



# Survey Data Findings

## Workforce Readiness Survey

### September 2025

## Ipsos survey on behalf of College Board – U.S. Chamber of Commerce

Washington, DC, September 19, 2025

*These are the findings of an Ipsos poll, conducted on behalf of College Board and the U.S. Chamber of Commerce between May 20 and June 9, 2025. For this survey, a sample of 500 hiring managers age 18+ from the continental U.S. Alaska and Hawaii was interviewed online in English. To qualify for the survey, respondents had to be employed full-time and have input on the hiring process for entry-level employees. No post-hoc weights were applied to the data and the findings reflect the opinion of these respondents.*

For full results, please refer to the following annotated questionnaire:

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### Full Annotated Questionnaire

*NOTE: All results show percentages among all respondents, unless otherwise labeled.*

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S1. At your current place of work, how much input, if any, do you have on the hiring process for entry-level employees?

	<u>Total</u> (N=500)
Main decision maker	75
Joint decision maker	21
I have some input on the decisions	4

S2. Which of the following best describes your current role?

	<u>Total</u>
HR manager	29
Chief human resources officer (CHRO)	19
Hiring manager	15
HR business partner	4
Talent acquisition specialist	4
Recruiter	3
Other	26

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## Survey Data Findings – continued –

S3. How many years have you been directly involved in making hiring decisions for companies? Please include all work experience.

	<u>Total</u>
<i>Mean (years)</i>	13.7

S4. How long has your current company been in operation?

	<u>Total</u>
Less than 1 year	1
1 to 5 years	11
6 to 10 years	19
11 to 20 years	29
More than 20 years	40
Don't know	0

S9. Does your company have a formal return to office policy?

	<u>Total</u>
Yes; in office 1 day per week	4
Yes; in office 2-3 days per week	19
Yes; in office 4-5 days per week	50
No, there is no formal return to office policy	27
<i>Yes (net)</i>	73



## Survey Data Findings – continued –

1. Have you searched for, recruited, or interviewed any new talent in 2025?

	<u>Total</u>
Yes	82
No	18

2. [ASKED IF Q1 = YES] Roughly what percentage of your recent open positions (since the beginning of this year) have fallen into each of the below categories? The total for all columns should add up to 100%.

### Mean Summary

	<u>Total</u> <u>(N=412)</u>
Entry level	49
Mid-level	30
Senior level	14
C-Suite or Executive level	7

3. [ASKED IF Q1 = YES] How would you rate the quality of potential recruits that are applying for positions at your company?

	<u>Total</u> <u>(N=412)</u>
Very good	22
Good	50
Fair	26
Poor	2
<hr/>	
<i>Very Good/Good (Net)</i>	72
<i>Fair/Poor (Net)</i>	28

4. Thinking about entry-level employees your business has hired in recent months, how prepared, if at all, would you say they are to enter the workforce?

	<u>Total</u>
Very prepared	27
Somewhat prepared	48
Not very prepared	15
Not at all prepared	3
Does not apply / have not hired entry-level employees	8
<hr/>	
<i>Prepared (Net)</i>	74
<i>Not Prepared (Net)</i>	18



## Survey Data Findings – continued –

5. Looking back to five years ago, were the entry-level employees that you hired more or less prepared to enter the workforce than the candidates you recently hired, or is there no difference?

	<u>Total</u>
More prepared	42
About the same	40
Less prepared	13
Does not apply	4

6. Looking ahead to a year from now, do you expect that the entry-level employees you hire will be more or less prepared to enter the workforce than the candidates you recently hired, or will there be no difference?

	<u>Total</u>
More prepared	26
About the same	50
Less prepared	19
Does not apply / we do not plan to hire entry-level employees	5

7. [ASKED IF Q6 ≠ "DOES NOT APPLY"] In a few words, please explain why you expect the entry-level employees you will hire a year from now will be more prepared/less prepared/will demonstrate the same level of preparedness as current candidates.

