

# Visions of the Future

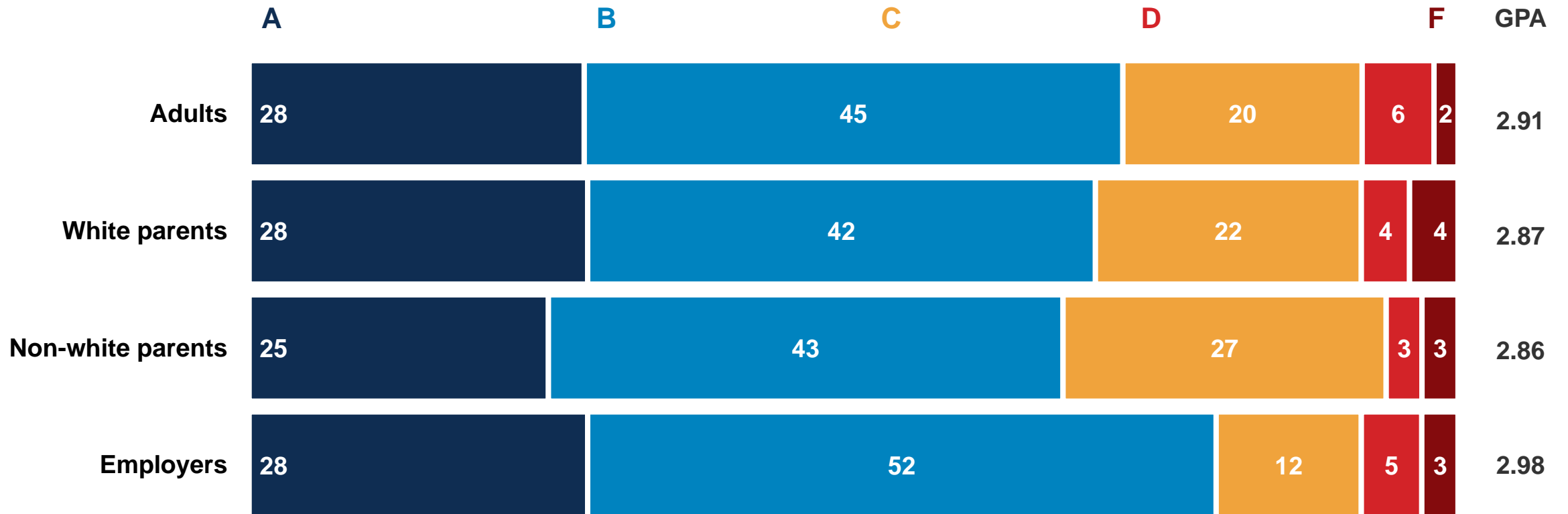
## Ewing Marion Kauffman Foundation Research Findings



State of Education

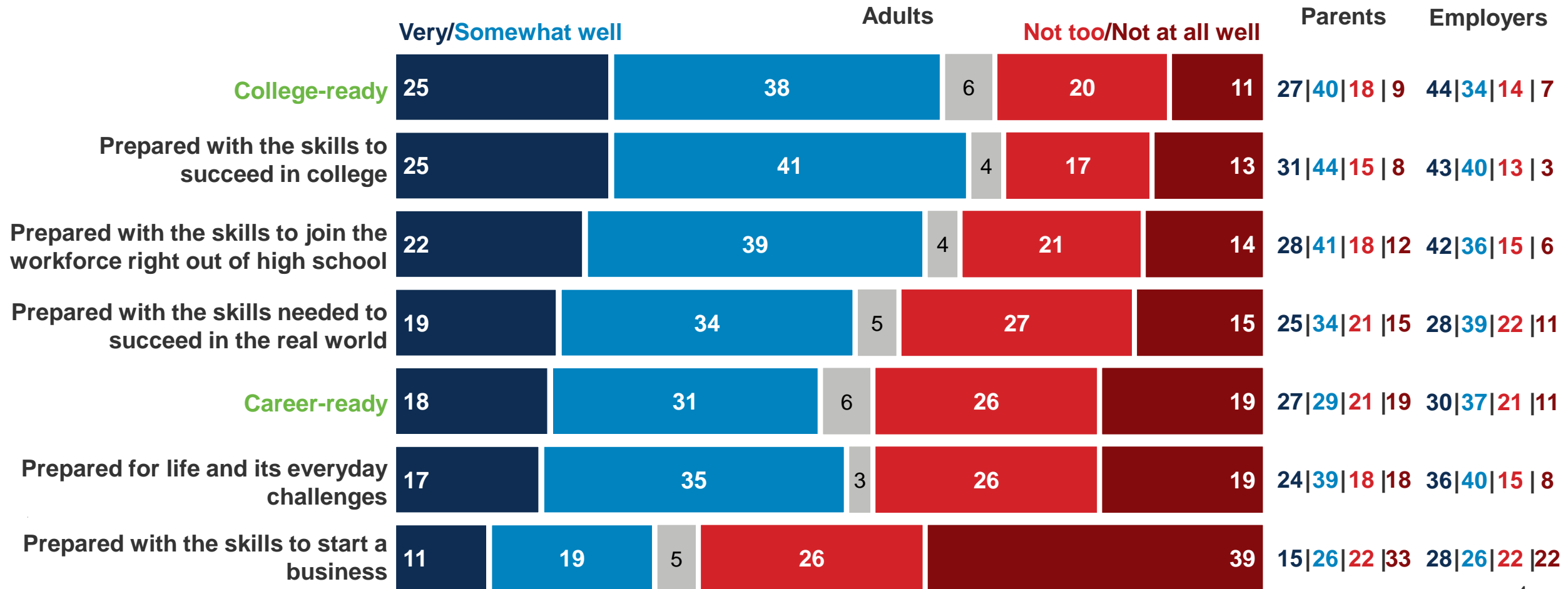
# Most adults had a positive high school experience

How would you rate the high school you attended overall?



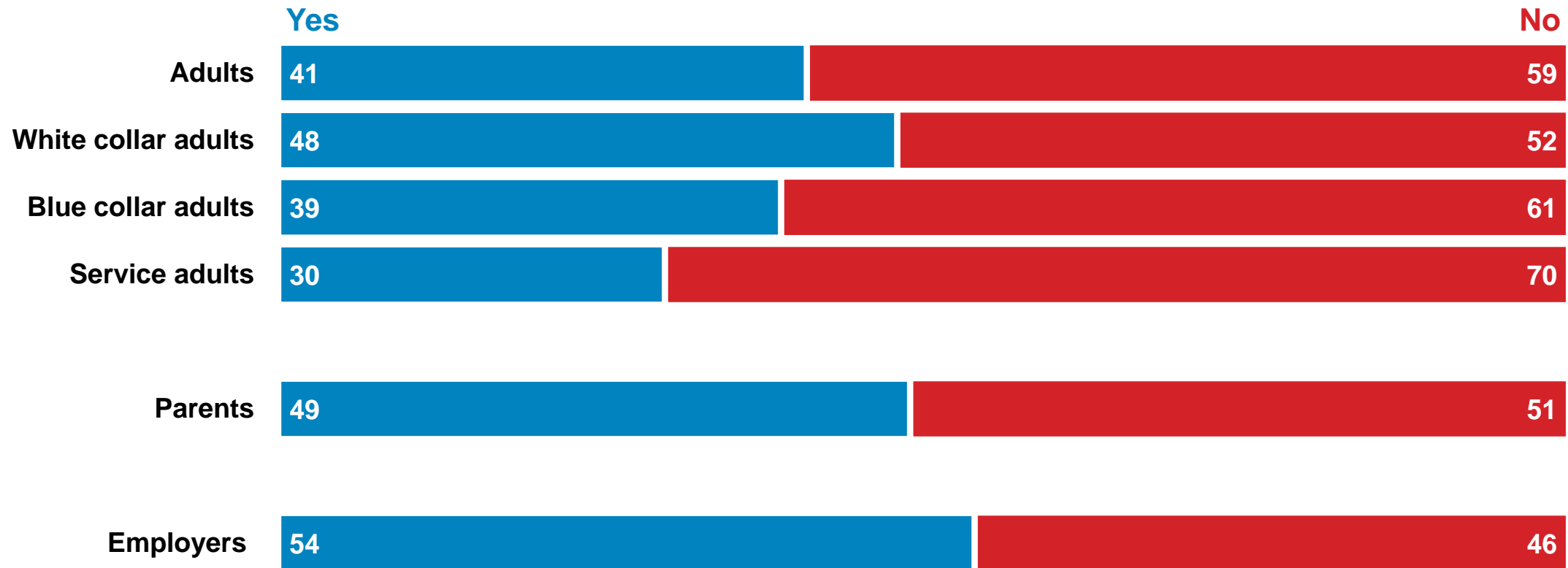
# Adults felt prepared for college, less so when it came to the workforce or real world

Thinking about your own high school education, regardless of whether you chose to pursue these things, please indicate how well you think each description fit you upon your graduation.



