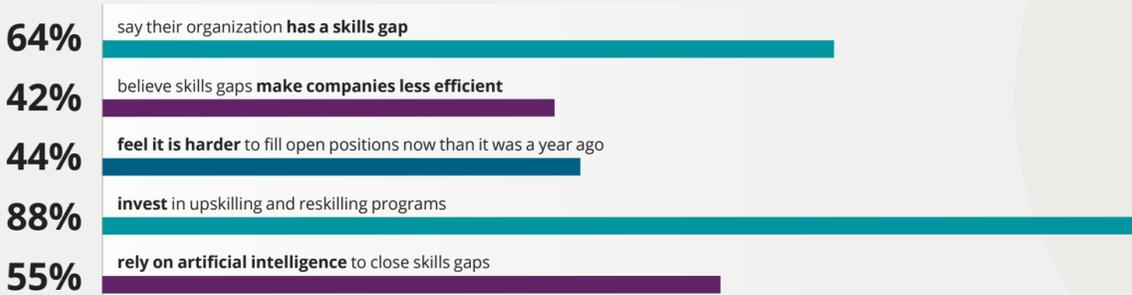


Closing the SKILLS GAP

2019

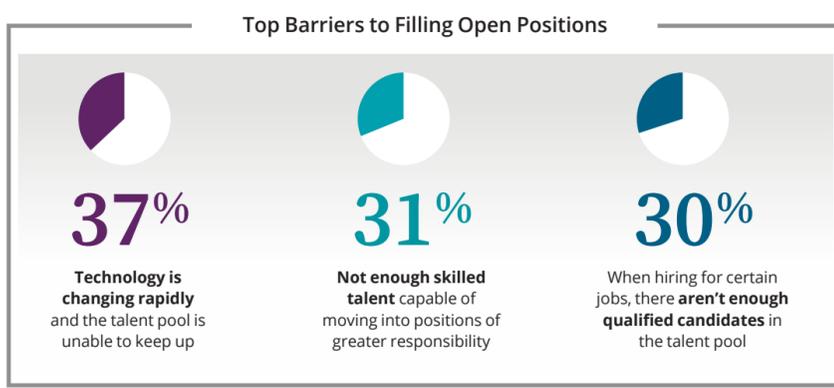
How do employers perceive the effects of workforce skills gaps—and how can educators help businesses overcome this challenge? To explore this subject, Wiley Education Services and Future Workplace surveyed 600 human resource leaders about their hiring practices and talent development initiatives. Explore highlights from the second-annual *Closing the Skills Gap* report below.

Employer Perspectives by the Numbers



Why Are Skills Gaps Widening?

More than three-fourths of surveyed employers said their organization had up to 500 unfilled roles in the last year. Accelerating technology and a lack of qualified talent are the leading barriers to filling open positions.



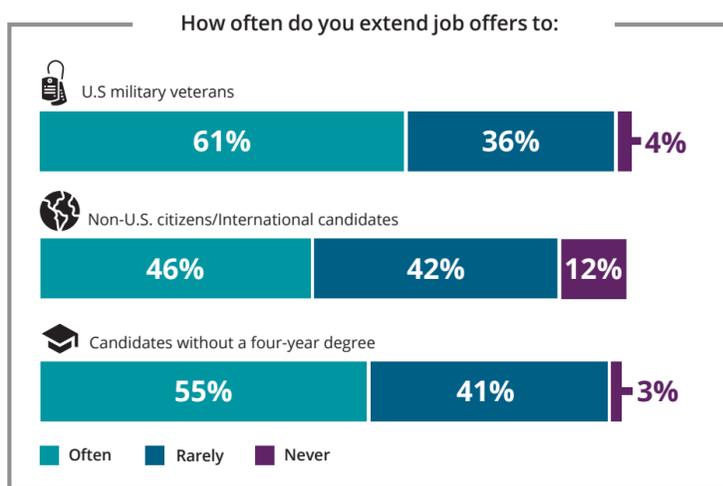
Are you open to hiring a candidate who has one of the following in place of a college degree?	Listed in the Top 3 Responses
Higher education coursework but no degree	53%
Industry certification	52%
Higher education certificate	39%
Non-higher education certificate	22%
Digital badge	20%
Would not hire a candidate without a college degree	10%

Validating the Skills of Candidates Without a College Degree

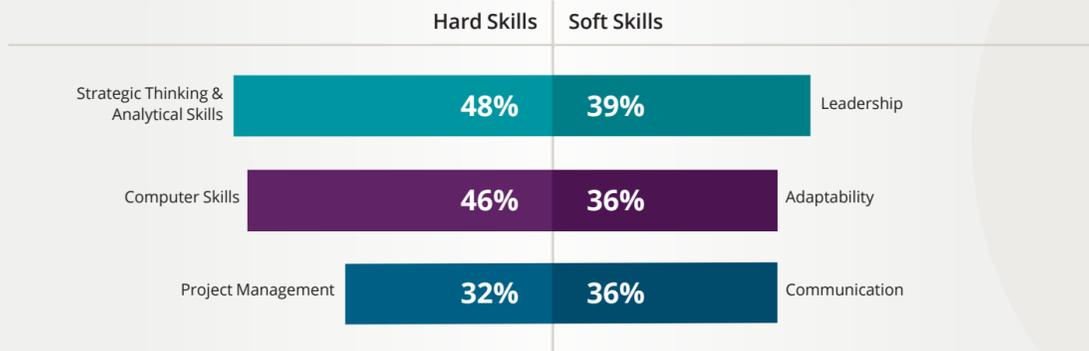
Employers are looking beyond college graduates to fill open roles. **90% of respondents said they would hire candidates who have a certification, digital badge, or coursework** in lieu of a college degree.

Overlooked Recruitment Opportunities

Employers who encounter staffing challenges may consider candidates from more populations. **A significant share of employers rarely or never offer jobs to U.S. military veterans, international candidates, or candidates without a four-year degree.**



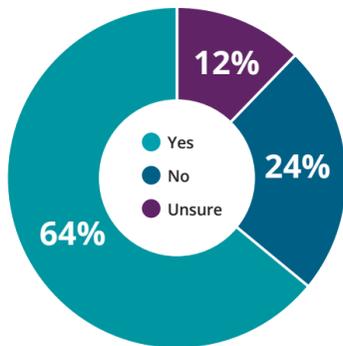
Most In-Demand Skills



Partnering with Schools to Close Skills Gaps

Less than half of surveyed employers believe college prepares students for work. **64% of employers say their organization has collaborated with schools** to make curriculum more responsive to workforce needs.

In the past three years, has your organization collaborated with colleges, universities, and vocational schools to make curriculum more responsive to workplace needs?



The top reason why organizations are not collaborating with schools: **"We haven't tried."**

Empowering Educators and Employers to Support Lifelong Learners

Wiley Education Services partners with universities and companies to identify and implement learning solutions that foster their unique vision. By providing best-in-class services and market insights to our partners, we help learners achieve success for themselves and the organizations they support.

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