*Open-ended responses provided separately*

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## Survey Data Findings – continued –

### 8. How easy or hard is it to do the following?

#### Total Easy Summary

	<u>Total</u>
Find candidates in your area	51
Find candidates that are open to working in an office/onsite	50
Find enough candidates to fill open positions	49
Find candidates with the skills you need	38
Find candidates with the experience you need	37

#### a. Find candidates with the skills you need

	<u>Total</u>
Very easy	11
Somewhat easy	27
Neither easy nor hard	16
Somewhat hard	33
Very hard	13
Don't know	0
<hr/>	
<i>Easy (Net)</i>	38
<i>Hard (Net)</i>	46

#### b. Find candidates with the experience you need

	<u>Total</u>
Very easy	12
Somewhat easy	25
Neither easy nor hard	16
Somewhat hard	31
Very hard	15
Don't know	0
<hr/>	
<i>Easy (Net)</i>	37
<i>Hard (Net)</i>	47

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## Survey Data Findings – continued –

### 8. How easy or hard is it to do the following? (*Continued*)

#### c. Find candidates in your area

	<u>Total</u>
Very easy	18
Somewhat easy	34
Neither easy nor hard	20
Somewhat hard	22
Very hard	5
Don't know	2
<hr/>	
<i>Easy (Net)</i>	51
<i>Hard (Net)</i>	27

#### d. Find enough candidates to fill open positions

	<u>Total</u>
Very easy	17
Somewhat easy	32
Neither easy nor hard	19
Somewhat hard	25
Very hard	6
Don't know	0
<hr/>	
<i>Easy (Net)</i>	49
<i>Hard (Net)</i>	32

#### e. Find candidates that are open to working in an office/onsite

	<u>Total</u>
Very easy	19
Somewhat easy	30
Neither easy nor hard	20
Somewhat hard	21
Very hard	6
Don't know	4
<hr/>	
<i>Easy (Net)</i>	50
<i>Hard (Net)</i>	27

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## Survey Data Findings – continued –

9. Has your business had to do any of the following due to difficulty finding the right candidates?

	<u>Total</u>
Had to ask staff to work overtime/longer hours	43
Business has spent more time/money training for current staff	32
Business had to hire temporary staff	24
Business had difficulty scheduling work because there wasn't enough staff	23
Business had to outsource work	20
Business has been unable to expand into new markets or offerings	20
Business had to pass on new work because there wasn't enough staff	18
Other	4
My company doesn't have difficulty finding the right candidates	20
Don't know	0

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## Survey Data Findings – continued –

The next question asks about industry-recognized credentials. An industry-recognized credential is a certification or license that demonstrates that a person has the skills needed for a specific job. Examples include CompTIA A+ (IT), OSHA 10 (safety), and Certified Nursing Assistant (CNA).

10. In general, how prepared, if at all, do you feel each of the following are to enter the workforce?

### Total Prepared Summary

	<u>Total</u>
Trade school or technical college graduates with an industry-recognized credential	90
4-year college graduates with an industry-recognized credential	89
Young adults with internships	78
Trade school or technical college graduates without an industry-recognized credential	76
4- year college graduates without an industry-recognized credential	74
High school graduates with an industry-recognized credential	71
High school graduates without an industry-recognized credential	40

#### a. High school graduates without an industry-recognized credential

	<u>Total</u>
Very prepared	12
Somewhat prepared	28
Not very prepared	41
Not at all prepared	18
<hr/>	
<i>Prepared (Net)</i>	40
<i>Not Prepared (Net)</i>	60

#### b. High school graduates with an industry-recognized credential

	<u>Total</u>
Very prepared	16
Somewhat prepared	55
Not very prepared	25
Not at all prepared	4
<hr/>	
<i>Prepared (Net)</i>	71
<i>Not Prepared (Net)</i>	29





## Survey Data Findings – continued –

10. In general, how prepared, if at all, do you feel each of the following are to enter the workforce? (*Continued*)

c. 4- year college graduates without an industry-recognized credential

	<u>Total</u>
Very prepared	26
Somewhat prepared	48
Not very prepared	23
Not at all prepared	3
<hr/>	
<i>Prepared (Net)</i>	74
<i>Not Prepared (Net)</i>	26

d. 4-year college graduates with an industry-recognized credential

	<u>Total</u>
Very prepared	42
Somewhat prepared	47
Not very prepared	10
Not at all prepared	1
<hr/>	
<i>Prepared (Net)</i>	89
<i>Not Prepared (Net)</i>	11

e. Trade school or technical college graduates without an industry-recognized credential