# Most adults cannot connect what they learned in high school to their current job; however, employers have a more positive outlook

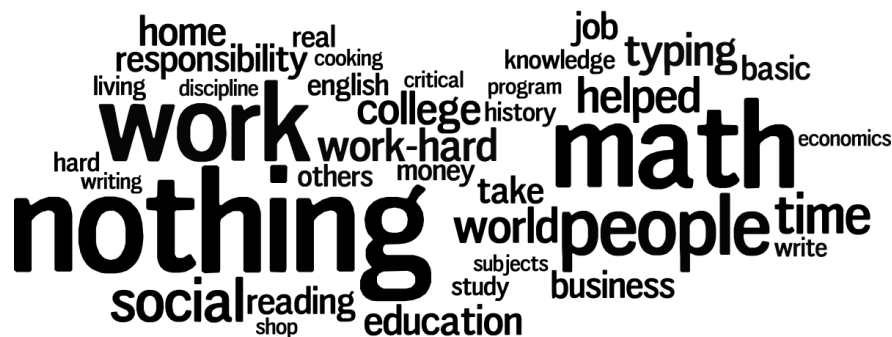
[If employed] Does your current job actually relate to things you learned in high school?



Adults recognize value in math skills but at the same time feel that they were not taught how to translate that into real world skills like taxes and finances

Thinking about your own high school experience, what is the most important skill that your high school did teach you that prepared you for success later in life?

Adults:

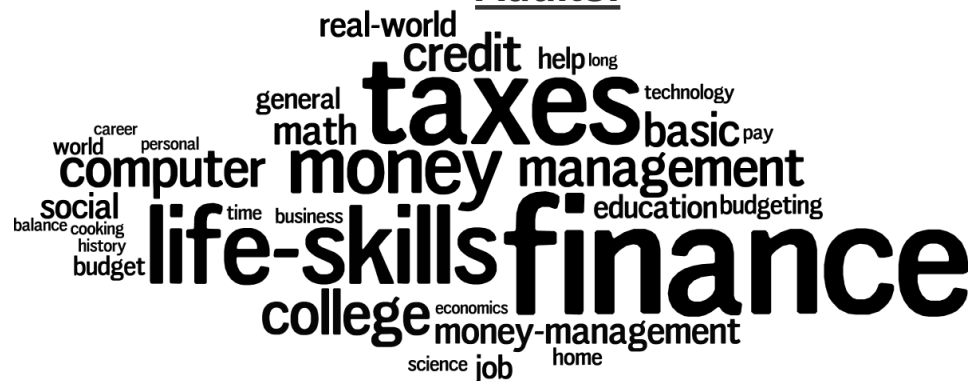


Employers:



Thinking about your own high school experience, what skill did your high school not teach you that you believe would have better prepared you for later in life?

Adults:

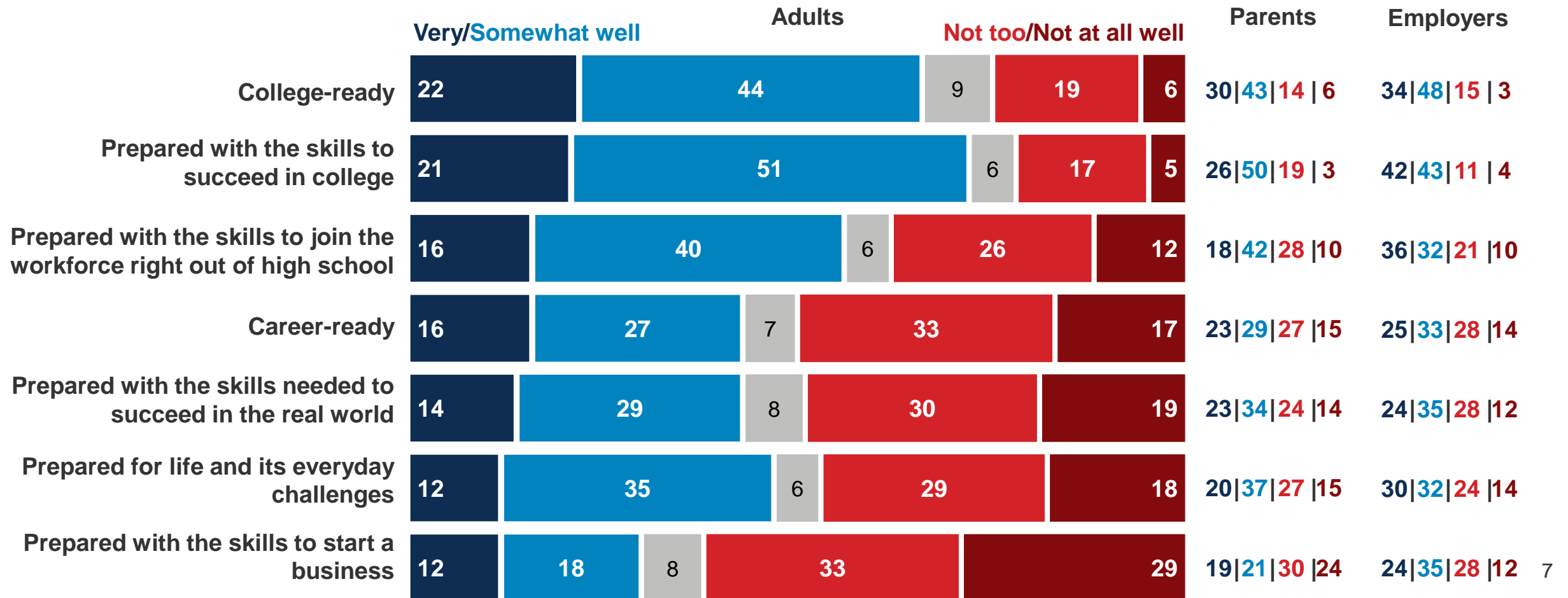


Employers:



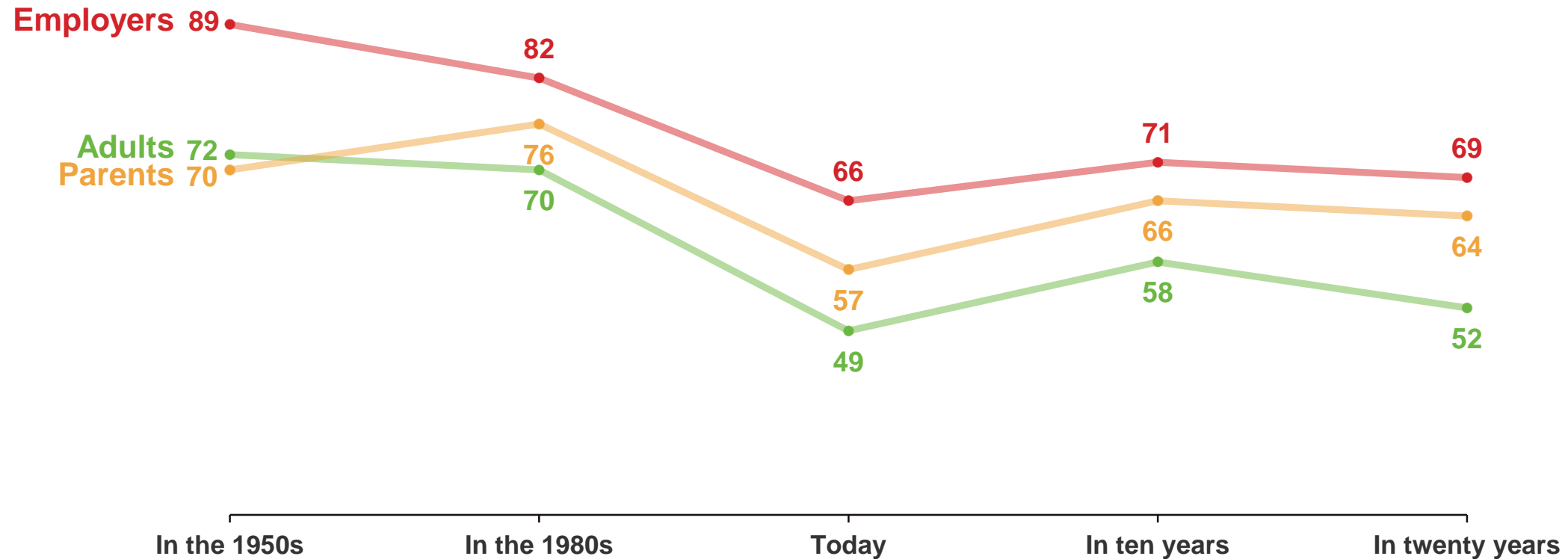
# Like their own experience, most adults see students as being prepared for college with less of a focus on real world or workforce

Regardless of whether students choose to pursue these things, please indicate how well you think each one fits students who graduate high school in the United States?



