

# GRADUATES VS NON-GRADUATES:

OF IT HIRING TRENDS

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## Introduction

- IT managers play a critical role to ensure that there is a well-established IT system capable of serving the needs of the organization with minimal trade offs on costs and maximum benefits (Peeters et al., 2019).
- Ensure there are sufficient security measures put in place to protect organizations from malicious intent.
- As a result, HR departments often take more precaution when hiring IT techs such as extended recruitment process.
- There is a debate on whether hiring college graduates or non-graduates yield the best results.



# STATEMENT OF THE PROBLEM

- The debate whether graduates perform better than non-graduates and vice versa.
- Many arguments have been formed but there is not a consensus, including in the field of academia (Naros. 2018)
- Lack of understanding and inability to pinpoint which approach is more beneficial when hiring IT techs.
- Due to the importance of the IT department in organizations, there should be more of an understanding on what is better when it comes to hiring.



#### RESEARCH PURPOSE

- Understanding what HR managers, recruiters, and IT managers think when it comes to choosing between graduate and non-graduate applications during hiring.
- See what preferences are had when evaluating job suitability and capabilities among candidates.
- Aims to answer the preference of non-graduate or their graduate counterparts.



## LIMITATIONS

- The sample size might be too small to accurately predict the overall population.
- The research aims to understand the attitudes and opinions of an entire country's population.
- This may not be accurately possible to achieve from a sample of only 60 people.
- Possible that there is a potential for bias and personal interests during data collection.



# **M**ETHODOLOGY

- This section outlines the techniques and approaches undertaken to collect, analyze, and report during the research.
- Outlines the research design and defines a logical plan to address the research questions.
- Explains the type of research method used, the potential benefits and drawbacks of the method.
- The section delves further into sampling, outlining the characteristics of the population selected and techniques to sample the participants.



## **M**ETHODOLOGY

- The researchers position in relation to the participants and the research topic.
- Researcher's relationship with the participant, interests, and potential biases are outlined.
- The procedures used to collect the data, including a description of the sources of data and methodology that will be used.



# LITERATURE REVIEW



# Non-Graduate Characterisitics

- Approximately 69% of certified IT job candidates do not have a college degree (Weligamage,2019).
- Moreover, as students graduate from school, the certified non-graduates have already earned more job experiences than them (Liz, 2017).
- Non-graduates significantly reduce the costs that come along with staff turnover since they are more settled than their graduate counterparts (Brown & Scase, 2015).



## Non-Graduate Characterisitics

- HR managers believe that people who fail to go to college and find their way in life are exceptional and with talents worth trying (Tomlinson, 2017).
- According to this research, being an IT manager is a practical job in which a vast talent population may be drawn from certified non-college graduates (Johnson et al., 2014).
- Certified non-graduate managers tend to be loyal since they fear losing their jobs and begin a search for a new one in an environment where graduates are accorded a preference in job selection (Johnson et al., 2014).



## GRADUATE CHARACTERISITICS

- There is a reduction of costs that come along with training inexperienced graduates (Brown & Scase, 2015).
- The knowledge that graduates receive at school significantly implies that they are ready to perform intricate tasks at the organization (Johennesse & Chou, 2017).
- Graduates portray enthusiasm in learning fresh things (Dusek et al., 2021).

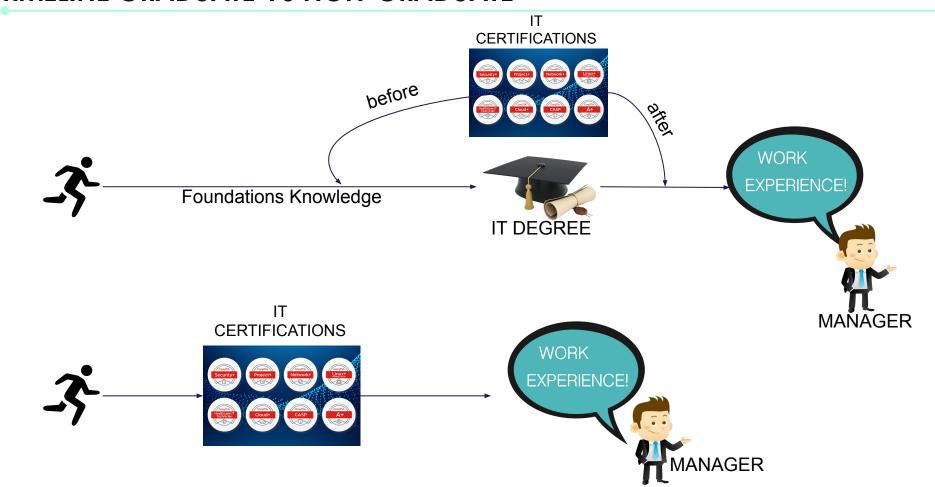


## GRADUATE CHARACTERISTICS

- Graduates strive to impress their employees because the contemporary world demands the best (Lizzi, 2020).
- The skills of graduates are essential in any labour market because they accord the employer required specialists (Jaworski et al., 2018).
- Also, a benefit of graduates is accepting a lower salary and climbing up their career ladder slowly (Ismail et al., 2011).



