Roundtable: Closing the Skills Gap

Steppingblocks

Exploring Tangible and Intangible Skills

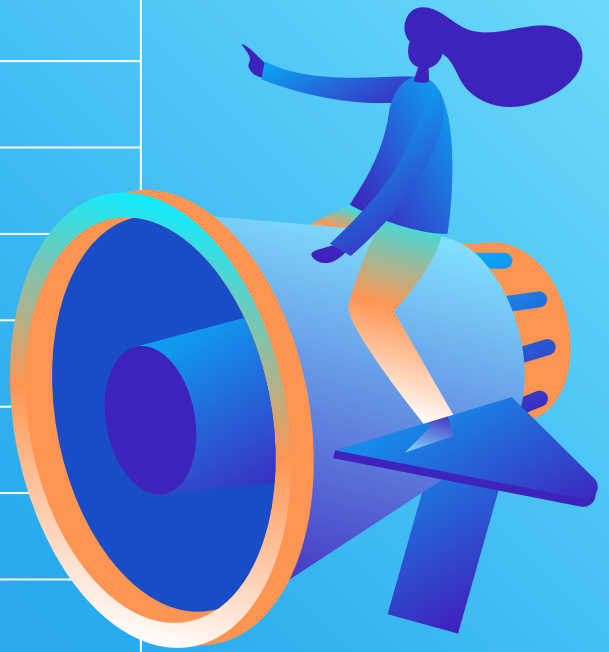
Learning Outcomes:

Participants will:

- Identify key components in the debate about tangible and intangible skills in Higher Education
- Articulate their perspectives on the topic.

THE KEY ATTRIBUTES EMPLOYERS SEEK ON COLLEGE GRADUATES' RESUMES

Attribute	Percent
Ability to work in a team	81.0%
Problem-solving skills	79.0%
Analytical/quantitative skills	76.1%
Communication skills (verbal)	73.2%
Communication skills (written)	72.7%
Initiative	67.8%
Leadership	67.8%
Technical Skills	67.8%



Source: Job Outlook 2021 Spring Update, National Association of Colleges and Employers

Intangible Skills

How are intangible skills gained throughout the college experience?

Inside the classroom?

Through co-curricular experiences?

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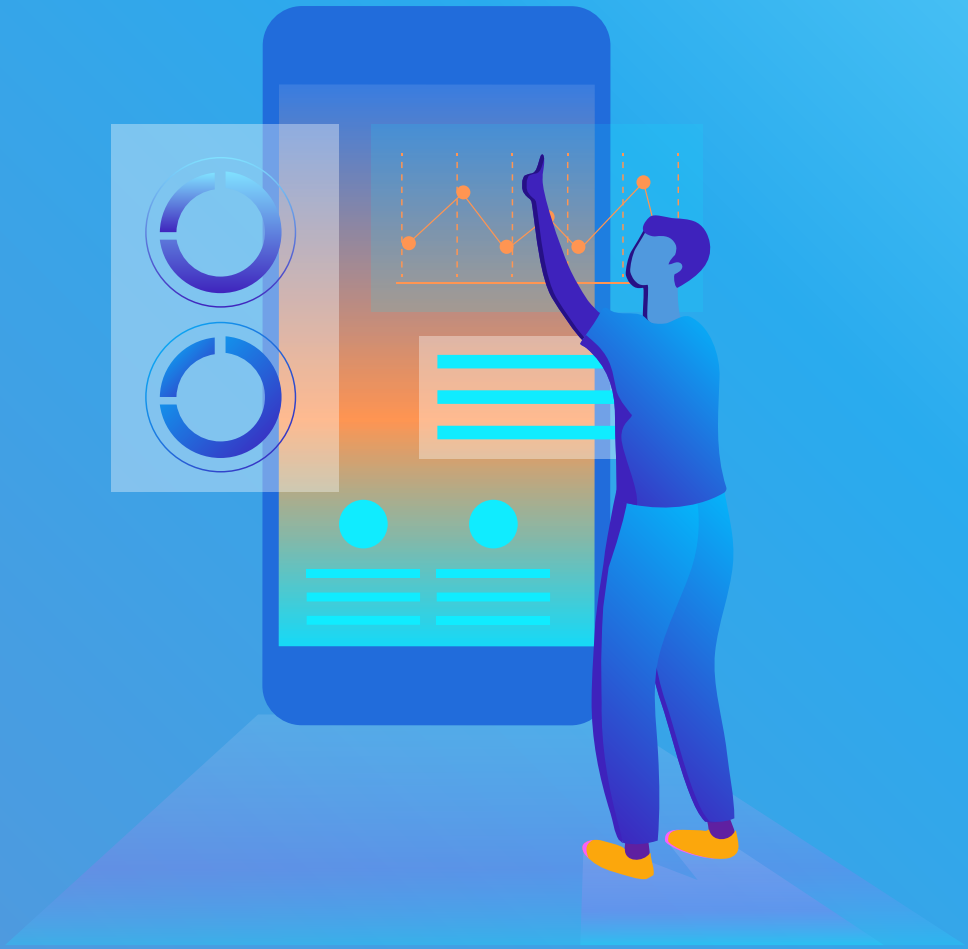

Tangible Skills

How are tangible skills gained throughout the college experience?

Inside the classroom?

Through co-curricular experiences?

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Exploring Skills using Graduate Outcomes

Commonality

What are the most common skills of your graduates?

Relevance

What skills are most unique amongst your graduates?

Salary

What skills amongst your graduates correlate with higher salaries?

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Finding Balance

What can Higher Ed do to balance the seemingly competing priorities of tangible vs. intangible skills?

- How do you see this dichotomy playing out on your campus?
- What are some strategies you've implemented to connect students with the resources necessary to help them develop both tangible and intangible skills?
- What barriers do you experience related to skills development?

Thanks!

Do you have any questions for us?

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Steppingblocks (2021). StepEx21 User Conference.
https://resources.steppingblocks.com/stepex21

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