# Comparatively speaking, students today are seen as even less prepared to enter the workforce than in the past

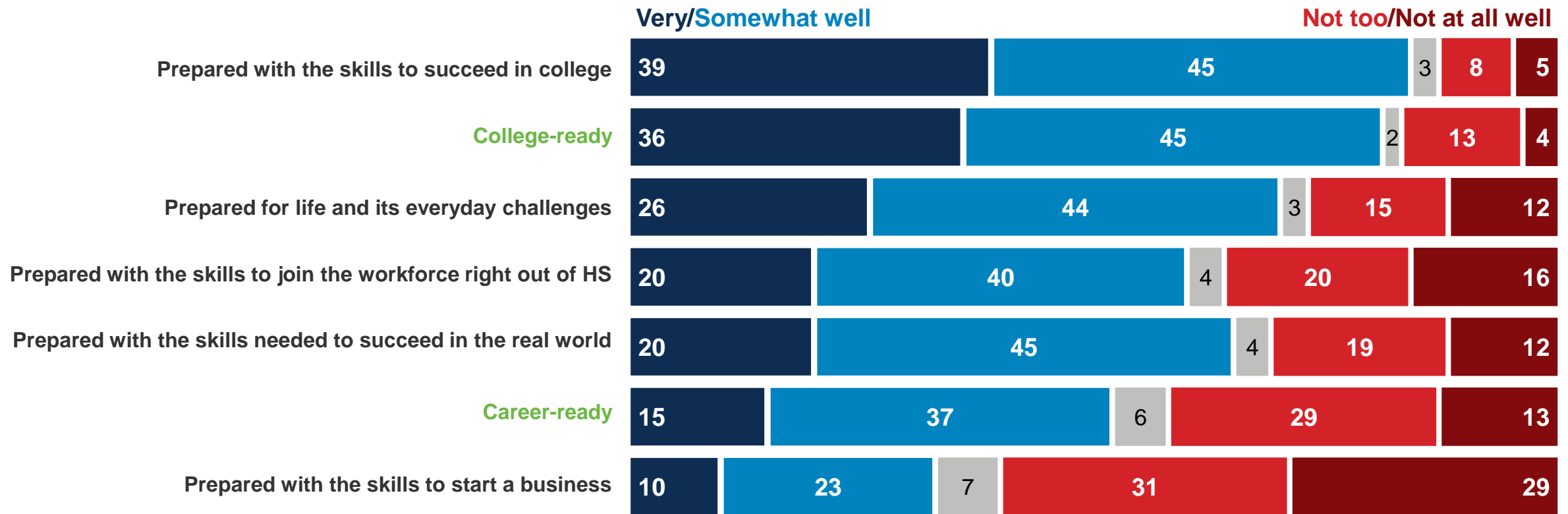
Percent saying students graduating high school in different time periods were/are/will be extremely or somewhat prepared to succeed in the workforce





# Students expect that their schools will prepare them for college, which most plan to attend; however, almost none feel prepared to start a career after high school

[If student] Regardless of whether you plan on doing these things, thinking about your own high school education, please indicate how well you think each description will fit you upon your graduation.



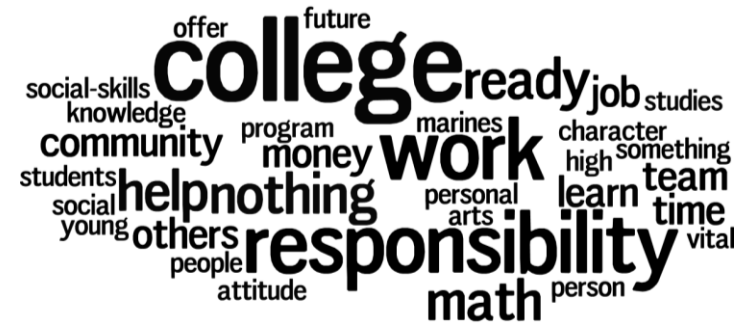
Similar to past generations, today's students see a lack of connection between subject matter skills they were taught and life skills – tech skills a notable exception

Skills high schools are teaching you/your child that will prepare them for success later in life

Students:



High School Parents:

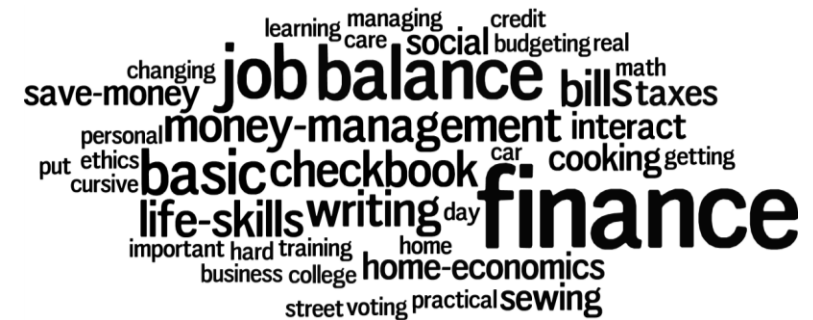


What skills are high schools not teaching you/your child that will prepare them for success later in life?

Students:



High School Parents:



# State of Skill Provision

# Across groups, majorities believe we should prioritize real world skills over subject matter education in high schools

Which of the following comes closest to your opinion about high school preparation?



For example, all audiences overwhelmingly agree there would be more use in learning about taxes than the Pythagorean theorem in high school

What is more useful to learn in a high school classroom these days?



# The purpose of a high school degree is to prepare you for success in the real world, not the next iteration of school

Which of the following comes closest to your opinion about the purpose of a high school degree?

A high school degree should primarily focus on providing students with the skills needed to succeed in the real world.

A high school degree should primarily focus on providing students with the skills needed to succeed in higher education.



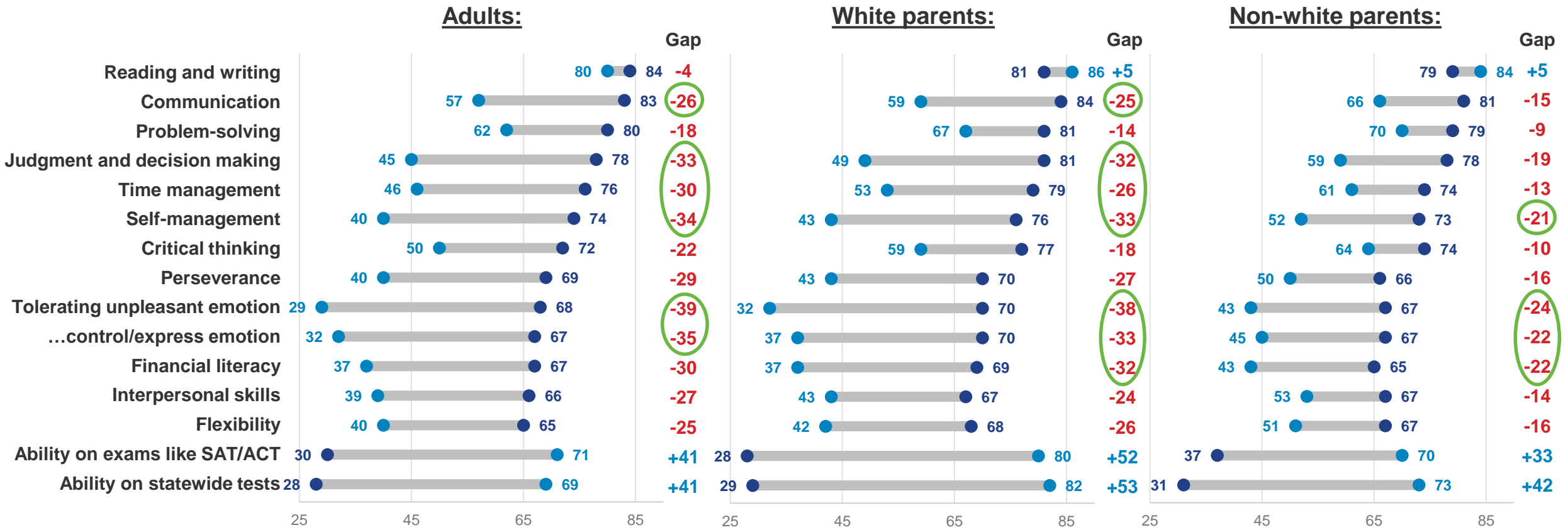
# Employers more likely to value self-management skills – particularly time management, more than subject matter skills like reading and writing

Please indicate how important you believe each skill is for success in the workforce.