	<u>Total</u>
Very prepared	21
Somewhat prepared	55
Not very prepared	21
Not at all prepared	3
<hr/>	
<i>Prepared (Net)</i>	76
<i>Not Prepared (Net)</i>	24

f. Trade school or technical college graduates with an industry-recognized credential

	<u>Total</u>
Very prepared	35
Somewhat prepared	55
Not very prepared	8
Not at all prepared	2
<hr/>	
<i>Prepared (Net)</i>	90
<i>Not Prepared (Net)</i>	10



## Survey Data Findings – continued –

10. In general, how prepared, if at all, do you feel each of the following are to enter the workforce? (*Continued*)

g. Young adults with internships

	<u>Total</u>
Very prepared	23
Somewhat prepared	55
Not very prepared	19
Not at all prepared	3
<hr/>	
<i>Prepared (Net)</i>	78
<i>Not Prepared (Net)</i>	22

11. Would you be more or less likely to hire an entry-level employee for your business if they had the following characteristics, or would it make no difference?

Total More Likely Summary

	<u>Total</u>
Demonstrates critical thinking and problem-solving skills	94
Demonstrates effective communication skills	90
Has credentials in a relevant field	89
Has previous internship or work-study experience	83
Has previous leadership experience	83
Has a Bachelor's degree	68
Took business or finance classes in school	60
Has training or certification on how to use artificial intelligence (AI)	59
Has passed Advanced Placement exams in high school	50
Received civics education in school	37

a. Has a Bachelor's degree

	<u>Total</u>
Much more likely	29
Somewhat more likely	39
Makes no difference	28
Somewhat less likely	1
Much less likely	1
Don't know/Does not apply	2
<hr/>	
<i>More Likely (Net)</i>	68
<i>Less Likely (Net)</i>	3

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## Survey Data Findings – continued –

11. Would you be more or less likely to hire an entry-level employee for your business if they had the following characteristics, or would it make no difference? (*Continued*)

b. Received civics education in school

	<u>Total</u>
Much more likely	16
Somewhat more likely	22
Makes no difference	53
Somewhat less likely	3
Much less likely	2
Don't know/Does not apply	5
<i>More Likely (Net)</i>	37
<i>Less Likely (Net)</i>	5

c. Took business or finance classes in school

	<u>Total</u>
Much more likely	21
Somewhat more likely	40
Makes no difference	34
Somewhat less likely	2
Much less likely	2
Don't know/Does not apply	2
<i>More Likely (Net)</i>	60
<i>Less Likely (Net)</i>	4

d. Has previous internship or work-study experience

	<u>Total</u>
Much more likely	35
Somewhat more likely	48
Makes no difference	15
Somewhat less likely	1
Much less likely	0
Don't know/Does not apply	1
<i>More Likely (Net)</i>	83
<i>Less Likely (Net)</i>	1

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## Survey Data Findings – continued –

11. Would you be more or less likely to hire an entry-level employee for your business if they had the following characteristics, or would it make no difference? (*Continued*)

e. Has previous leadership experience

	<u>Total</u>
Much more likely	41
Somewhat more likely	42
Makes no difference	14
Somewhat less likely	1
Much less likely	1
Don't know/Does not apply	1
<i>More Likely (Net)</i>	<i>83</i>
<i>Less Likely (Net)</i>	<i>2</i>

f. Has credentials in a relevant field

	<u>Total</u>
Much more likely	46
Somewhat more likely	43
Makes no difference	8
Somewhat less likely	1
Much less likely	1
Don't know/Does not apply	2
<i>More Likely (Net)</i>	<i>89</i>
<i>Less Likely (Net)</i>	<i>1</i>

g. Has training or certification on how to use artificial intelligence (AI)

	<u>Total</u>
Much more likely	23
Somewhat more likely	36
Makes no difference	35
Somewhat less likely	2
Much less likely	2
Don't know/Does not apply	2
<i>More Likely (Net)</i>	<i>59</i>
<i>Less Likely (Net)</i>	<i>4</i>

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## Survey Data Findings – continued –

