

Investigating the Skill Gap between Graduating Students and Industry Expectations

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Summary

This paper interviewed hiring personnel to discover major shortcomings in new hires that recently graduated. Students were found to be deficient in many key areas like project experience, communication, and using software tools. Most issues were not discovered in the interview process. Even those with experience in tool use, testing, and configuration management systems had often used only the most basic functionality, and struggled in a production environment.

Strengths

- Wide variety of knowledge and skills were investigated.
- Attempts to describe the most important/common deficiencies that would prevent hiring.
- Comparison of deficiencies identified in the interview versus on the job.

Weaknesses

- Sample size extremely small.
- Results predominantly reflect United States
- Vague suggestions to solve these problem areas.