% Very important for success	Adults	Parents		Students		Employers		
	Overall	White	Non-white	White	Non-white	White collar	Blue collar	Service
Reading and writing	84	81	79	82	77	72	74	66
Communication	83	84	81	87	86	78	80	81
Problem-solving	80	81	79	86	81	77	80	74
Judgment and decision making	78	81	78	82	75	77	77	77
Time management	76	79	74	85	77	77	80	84
Self-management	74	76	73	78	71	73	82	74
Critical thinking	72	77	74	78	76	75	75	70
Perseverance	69	70	66	71	69	73	72	66

# General sense of under-teaching of critical soft skills— too much focus on test taking and college preparedness exams

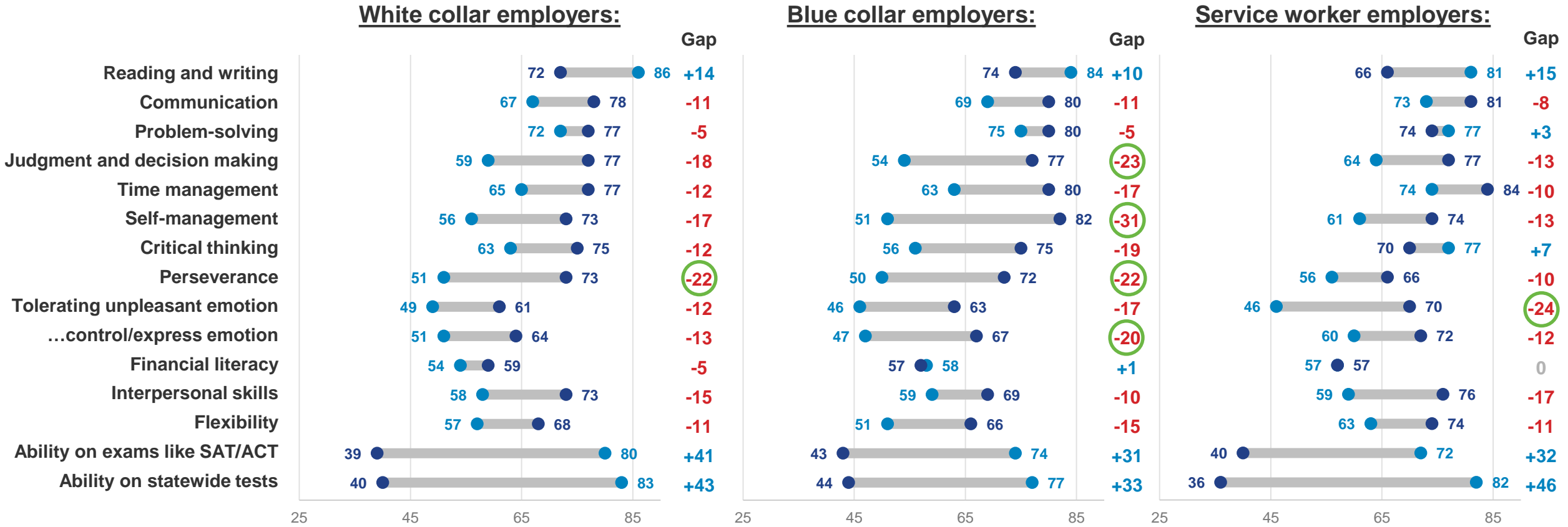
Difference between skills needed for success and those focused on by educators





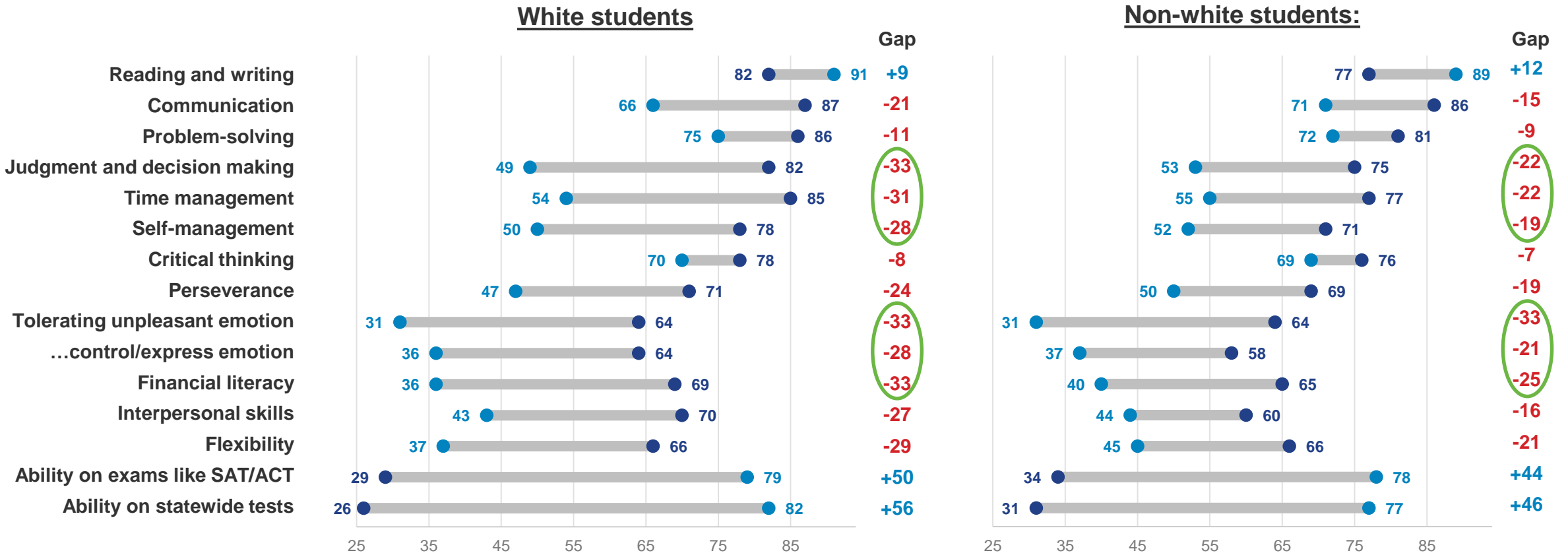
# Employers more likely than average adult to see an over focus on subject matter at the cost of self-management and emotional intelligence

Difference between skills needed for success and those focused on by educators



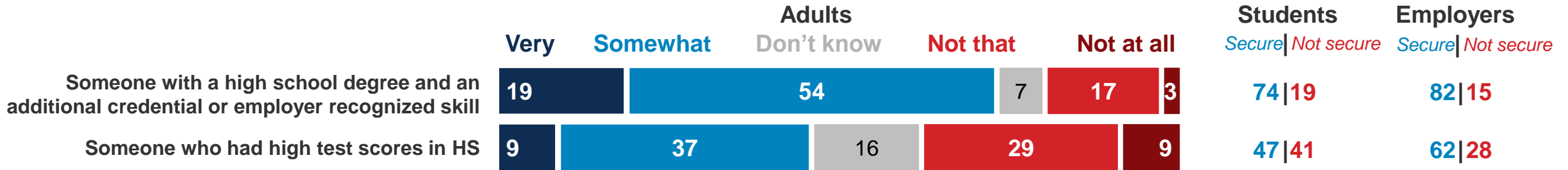
# Students identify the same shortfalls in the provision of self-management skills— they also believe there is too much focus on ability to take tests

## Difference between skills needed for success and those focused on by educators

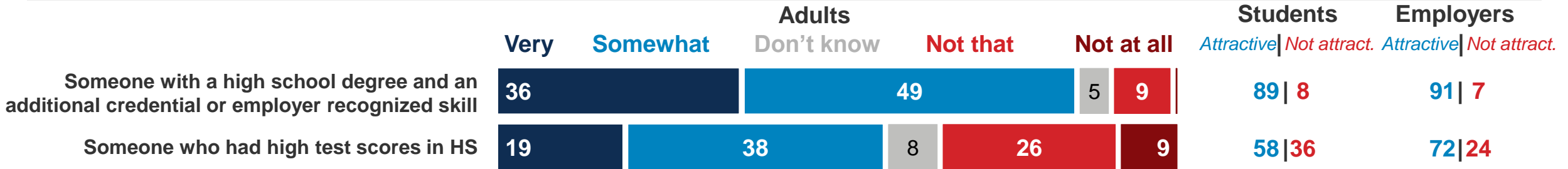


# Across key groups, people see HS degree with an additional credential as more likely to lead to financial security, marketability, and problem solving skills compared to good test scores

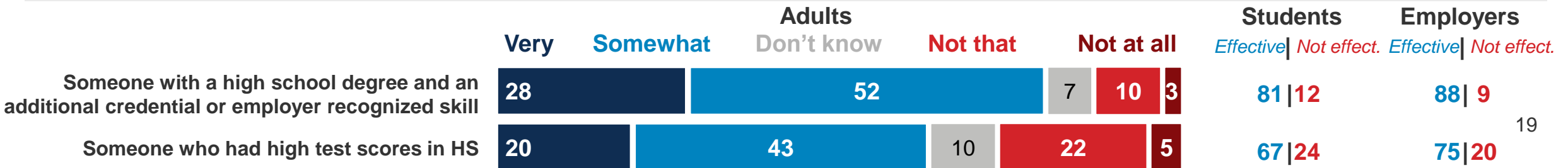
Please indicate how financially secure you think each of these types of people, on average, are today?