#### **TIMELINE GRADUATE VS NON-GRADUATE**



## **PARTICIPANTS**

HR Managers
IT Managers
Technical Recruiters



# 2+ YEARS

**OF EXPERIENCE** 

Participants must have two years of work experience as the job title

#### LinkedIn



Participants are selected at random from profiles displayed on LinkedIn.



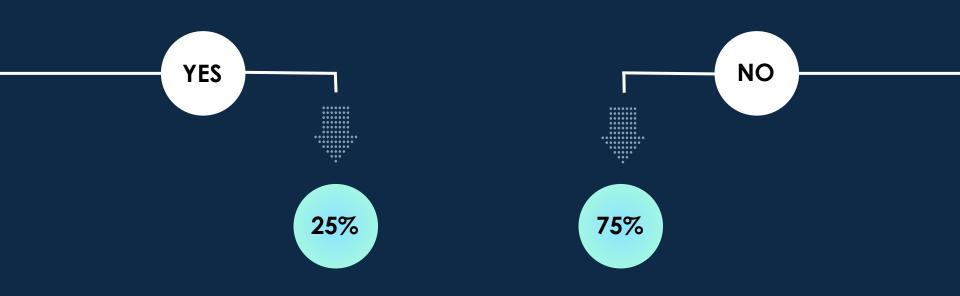




Recruiters



# IS IT AN ADVANTAGE TO HIRE A NON-CERTIFIED IT TECHNICIAN?





Majority of hiring professionals agreed that it is NOT an advantage to hire non-Certified IT

Technicians

And here is what they had to say:

- "People who are trying to start in the industry should be trained. It is hard to attain an IT job without certifications..."
- "...If you have the skills, go prove it and take the exam."
- "It shows that the individual has invested time and money into improving their skillset within a certain field."
- "Certifications demonstrate command of knowledge and or a mastery of a skill. Without this, the needs of the employer may not be met."

# The minority of hiring professionals agreed that it CAN BE an advantage to hire non-Certified IT Technicians

And here is why:

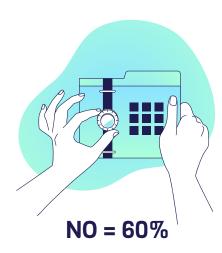
- "Certificates aren't a guarantee for a good hire."
- "Although it is better to hire a certified IT Technician, there are occasions where you want to hire a non-Certified IT Technician because you can have them focus on specific realms of IT that your organizations may need."
- "When hiring someone without experience you are getting virtually a clean slate with very few bad habits to untrain. Taking a chance on someone may endear some loyalty to the organization as well."
- "Sometimes a non-Certified IT Technician has more hands-on experience than a certified one. An employer can always place a certificate requirement upon hire. Example: You must be able to obtain X certificate within X amount of months upon hire."

# IS IT A DISADVANTAGE TO HIRE IT NON-GRADUATES?



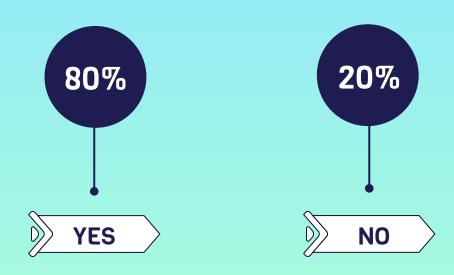
YES = 40%

"A college graduate in IT becomes exposed to several facets of technology that are in high demand. The time invested in the achievement of a college degree shows focus and longevity into learning the craft."



"Entry level IT jobs don't require education as much as skill and determination. A strong candidate can be certified and thus better suited for the role than a graduate."