11. Would you be more or less likely to hire an entry-level employee for your business if they had the following characteristics, or would it make no difference? (*Continued*)

h. Has passed Advanced Placement exams in high school

	<u>Total</u>
Much more likely	16
Somewhat more likely	34
Makes no difference	43
Somewhat less likely	3
Much less likely	1
Don't know/Does not apply	2
<hr/>	
<i>More Likely (Net)</i>	50
<i>Less Likely (Net)</i>	4

i. Demonstrates critical thinking and problem-solving skills

	<u>Total</u>
Much more likely	59
Somewhat more likely	35
Makes no difference	4
Somewhat less likely	1
Much less likely	1
Don't know/Does not apply	1
<hr/>	
<i>More Likely (Net)</i>	94
<i>Less Likely (Net)</i>	1

j. Demonstrates effective communication skills

	<u>Total</u>
Much more likely	52
Somewhat more likely	38
Makes no difference	8
Somewhat less likely	2
Much less likely	-
Don't know/Does not apply	1
<hr/>	
<i>More Likely (Net)</i>	90
<i>Less Likely (Net)</i>	2



## Survey Data Findings – continued –

### 12. To what extent do you agree or disagree with the following statements?

#### Total Agree Summary

	<u>Total</u>
We should teach more courses in high school that teach professional career skills such as communication, collaboration, and critical thinking	97
We should teach more business courses in high school	92
Work experience is more valuable than formal education	89
Coming out of high school, most students are not prepared to enter the workforce	84
Compared to previous generations, current high school graduates are less prepared to enter the workforce	80
We don't consider employees for open positions that don't have all of the skills we are looking for	52
Our company spends too much time on training and upskilling new employees	47

#### a. Work experience is more valuable than formal education

	<u>Total</u>
Strongly agree	39
Somewhat agree	50
Somewhat disagree	9
Strongly disagree	2
<i>Agree (Net)</i>	<i>89</i>
<i>Disagree (Net)</i>	<i>11</i>

#### b. Our company spends too much time on training and upskilling new employees

	<u>Total</u>
Strongly agree	15
Somewhat agree	32
Somewhat disagree	36
Strongly disagree	17
<i>Agree (Net)</i>	<i>47</i>
<i>Disagree (Net)</i>	<i>53</i>



## Survey Data Findings – continued –

12. To what extent do you agree or disagree with the following statements? *(Continued)*

c. We don't consider employees for open positions that don't have all of the skills we are looking for

	<u>Total</u>
Strongly agree	19
Somewhat agree	33
Somewhat disagree	39
Strongly disagree	9
<hr/>	
<i>Agree (Net)</i>	52
<i>Disagree (Net)</i>	48

d. Coming out of high school, most students are not prepared to enter the workforce

	<u>Total</u>
Strongly agree	35
Somewhat agree	49
Somewhat disagree	13
Strongly disagree	3
<hr/>	
<i>Agree (Net)</i>	84
<i>Disagree (Net)</i>	16

e. Compared to previous generations, current high school graduates are less prepared to enter the workforce

	<u>Total</u>
Strongly agree	38
Somewhat agree	42
Somewhat disagree	15
Strongly disagree	4
<hr/>	
<i>Agree (Net)</i>	80
<i>Disagree (Net)</i>	20

f. We should teach more business courses in high school

	<u>Total</u>
Strongly agree	48
Somewhat agree	45
Somewhat disagree	6
Strongly disagree	1
<hr/>	
<i>Agree (Net)</i>	92
<i>Disagree (Net)</i>	8



## Survey Data Findings – continued –

12. To what extent do you agree or disagree with the following statements? *(Continued)*

- g. We should teach more courses in high school that teach professional career skills such as communication, collaboration, and critical thinking

	<u>Total</u>
Strongly agree	63
Somewhat agree	34
Somewhat disagree	3
Strongly disagree	1
<hr/>	
<i>Agree (Net)</i>	97
<i>Disagree (Net)</i>	3

13. Where do you believe students primarily gain the skills needed to be successful early in their careers? You may select up to two.

	<u>Total</u>
Internships	46
Trade schools/technical colleges	40
4-year colleges	37
Career and Technical Education high school courses	31
Graduate school	10
Standard high school curriculum	9
Advanced school curriculum (Advanced Placement and IB courses)	9
Other	3

14. How valuable, if at all, are financial literacy skills for employees who are just starting their career?

	<u>Total</u>
Very valuable	61
Somewhat valuable	35
Not very valuable	3
Not at all valuable	0
Don't know	0
<hr/>	
<i>Valuable (Net)</i>	96
<i>Not Valuable (Net)</i>	3





## Survey Data Findings – continued –

15. [ASKED IF Q14 ≠ “NOT AT ALL VALUABLE”] What specific personal financial literacy skills are most valuable for entry-level employees to have? You may select up to two.