Please indicate how attractive to employers you think each of these types of people, on average, are today?



Please indicate how effective of a problem solver you think each of these types of people, on average, are today?



# The State of Work

# Even white collar employers are open to hiring someone with just a high school degree

## Would you be open to hiring someone with just a high school degree?



# When hiring, employers are looking for industry experience and technical training even more than degrees

Please indicate how influential each attribute is in your decision to hire an applicant or not.

% Very or somewhat influential

	Employers Overall	Company size			Sector		Type of job hiring for		
		Small	Medium	Large	Public	Private	White collar	Blue collar	Service
They have completed internships in your industry	92	89	93	94	93	93	94	91	94
They have technical certifications	88	84	89	90	84	90	89	91	87
They have a high school degree	86	81	88	87	84	86	85	87	87
They have a college degree	84	75	87	85	86	83	87	78	81
They have completed internships	82	71	86	85	85	83	85	83	76
They held a leadership position in school or an extracurricular organization	77	64	80	82	79	78	78	81	77
They have started their own business	76	62	79	80	76	77	75	79	80
They had a high GPA in high school	74	62	80	75	79	74	75	75	69
They were involved in extracurricular activities (clubs, sports, student government, etc.) in high school	72	62	75	75	73	72	73	71	75
They have no paid work experience	63	64	61	64	70	61	61	65	71

# Employers overwhelmingly prioritize real work experience in their hiring processes – something they sometimes find challenging – as well as an ability to grow

## [If Employer] What is the most important thing you look for when hiring employees?

“The most important thing I look for is the ability to communicate well, someone who is friendly and approachable, and someone who is willing to learn.”

“Real world experience, not specifically in our field, but being able to work on a team and take instructions is key.”



“A strong work ethic and self-management abilities.”

“A broad set of skills that we can use in our workplace alongside a willingness to adapt and change.”

## [If Employer] What is the most difficult to find skill that you look for when hiring employees?

“Leadership. Many employees tend to 'stay in line' and not challenge the status quo, which in this particular industry is actually helpful and encouraged.”

“Experience – across the board.”

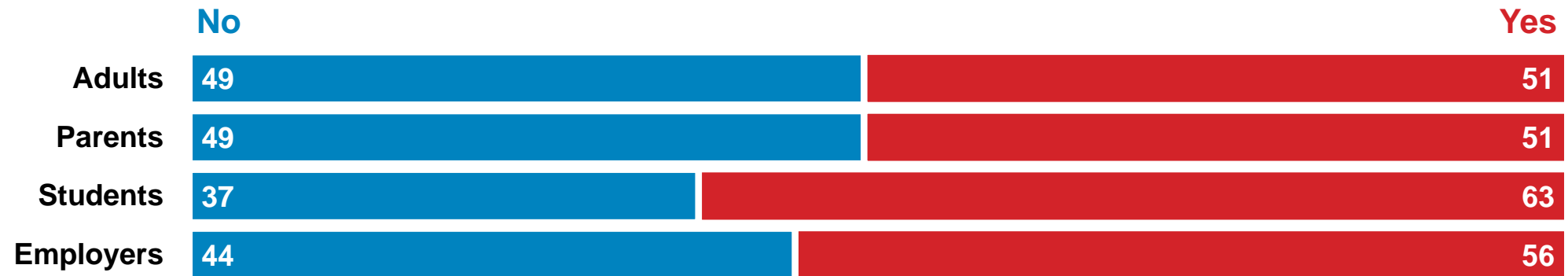


“A dedicated worker. There are many good workers that are not even close to dedicated or motivated to do what they’re doing.”

“People with the appropriate certifications and experience for my industry.”

# Still, there is a strong sense, especially among students, that having only a high school education will hold you back professionally

Do you think someone with only a high school degree will be held back from success in life by their education?



Do you think someone with only a college degree will be held back from success in life by their education?





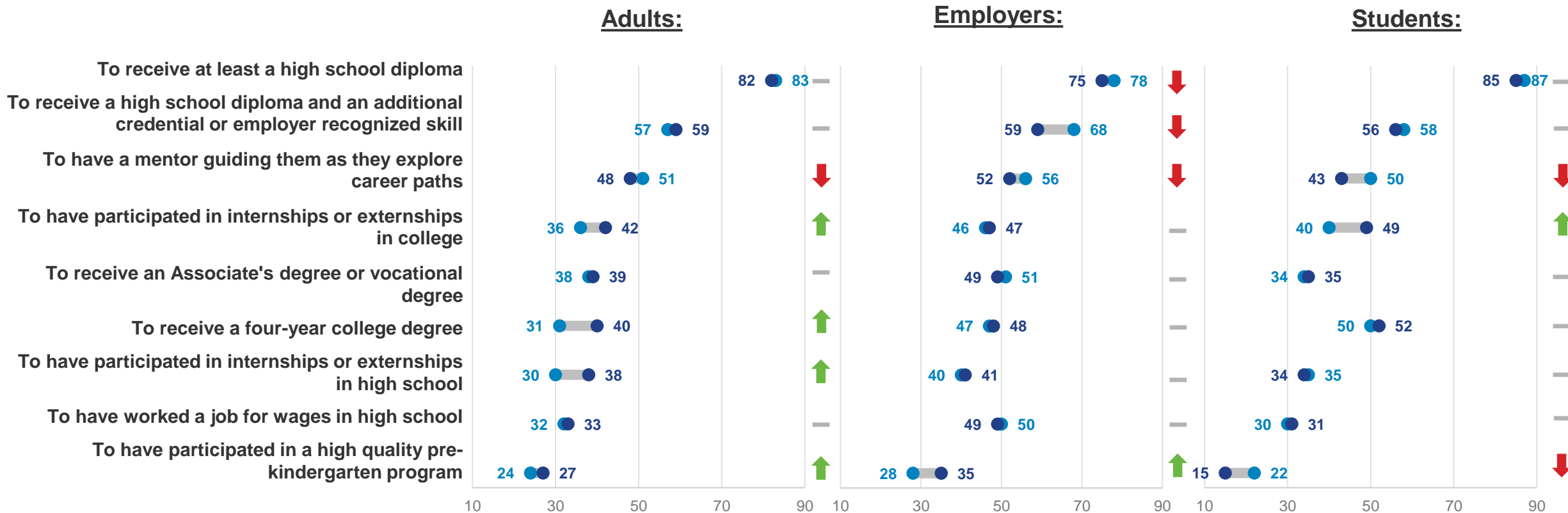
# Employers more likely than others to value experience, but think best thing a student can do is get a HS degree with credential

Please indicate how important, currently, you think it is for students to do each of these things.

% Very important currently	Adults	Employers	Students	White parents	Non-white parents
To receive at least a high school diploma	83	78	87	78	84
To receive a high school diploma and an additional credential or employer recognized skill	57	68	58	58	53
To have a mentor guiding them as they explore career paths	51	56	50	48	57
To have participated in internships or externships in college	36	46	40	32	47
To receive an Associate's degree or vocational degree	38	51	34	42	41
To receive a four-year college degree	31	47	50	34	46
To have participated in internships or externships in high school	30	40	35	23	45
To have worked a job for wages in high school	32	50	30	30	35
To have participated in a high quality pre-kindergarten program	24	35	22	23	28

