

INTELLIGENT.COM SURVEY FINDS NEARLY HALF OF COMPANIES PLAN TO ELIMINATE BACHELOR'S DEGREE REQUIREMENTS IN 2024

Many employers eliminated bachelor's degree requirements this year to create a more diverse workforce and to increase the number of job applicants

Intelligent.com, a trusted resource for online degree rankings and higher education planning, has published a recent survey report that examines how companies have handled and plan to handle college degree requirements in 2024. The report also shares insight into the tools that are used to evaluate job candidates. In total, Intelligent.com surveyed 800 employers in the United States.

According to the survey, 45 percent of companies plan to eliminate bachelor's degree requirements for some positions in 2024. Conversely, 39 percent of employers say they will not eliminate bachelor's degree requirements in 2024, and 16 percent are unsure. In 2023, 55 percent of companies removed bachelor's degree requirements for some roles. Seventy percent removed it for entry-level roles, 61 percent for mid-level roles, and 45 percent for senior-level roles. These employers chose to eliminate degree requirements this year because they wanted 'to create a more diverse workforce,' wanted 'to increase the number of applicants,' or believed 'there are other ways to gain skills.'

"A bachelor's degree is much more than preparation for an entry-level job. It prepares people for a full life, including exploring what areas of employment might be a good fit for the immediate and long-term future," says professor and higher education advisor Diane Gayeski. "While a young person may be able to get an entry-level job without a bachelor's degree, the lack of the degree along with the other 'soft skills' that one

gains in college can make it difficult to climb the corporate ladder."

Survey results also highlight that 80 percent of employers are 'very likely' or 'likely' to favor work experience over education when assessing job candidates' applications. Likewise, 81 percent say it is important for recent college graduates to have work experience. In fact, 75 percent of employers agree that certificate programs have value, while 68 percent say the same for associate degrees and 61 percent for online degrees and apprenticeships. Additionally, to determine a candidate's fit for a job, 68 percent of employers give candidates test assignments and 64 percent give personality tests.

This survey was commissioned by Intelligent.com and conducted online by the survey platform Pollfish. Responses to this survey were collected in November 2023. In total, 800 respondents in the United States completed the full survey. To qualify for the survey, all participants had to say they were involved in hiring decisions and meet the additional demographic criteria for age, income and organizational role. To view the complete report, please visit: <https://www.intelligent.com/nearly-half-of-companies-plan-to-eliminate-bachelors-degree-requirements-in-2024/>

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