	<u>Total</u> <u>(N=498)</u>
Taxes, Net Income, and Budgeting	42
Saving and Investing for Education, Housing, and Retirement Goals	41
Borrowing, Credit, and Debt	39
Personal saving	28
Managing Personal Risk	26
Other	1
Personal finance skills are not important	5
Don't know	2

16. [ASKED IF Q15 ≠ “PERSONAL FINANCE SKILLS ARE NOT IMPORTANT” OR “DON’T KNOW”] In a few words, please explain why you selected the previous as the most important financial literacy skill(s).  
[ASKED IF Q15 = “PERSONAL FINANCE SKILLS ARE NOT IMPORTANT”] In a few words, please explain why you believe that personal financial skills are not important.

*Open-ended responses provided separately*

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## Survey Data Findings – continued –

17. As a hiring manager and decision maker, how up to date are you on the curriculum that is being taught in the following places?

### Total Familiar Summary

	<u>Total</u>
4 year colleges	86
Community colleges	78
Trade school or technical college	76
High schools	74
Master's programs	71
Career and Technical Education (CTE) programs	68
Advanced Placement courses in high schools	65

#### a. High schools

	<u>Total</u>
Very familiar	30
Somewhat familiar	43
Not very familiar	21
Not at all familiar	6
<hr/>	
<i>Familiar (Net)</i>	74
<i>Not Familiar (Net)</i>	26

#### b. Career and Technical Education (CTE) programs

	<u>Total</u>
Very familiar	28
Somewhat familiar	40
Not very familiar	25
Not at all familiar	7
<hr/>	
<i>Familiar (Net)</i>	68
<i>Not Familiar (Net)</i>	32

#### c. 4 year colleges

	<u>Total</u>
Very familiar	40
Somewhat familiar	46
Not very familiar	11
Not at all familiar	4
<hr/>	
<i>Familiar (Net)</i>	86
<i>Not Familiar (Net)</i>	14

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## Survey Data Findings – continued –

17. As a hiring manager and decision maker, how up to date are you on the curriculum that is being taught in the following places? *(Continued)*

d. Community colleges

	<u>Total</u>
Very familiar	31
Somewhat familiar	47
Not very familiar	17
Not at all familiar	5
<hr/>	
<i>Familiar (Net)</i>	78
<i>Not Familiar (Net)</i>	22

e. Master's programs

	<u>Total</u>
Very familiar	32
Somewhat familiar	38
Not very familiar	22
Not at all familiar	7
<hr/>	
<i>Familiar (Net)</i>	71
<i>Not Familiar (Net)</i>	29

f. Trade school or technical college

	<u>Total</u>
Very familiar	32
Somewhat familiar	44
Not very familiar	17
Not at all familiar	7
<hr/>	
<i>Familiar (Net)</i>	76
<i>Not Familiar (Net)</i>	24

g. Advanced Placement courses in high schools

	<u>Total</u>
Very familiar	26
Somewhat familiar	39
Not very familiar	27
Not at all familiar	8
<hr/>	
<i>Familiar (Net)</i>	65
<i>Not Familiar (Net)</i>	35

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## Survey Data Findings – continued –

18. Do you sit on any curriculum advisory boards?

	<u>Total</u>
Yes, higher education	14
Yes, high school/vocational tech	12
No, I do not sit on any curriculum advisory boards	79
<i>Yes (Net)</i>	<i>21</i>

19. How important, if at all, is it that your employees learn the following skills or concepts prior to entering the workforce?