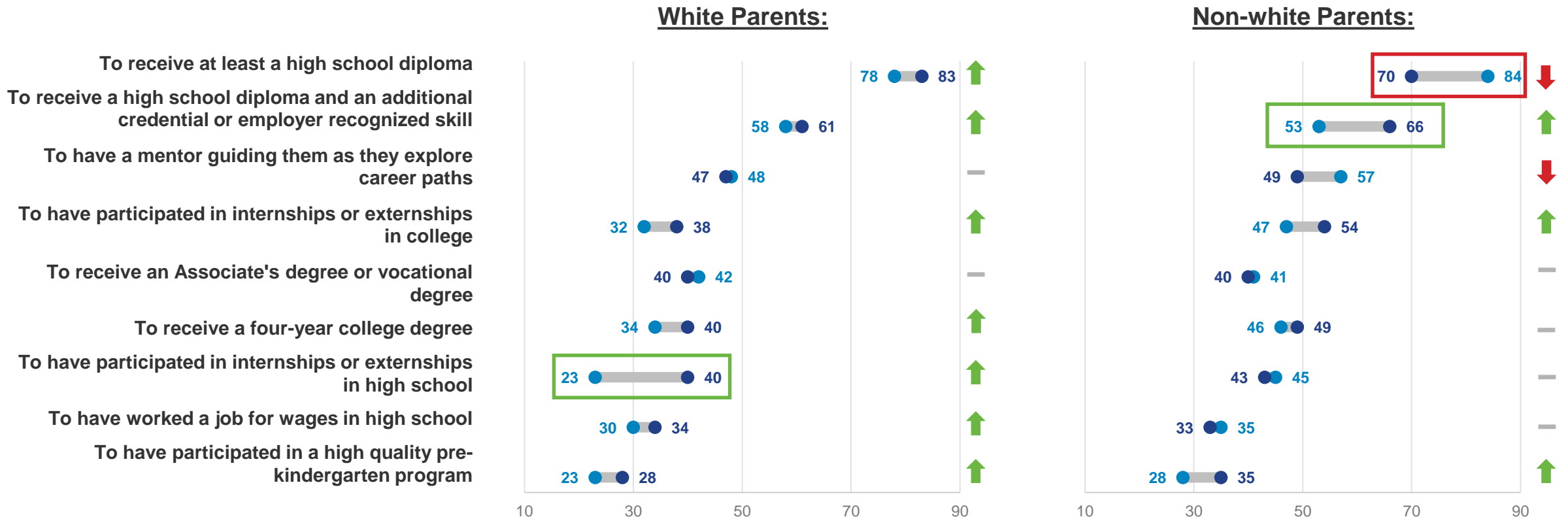
# While employers are most likely to see value in a HS diploma with additional credential today, they are also most likely to see it declining in value

Value of different types of learning currently v. in ten years



# Race drives parents' attitudes toward the future of a HS degree; non-white parents see it decreasing in value while white parents optimistic – likely due to their current dissatisfaction with college degrees

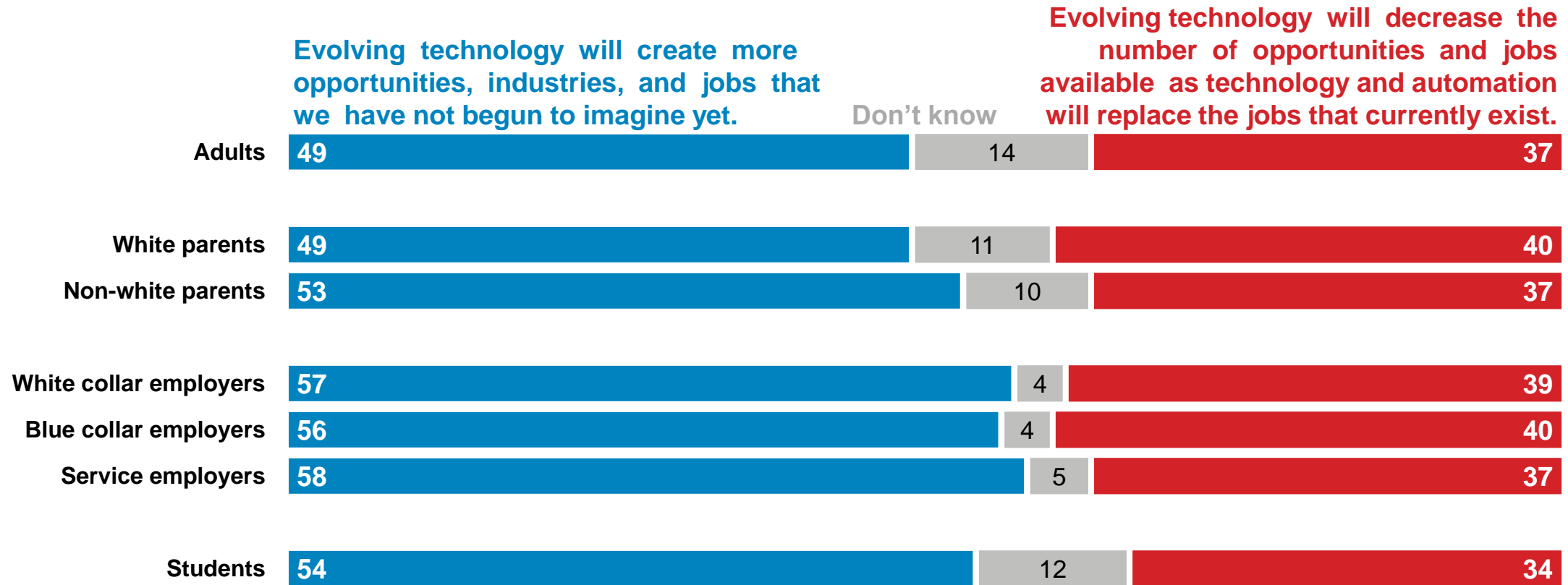
Value of different types of learning currently v. in ten years



# The Future of Work

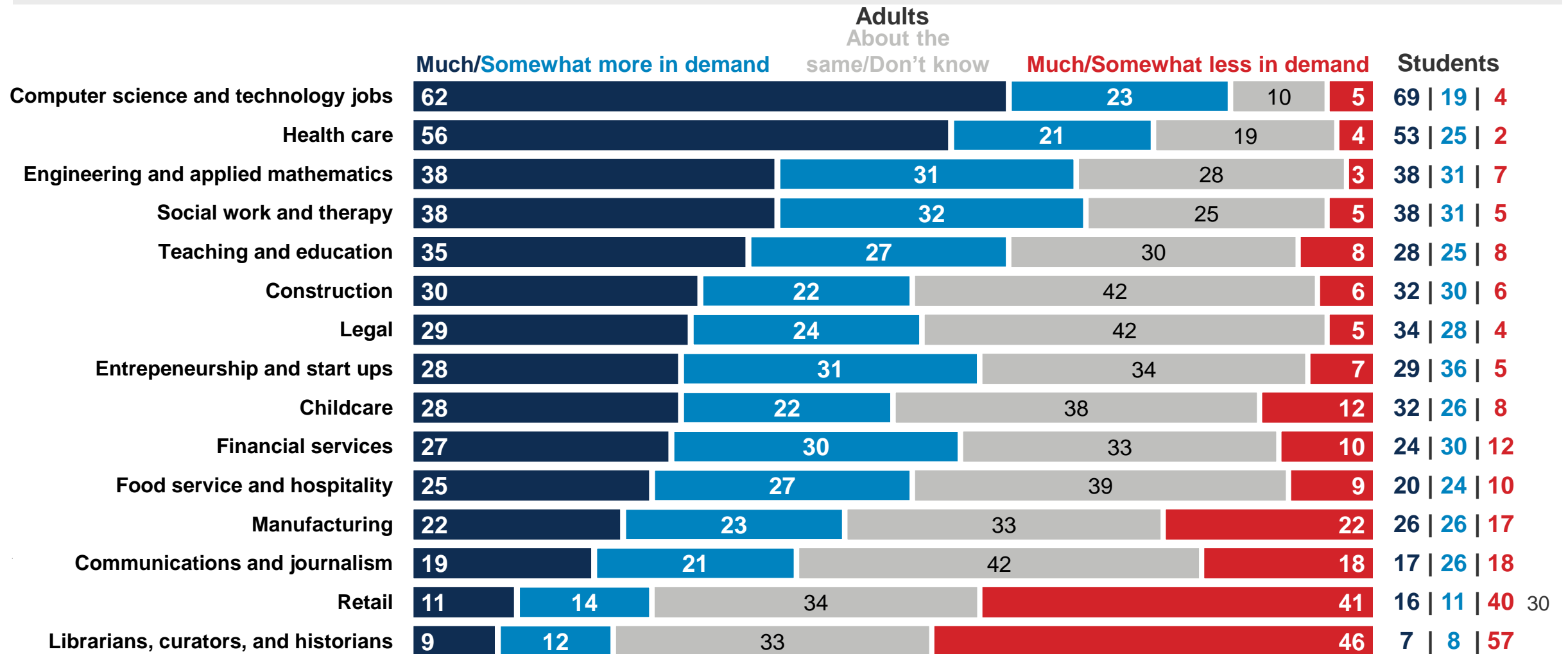
# Across groups, people are optimistic about the changing role of technology and the future of work

Which of the following comes closest to your opinion about the future of work?



