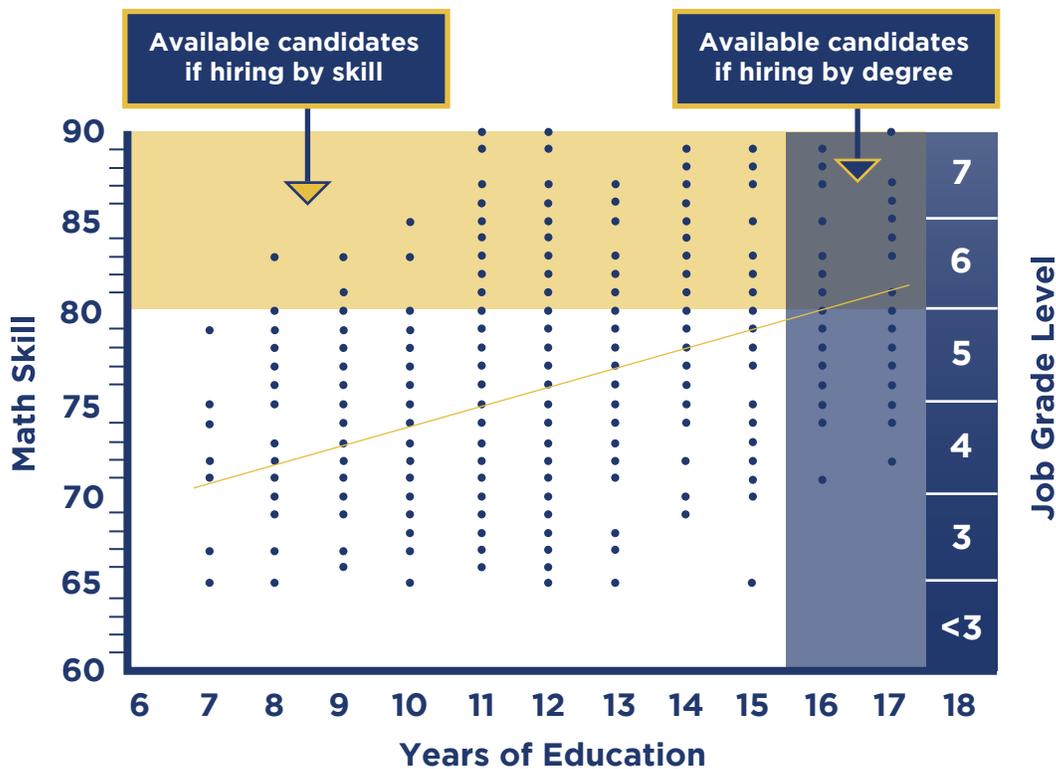


Businesses are looking at **skills** and **competencies** rather than **degrees**.

There has been a major shift among businesses at the national level from hiring based on **degrees** to hiring based on **skills**. The **SC Profile of the Graduate** was ahead of the curve and anticipated this shift with its inclusion of skills and characteristics.

A **2013 study** completed by I+E showed that for one **Fortune 500 Company** in the IT sector, more than **50%** of candidates with a bachelor's degree did not have the mathematics skill needed for the job, but many in the **"no degree"** category did.



## Expanding the Talent Pool

The number of individuals across South Carolina's potential workforce that do not have a **formal degree** is

**53%**



Evaluating candidates based on skills rather than degree attainment could open up South Carolina employers to a

**47%** larger talent pool.

Research shows that hiring on skills is

**5x**

more predictive of success than hiring by degree alone.

## TransformSC's Profile of the South Carolina Graduate

World-Class Knowledge | Real-World Skills | Life & Career Characteristics

The World Class Skills and Life and Career Characteristics in the Profile of the SC Graduate connect to **specific skills** employers are looking for, not just in South Carolina, but **nationally**.

### South Carolina Workforce Readiness Survey

I+E surveyed over **26,000 businesses** in SC to determine which skills matter and how they assess them. Skills listed on **The Profile** are still those most in **demand**.

The main ways businesses judge these skills is by using:

Work-based learning experiences

Behavioral interview questioning

Companies that have shifted to use **skills-based hiring** have seen significant performance improvements.



Based on the findings outlined in "**Hiring the SC Graduate**," we believe South Carolina has tremendous opportunity to align **skills and training** with the industry clusters.

This would require a **cross-sector task force or committee** to crosswalk the foundational/ soft skills each sector needs, and map those to entry level jobs as well as pathways **beyond** entry level jobs. Identifying those pathways and aligning those actual jobs with **REAL** companies would **engage more of the youth** in South Carolina for their future careers.