### Total Important Summary

	<u>Total</u>
Communication	98
Decision Making	97
Collaboration	94
Business basics, competition, and new ideas	91
Management and strategy	89
Personal goals, budgeting, and investing	89
Personal saving and borrowing	85
Business finance and accounting	81
Marketing	73
Entrepreneurship	72

a. Business basics, competition, and new ideas

	<u>Total</u>
Very important	50
Somewhat important	41
Not very important	8
Not at all important	1
<i>Important (Net)</i>	<i>91</i>
<i>Not Important (Net)</i>	<i>9</i>

b. Marketing

	<u>Total</u>
Very important	26
Somewhat important	46
Not very important	23
Not at all important	4
<i>Important (Net)</i>	<i>73</i>
<i>Not Important (Net)</i>	<i>27</i>

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## Survey Data Findings – continued –

19. How important, if at all, is it that your employees learn the following skills or concepts prior to entering the workforce?  
(Continued)

c. Personal saving and borrowing

	<u>Total</u>
Very important	44
Somewhat important	41
Not very important	13
Not at all important	2
<hr/>	
<i>Important (Net)</i>	85
<i>Not Important (Net)</i>	15

d. Business finance and accounting

	<u>Total</u>
Very important	37
Somewhat important	45
Not very important	17
Not at all important	2
<hr/>	
<i>Important (Net)</i>	81
<i>Not Important (Net)</i>	19

e. Management and strategy

	<u>Total</u>
Very important	46
Somewhat important	43
Not very important	10
Not at all important	1
<hr/>	
<i>Important (Net)</i>	89
<i>Not Important (Net)</i>	11

f. Personal goals, budgeting, and investing

	<u>Total</u>
Very important	49
Somewhat important	39
Not very important	10
Not at all important	2
<hr/>	
<i>Important (Net)</i>	89
<i>Not Important (Net)</i>	11

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## Survey Data Findings – continued –

19. How important, if at all, is it that your employees learn the following skills or concepts prior to entering the workforce?  
(Continued)

g. Entrepreneurship

	<u>Total</u>
Very important	29
Somewhat important	42
Not very important	25
Not at all important	3
<hr/>	
<i>Important (Net)</i>	72
<i>Not Important (Net)</i>	28

h. Decision Making

	<u>Total</u>
Very important	68
Somewhat important	29
Not very important	2
Not at all important	1
<hr/>	
<i>Important (Net)</i>	97
<i>Not Important (Net)</i>	3

i. Communication

	<u>Total</u>
Very important	75
Somewhat important	23
Not very important	1
Not at all important	1
<hr/>	
<i>Important (Net)</i>	98
<i>Not Important (Net)</i>	2

j. Collaboration

	<u>Total</u>
Very important	59
Somewhat important	35
Not very important	5
Not at all important	1
<hr/>	
<i>Important (Net)</i>	94
<i>Not Important (Net)</i>	6

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## Survey Data Findings – continued –

20. Have you seen, heard, or read anything about the Advanced Placement (AP) Business Principles course that will be taught in high schools starting in 2026?

	<u>Total</u>
Yes, a great deal	12
Yes, somewhat	17
Yes, a little	20
No, nothing at all	50
Don't know	1
<hr/>	
<i>Yes (Net)</i>	<i>49</i>

Advanced Placement (AP) is college-level coursework that students take in high school. It culminates in an end-of-course exam that can earn students college credit or placement and help them stand out in admissions.

AP Business Principles/Personal Finance is a yearlong course that will be available in high schools starting in the 2026-2027 school year. Regardless of the career a student pursues, AP Business Principles/Personal Finance will introduce students to the fields of entrepreneurship, marketing, finance, accounting, and management through real-world business application, case studies, and project-based learning.

21. How much of an impact, if any, do you think the AP Business Principles course will have on preparing high schoolers to enter the workforce?

	<u>Total</u>
Significantly positive impact	44
Somewhat positive impact	46
No impact	9
Somewhat negative impact	0
Significantly negative impact	0
<hr/>	
<i>Positive Impact (Net)</i>	<i>90</i>
<i>Negative Impact (Net)</i>	<i>1</i>

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## Survey Data Findings – continued –

22. To what extent do you agree or disagree with the following statements?

### Total Agree Summary

	<u>Total</u>
I am encouraged that business courses are in development for high schoolers	94
The business courses being developed for high schoolers will make a difference in future hiring	91
An AP-level high school business curriculum would be helpful in hiring and assessing candidates	89
I would rather entry-level employees show proficiency in skills such as critical thinking and communication than have Advanced Placement classes on their resume	82
A high score on an AP business exam would not influence how I rate a candidate's resume	58

a. An AP-level high school business curriculum would be helpful in hiring and assessing candidates