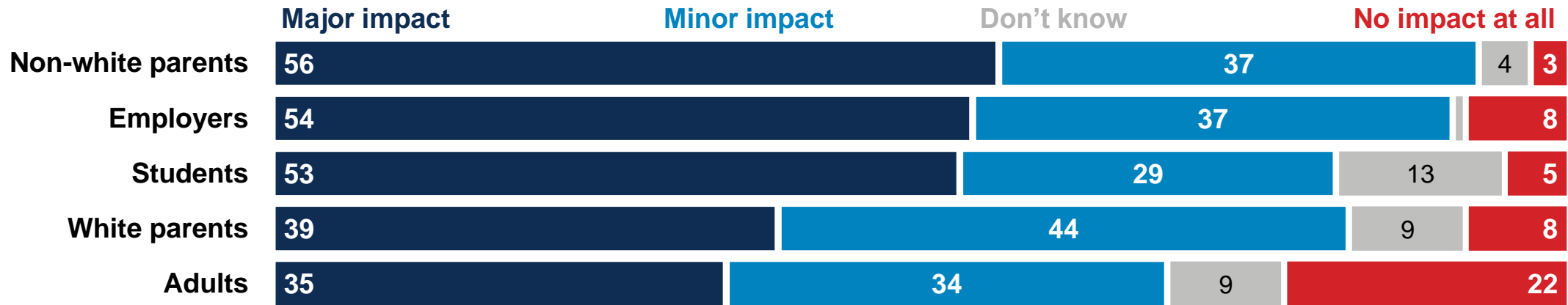
# Most anticipate increased work in STEM-related fields, but confidence in other areas is less pronounced—students even more likely to see demand for tech jobs

For each profession, please indicate whether or not you think it will be in more or less demand in ten years.



Most recognize the changing future of work will have more of an impact on high school students; notably, non-white parents see more of a personal impact than white parents

How much of an impact do you think the changing future of work will have on you, personally?



How much of an impact do you think the changing future of work will have on students who are in high school now?



# There is a substantial sense of flux in workforce needs; nearly one in five adults believe their job won't exist in 20 years

Do you think your current job title will exist in 20 years?



Do you think the job you will have in 20 years has been invented yet?

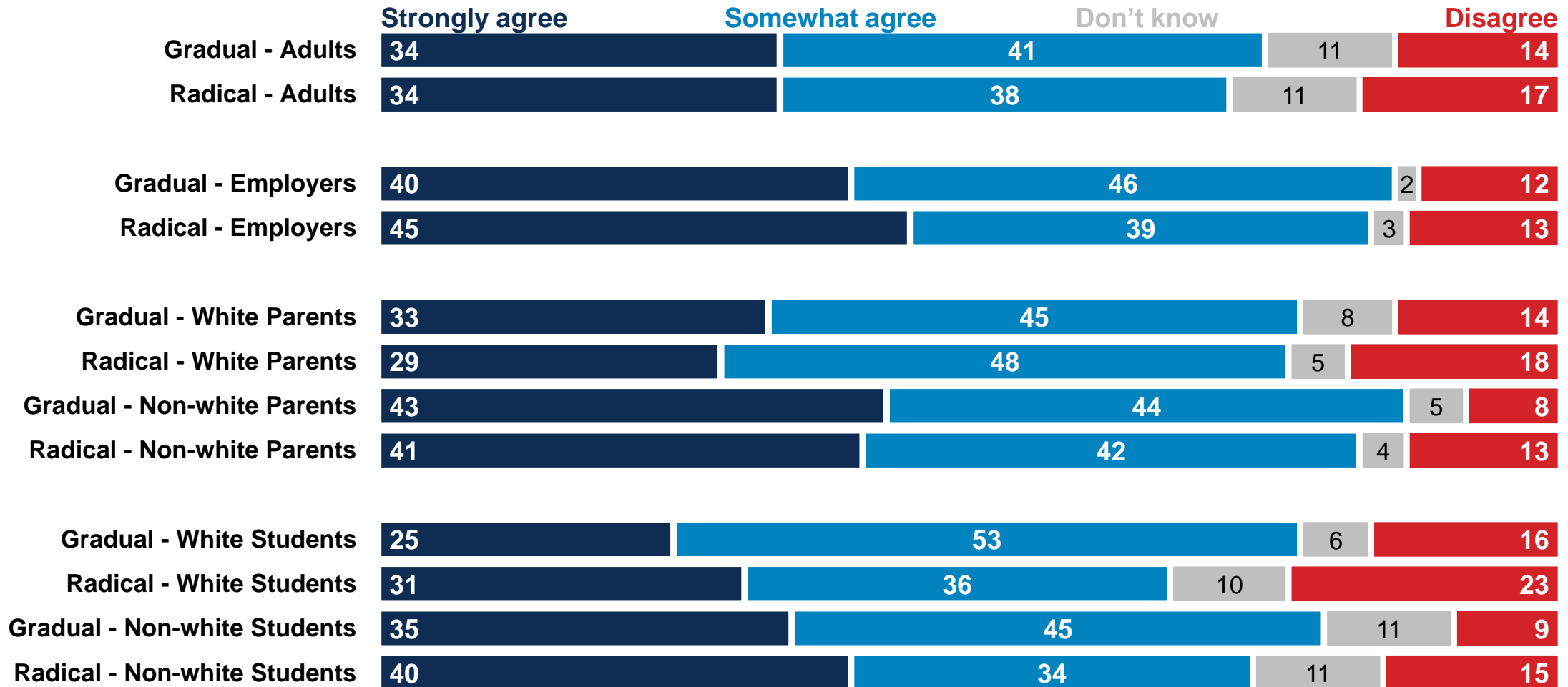




# The Future of Education

# Most groups are open to change in the education system—regardless of tone

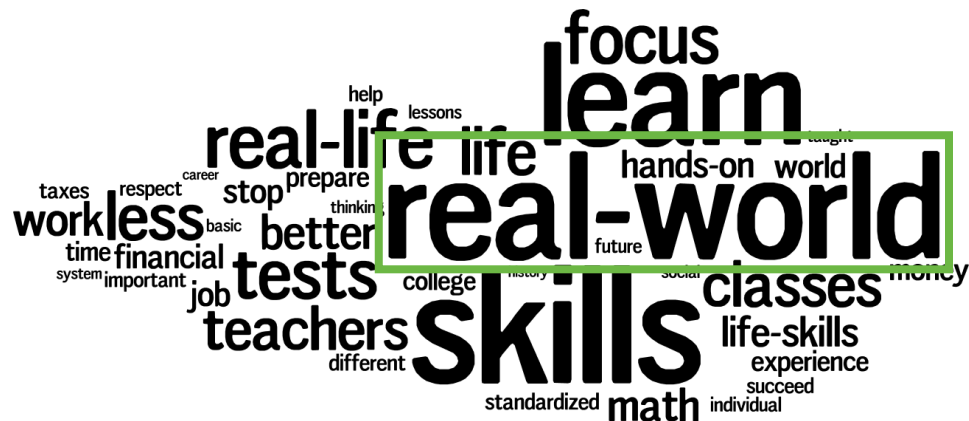
We need to [radically/gradually] change the way we approach high school education.



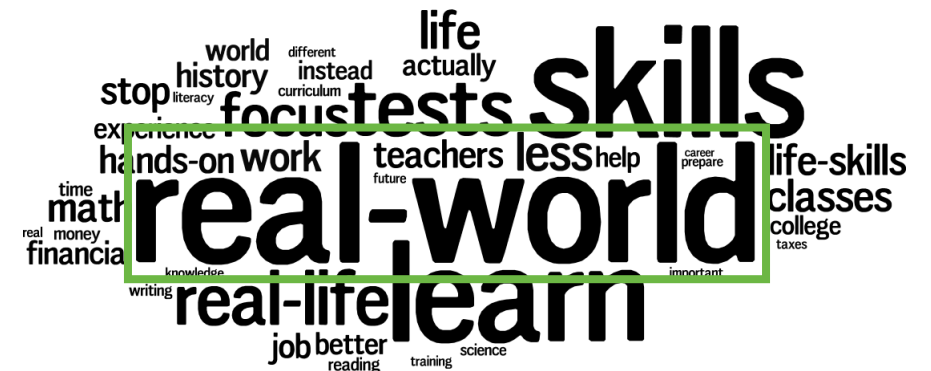
# Across key groups, most want more of a focus on a “real-world” skills

In just a few words, if you could change one thing about how we teach high school students, what would it be?

