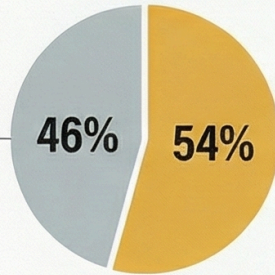
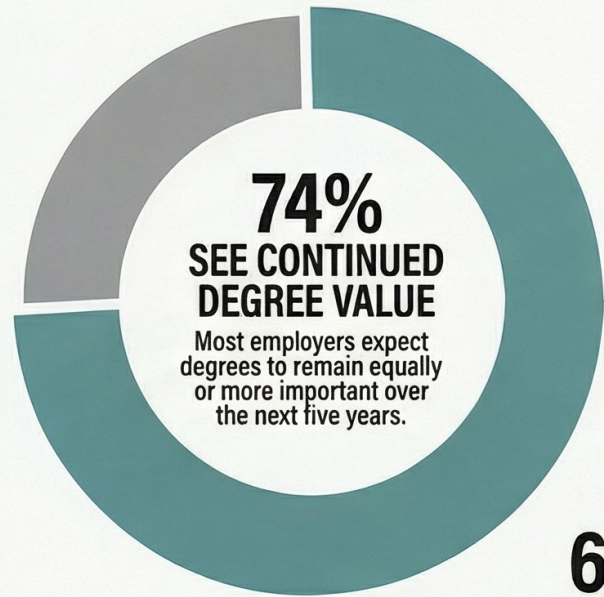


THE DEGREE PARADOX: BRIDGING THE EDUCATION-TO-EMPLOYMENT DIVIDE

While employers view degrees as vital signals, a significant readiness gap exists. Recent graduates require extensive training, prompting a shift to competency-based hiring and deeper partnerships.

THE READINESS GAP



THE SKILLS PERCEPTION GAP

Only 54% of employers believe colleges are graduating students with the necessary skills.

69%
REQUIRE EXTRA TRAINING
Nearly seven in ten employers report recent graduates need moderate to extensive on-the-job training.



FRICION IN THE HIRING LANDSCAPE

DIFFICULTY SOURCING CANDIDATES WITH CORRECT SKILLS:



PREFERENCE FOR DEGREES EVEN WHEN NOT FORMALLY REQUIRED:



RECENT GRADUATES CURRENTLY UNDEREMPLOYED:



STRATEGIES FOR ALIGNMENT



WORK-INTEGRATED LEARNING

Scaling credit-bearing internships and apprenticeships to provide contextualized, real-world skill application.



COMPETENCY-BASED HIRING

Shifting focus from degrees to verifiable skills through structured assessments and digital badging.



EDUCATOR PARTNERSHIPS

Co-designing curricula with industry advisory boards to align learning outcomes with market demands.