	<u>Total</u>
Strongly agree	33
Somewhat agree	55
Somewhat disagree	9
Strongly disagree	2
<i>Agree (Net)</i>	<i>89</i>
<i>Disagree (Net)</i>	<i>11</i>

b. I am encouraged that business courses are in development for high schoolers

	<u>Total</u>
Strongly agree	50
Somewhat agree	44
Somewhat disagree	5
Strongly disagree	1
<i>Agree (Net)</i>	<i>94</i>
<i>Disagree (Net)</i>	<i>6</i>

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## Survey Data Findings – continued –

22. To what extent do you agree or disagree with the following statements? *(Continued)*

c. The business courses being developed for high schoolers will make a difference in future hiring

	<u>Total</u>
Strongly agree	39
Somewhat agree	52
Somewhat disagree	8
Strongly disagree	1
<hr/>	
<i>Agree (Net)</i>	<i>91</i>
<i>Disagree (Net)</i>	<i>9</i>

d. A high score on an AP business exam would not influence how I rate a candidate's resume

	<u>Total</u>
Strongly agree	21
Somewhat agree	37
Somewhat disagree	35
Strongly disagree	8
<hr/>	
<i>Agree (Net)</i>	<i>58</i>
<i>Disagree (Net)</i>	<i>42</i>

e. I would rather entry-level employees show proficiency in skills such as critical thinking and communication than have Advanced Placement classes on their resume

	<u>Total</u>
Strongly agree	36
Somewhat agree	46
Somewhat disagree	17
Strongly disagree	2
<hr/>	
<i>Agree (Net)</i>	<i>82</i>
<i>Disagree (Net)</i>	<i>18</i>

23. How much of a role, if any, do high school courses play in your company's hiring process?

	<u>Total</u>
Major role	19
Minor role	51
No role	30
<hr/>	
<i>Major/Minor Role (Net)</i>	<i>70</i>



## Survey Data Findings – continued –

24. [ASKED IF Q23 = “MINOR ROLE” OR “NO ROLE”] What, if anything, would increase the importance of high school courses in your company’s hiring process?

*Open-ended responses provided separately*

25. How valuable, if at all, do you find high school AP courses and exams in your hiring decisions?

	<u>Total</u>
Very valuable	22
Somewhat valuable	44
Not very valuable	23
Not at all valuable	10
<hr/>	
<i>Valuable (Net)</i>	<i>67</i>
<i>Not Valuable (Net)</i>	<i>33</i>

26. If students who passed AP exams earned credentials demonstrating mastery of skills relevant to your hiring needs, would you view AP courses as more or less valuable for preparing students for the workforce, or would it make no difference?

	<u>Total</u>
Significantly more valuable	29
Somewhat more valuable	48
No change	22
Somewhat less valuable	1
Significantly less valuable	0
<hr/>	
<i>More Valuable (Net)</i>	<i>77</i>
<i>Less Valuable (Net)</i>	<i>1</i>



## Survey Data Findings – continued –

### About the Study

These are the findings of an Ipsos poll conducted between May 20<sup>th</sup> and June 9<sup>th</sup>, 2025. For this survey, a sample of 500 hiring managers from small, mid-sized, and large companies, age 18+ from the continental U.S. Alaska and Hawaii was interviewed online in English.

To qualify for the survey, respondents had to be employed full-time and have input on the hiring process for entry-level employees. No post-hoc weights were applied to the data and the findings reflect the opinion of these respondents.

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## Survey Data Findings – continued –

### About Ipsos

Ipsos is one of the largest market research and polling companies globally, operating in 90 markets and employing nearly 20,000 people.

Our passionately curious research professionals, analysts and scientists have built unique multi-specialist capabilities that provide true understanding and powerful insights into the actions, opinions and motivations of citizens, consumers, patients, customers or employees. Our 75 business solutions are based on primary data from our surveys, social media monitoring, and qualitative or observational techniques.

“Game Changers” – our tagline – summarizes our ambition to help our 5,000 clients navigate with confidence our rapidly changing world.

Founded in France in 1975, Ipsos has been listed on the Euronext Paris since July 1, 1999. The company is part of the SBF 120, Mid-60 indices, and is eligible for the Deferred Settlement Service (SRD).

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