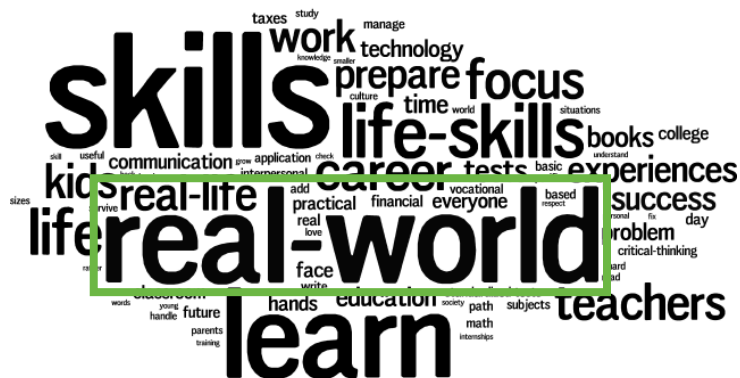
Adults:



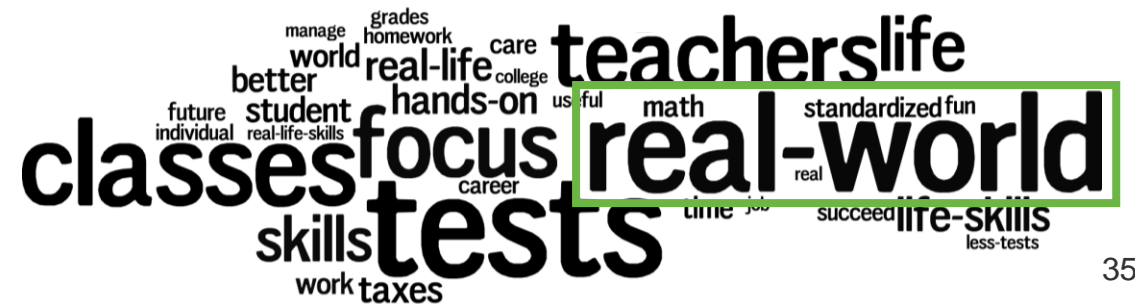
Parents:



Employers:

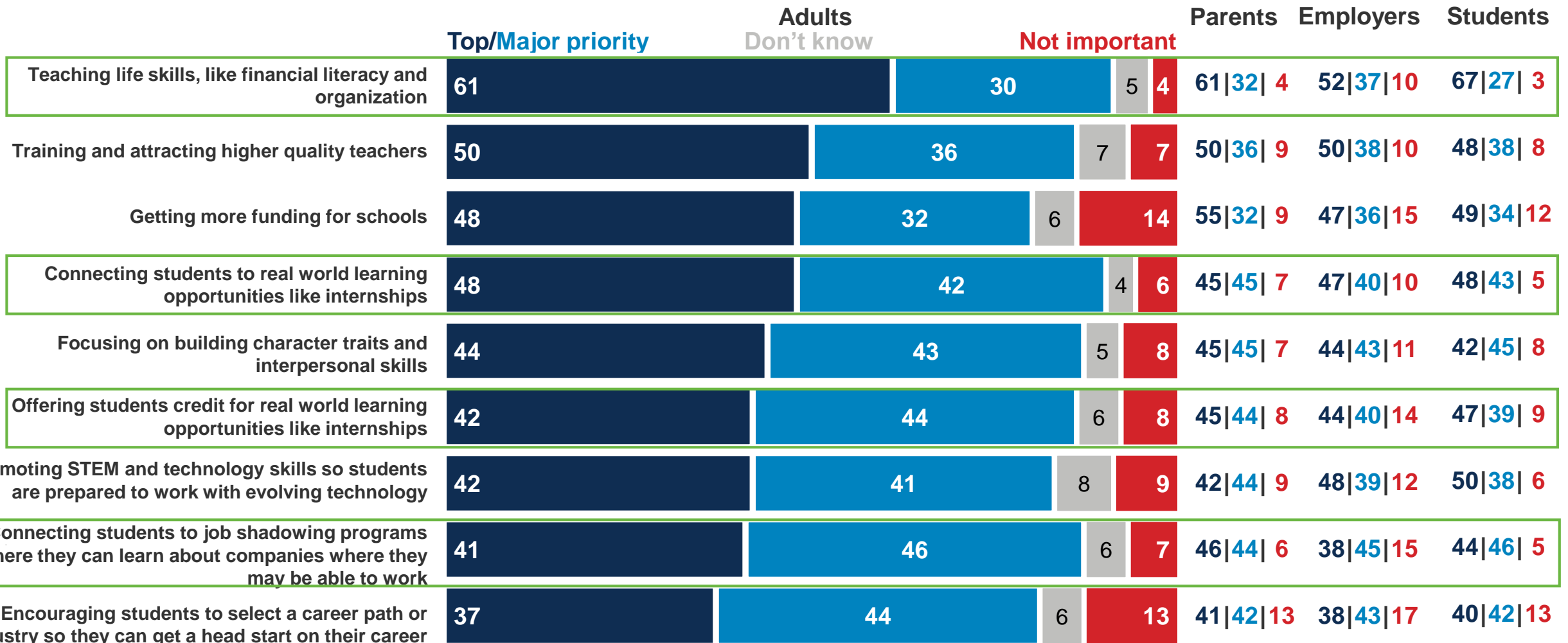


Students:



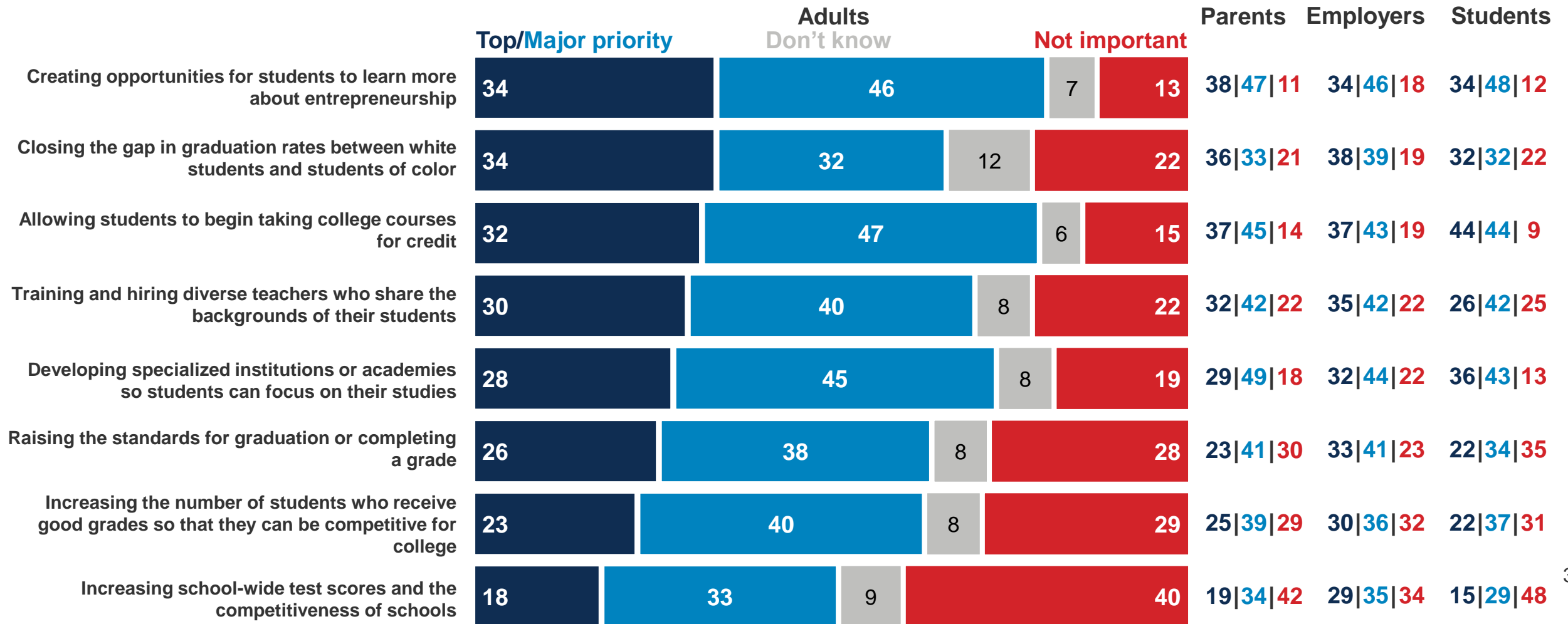
# In addition to traditional reforms, key groups would like to see life skills and real world opportunities prioritized— students want tech skills to continue to be a priority

## Most important priorities for educational leadership to better prepare students for success in the workforce



# Raising academic standards and competitiveness are seen as far less important steps for real world success

## Less important priorities for educational leadership to better prepare students for success in the workforce



# State of Entrepreneurship Education

Few, including the students themselves, believe high school prepares students for entrepreneurship; a lack of technical and personal skills are more likely to be seen as their biggest obstacle – more than capital

How well does a high school education prepare students to start their own businesses?



[If don't think 18-25 year olds are equipped to start a business] Which of the following do you think is the most significant reason that 18-25 year olds, on average, are not equipped to start a successful business?



# Survey Methodology

Global Strategy Group conducted **three online surveys** in June 2019.

- One survey of **1,015 adults** nationwide with an oversample of parents for a total of **516 parents** between June 13<sup>th</sup> and 21<sup>st</sup>, 2019.
- One survey of **510 high school students** nationwide, defined as 13 to 18 year olds either currently in or entering high school in the upcoming school year, between June 15<sup>th</sup> and 24<sup>th</sup>, 2019.
- One survey of **501 employers** nationwide, defined as those responsible for hiring decisions, between June 17<sup>th</sup> and 20<sup>th</sup>, 2019.

Special care was taken to ensure that the demographics of the various populations are properly represented by the survey's respondents.