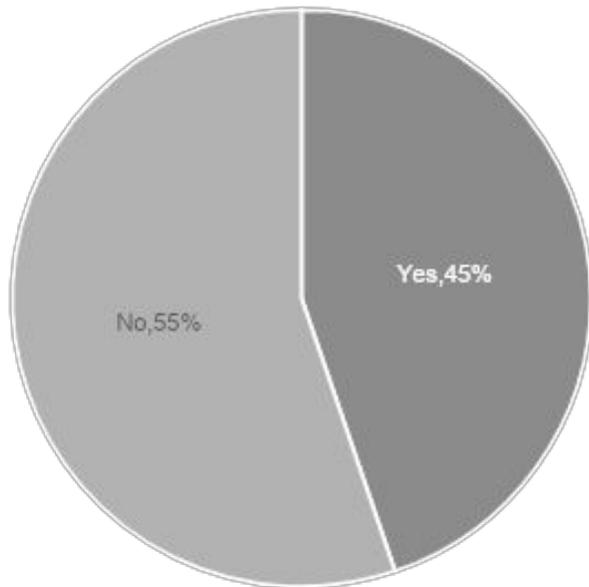


SKILLS-BASED HIRING AND ALTERNATIVE CREDENTIALS

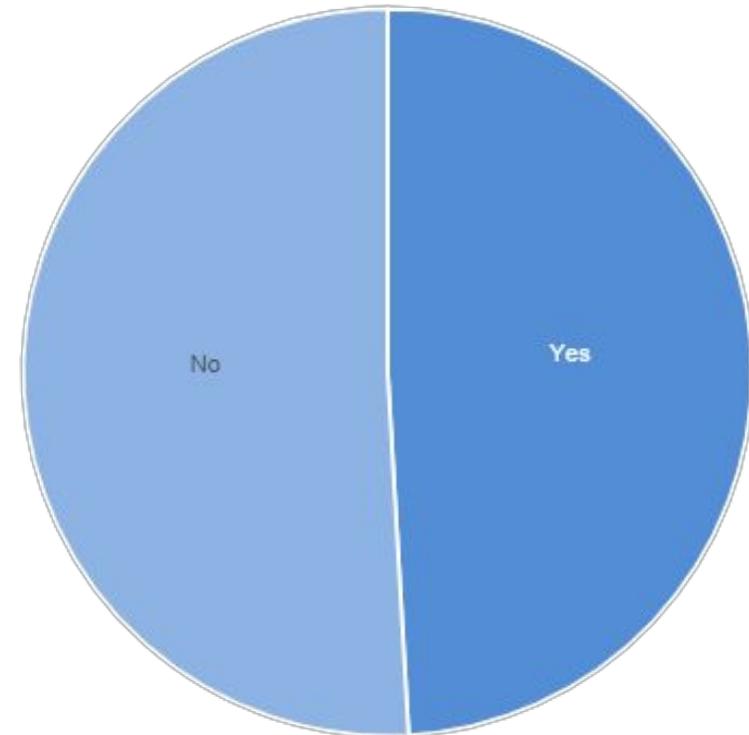
PREVALENCE OF ALTERNATIVE CREDENTIALS

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

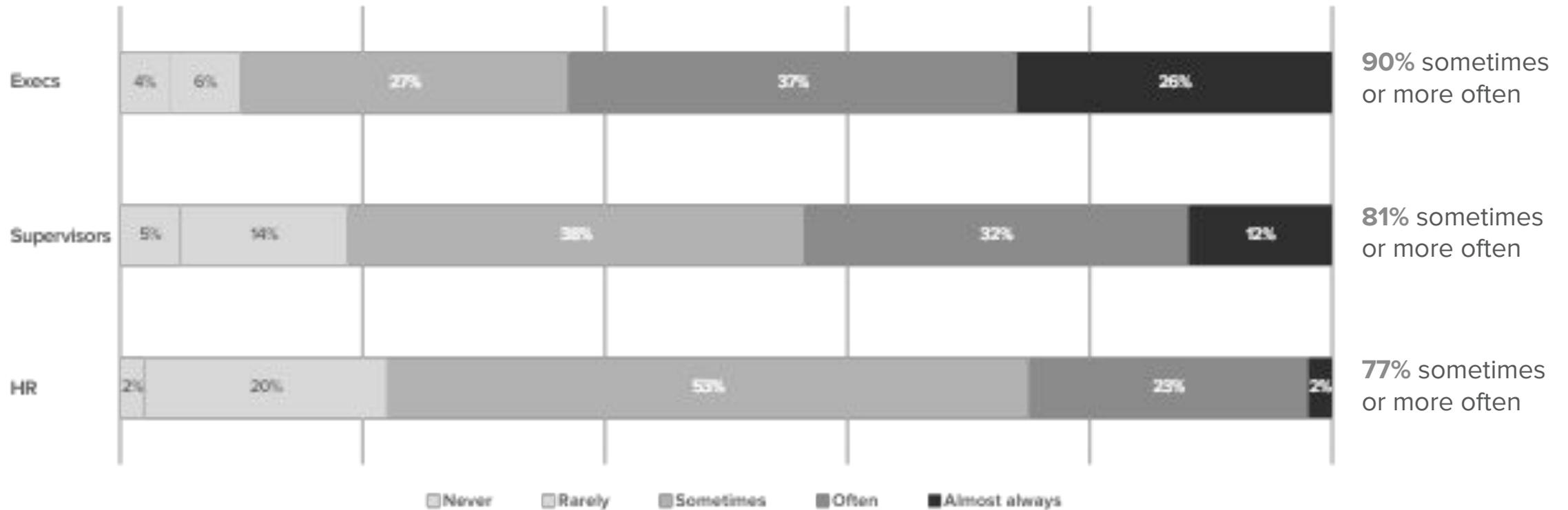


U.S. workers without an alternative credential who would consider earning one



DO JOB APPLICANTS HOLD ALTERNATIVE CREDENTIALS?

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

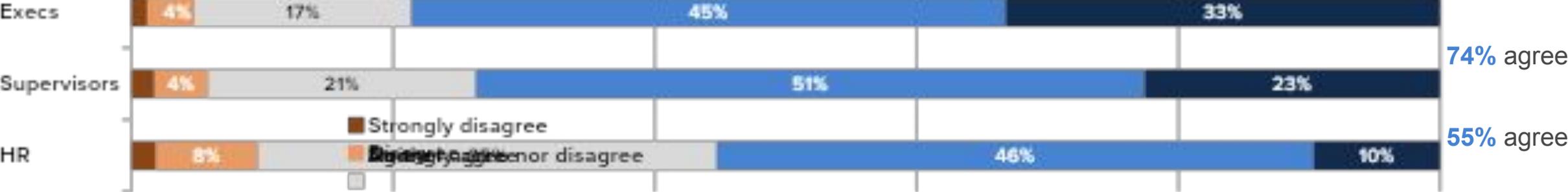


COULD ALTERNATIVE CREDENTIALS IMPACT DIVERSITY EFFORTS?

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



Recognizing alternative credentials would increase my organization's ability to hire more diverse candidates



Please select the extent to which you agree or disagree with the following statements about your organization.
 Recognizing alternative credentials would improve our organization's diversity, equity, and inclusion efforts N = Execs: 500; Supervisors: 1,200; HR: 1,129 / Recognizing alternative credentials would increase my organization's ability to hire more diverse candidates N = Execs: 500; Supervisors: 1,200; HR: 1,129

WHAT DO WORKERS THINK BELIEVE ABOUT ALTERNATIVE CREDENTIALS?

Alternative credentials are an affordable way to gain the skills or experience necessary to enter a new job



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





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THANK YOU