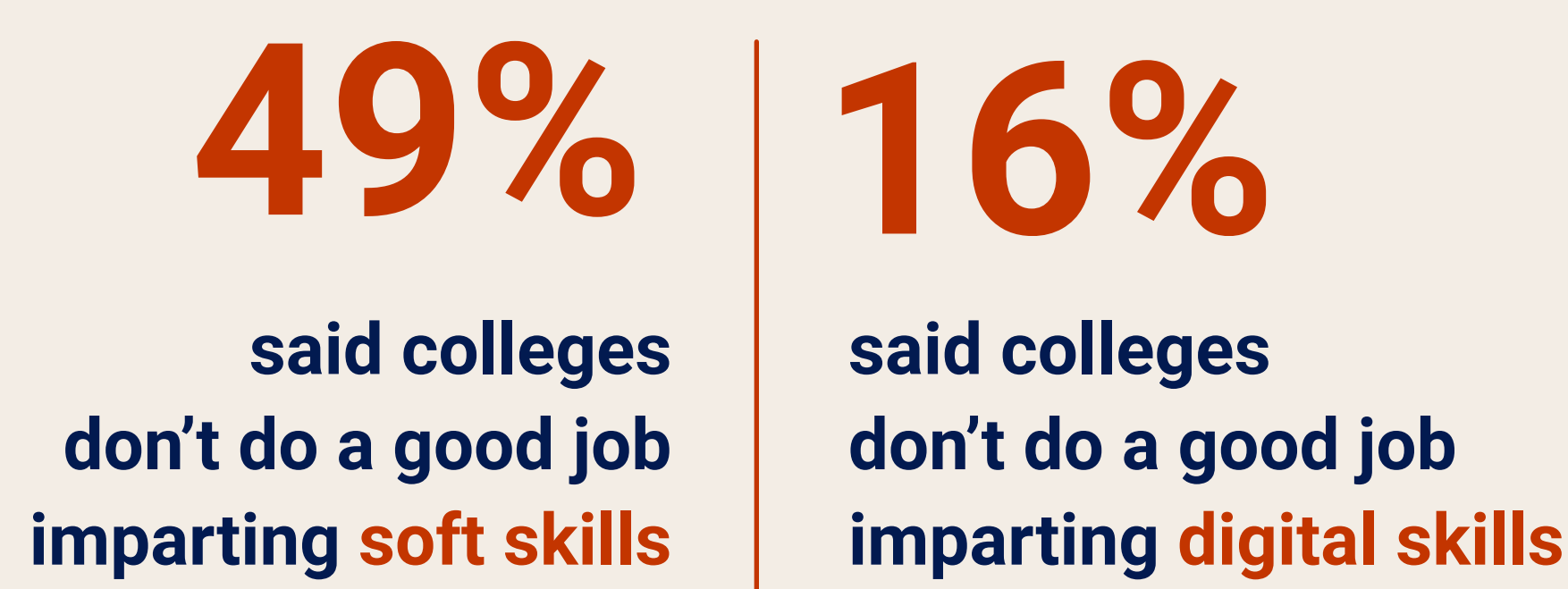
- 1 Communications
- 2 Critical Thinking
- 3 Problem Solving
- 4 Ability to Learn
- 5 Collaboration

And There's a Need for Digital Literacy

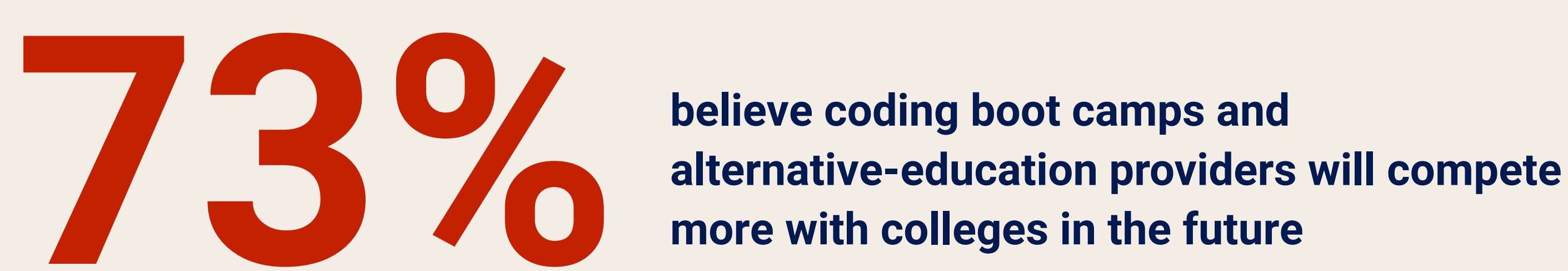
Almost all managers said new hires need it



But There Are Gaps



And There's Growing Competition



What's Ahead?

Colleges to...

- focus the curriculum on how it can teach soft and digital skills
- help students articulate the skills they learned and how to convey that to hiring managers
- collaborate with coding bootcamps to expand their practical course offerings