#### IS IT AN ADVANTAGE TO HIRE AN IT GRADUATE?



# Majority of hiring professionals agreed that it is an advantage to hire Graduate IT Professionals.

And here is why:

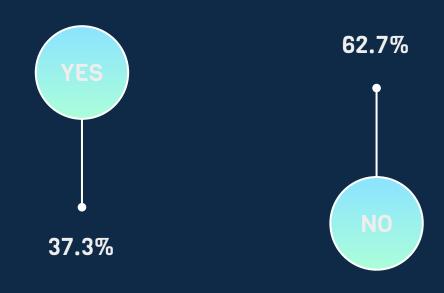
- "An IT graduate will have the advantage of taken English and communication classes, which are vital for inter departments communication."
- "Completing academic courses and training proves the candidate has been challenged and knows how to solve problems on their own."

# Minority of hiring professionals agreed that it is NOT an advantage to hire Graduate IT Professionals.

And here is why:

"Not really - the technology they have learned is already out of date... They are not willing to re-learn from the bottom to the top and put the amount of effort in that it takes to really learn the trade. There's a sense of entitlement there."

# DO IT GRADUATES PERFORM BETTER THAN THEIR NON-GRADUATE COUNTERPARTS?



# Majority agreed that Graduate IT Professionals do NOT perform better than their non-Graduate counterparts.

And here is why:

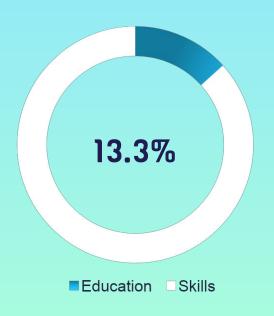
- "No, I believe that having an education is an advantage but does not make a person better than the other. Skills and experience make a competent candidate for a job."
- "Non-graduates tend to be more willing to accept instruction, ask questions, admit they don't know something, etc. The non-graduates are self-starters and typically know more about subjects because they have researched them themselves..."

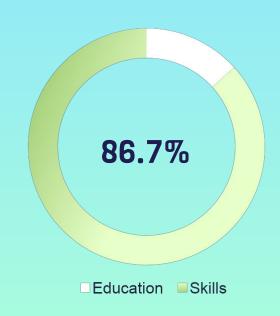
# Minority agreed that Graduate IT Professionals do perform better than their non-Graduate counterparts.

And here is why:

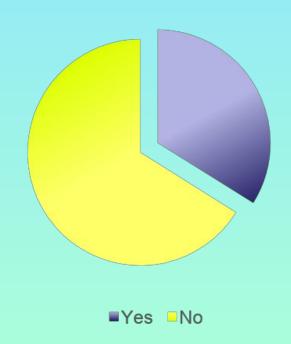
"IT Graduates possess the fundamental knowledge and while training will differ from one company to the next, an employee with a college degree has shown to have more expansive knowledge through several portions of IT and not just a single vertical."

#### **FUTURE TRENDS IN THE IT HIRING PROCESS**





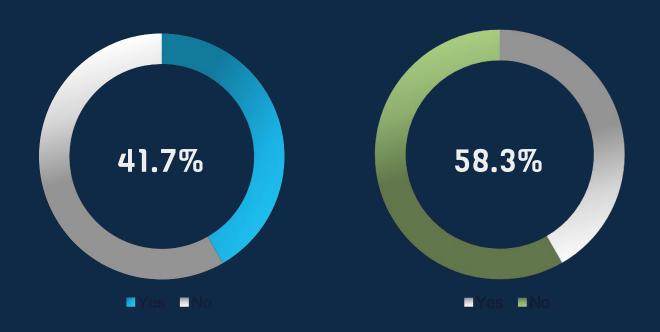
# DO IT GRADUATES PERFORM BETTER THAN NON-GRADUATES THAT ARE CERTIFIED?



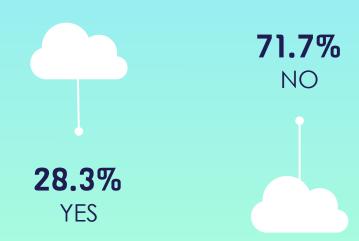
# DO ORGANIZATIONS SPEND MORE RESOURCES TO TRAIN IT GRADUATES THAN THEIR CERTIFIED NON-GRADUATE COUNTERPARTS?



# ARE IT COLLEGE GRADUATES MORE LIKELY TO BE INNOVATIVE ON THE JOB THAN THEIR CERTIFIED NON-GRADUATE COUNTERPARTS?



# DOES A COLLEGE GRADUATE RECEIVE THE SAME COMPENSATION/BENEFITS AS AN IT CERTIFIED NON-GRADUATE PROFESSIONAL?



# CONCLUSION



Obtaining a degree and some certifications will help immensely in jump starting a career in IT



Employers typically find applicants with a degree more flexible in the industry



Certifications help with knowledge in particular subjects, but lack in other crucial skills



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