



FTI Consulting Inc. conducted a survey of hiring decision-makers in order to learn how job applicants are perceived with regards to the knowledge and skills they need to succeed in the workplace.

The survey was conducted online from November 15-19, 2011 among N=1,006 employed professionals across a wide representation of industries in the United States. Respondents qualified for the survey based on their experience in the workplace and their role in the hiring process.

KEY FINDINGS:

Many hiring decision-makers believe the higher education system could do a better job preparing students for the workplace.

- Only 7% believe the higher education system does an “Excellent” job preparing students, while 54% say it does a “Good” job and 39% say “Only Fair” or “Poor.”
- 45% of decision-makers believe that most students would be better served by an education that specifically prepares them for the workplace. 55% prefer a broad-based education that helps them choose their best career path.

Hiring decision-makers admit to difficulties in finding the right applicants to fill open positions.

- Only 16% say that applicants are “Very Prepared” with the knowledge and skills they would need for the job. 63% say applicants are “Somewhat Prepared” and another 21% say applicants are unprepared.
- 54% of hiring decision-makers report that the process of finding applicants with the necessary skill and knowledge set is difficult.
- 29% of decision-makers say that finding the right applicant has become more difficult over the past few years. Only 15% say it has become easier.

Hiring decision-makers see prospective employees as deficient in some key workplace skills and knowledge.

- On every skill and hiring criteria tested, decision-makers’ ratings reveal a gap between stated importance and applicant performance.
- Hiring decision-makers also see this gap between the importance of “future skills” and current job applicants’ performance.

About FTI Consulting

FTI Consulting, Inc. is a global business advisory firm dedicated to helping organizations protect and enhance enterprise value in an increasingly complex legal, regulatory and economic environment. Specialty offerings include strategic communications research, creative engagement, crisis and issues management. FTI's world-class research methodologies enable clients to better understand the dynamics and perceptions that drive their businesses.