Appendix A

Survey on Alternative Credentials

This survey asks questions about so-called alternative credentials. For the purposes of this survey, alternative credentials include certificates, documents, and other proof of receiving education, other than traditional credentials. Traditional credentials include a high school diploma or an undergraduate degree from an accredited university. Five specific examples of an alternative credential include a Certified Project Manager certification, a portfolio of work, a Khan Academy profile, or a Nanodegree from Udacity.

There are two sections. The first section of questions is intended to take 5-10 minutes, and the second section is intended to take less than 10 minutes.

* 1. Do you contribute to hiring and firing decisions at you	company?
Yes	
○ No	
Unemployed	
* 2. If you do contribute to hiring and firing decisions, please make such decisions. If you do not, please write your currer job of any kind, write "n/a."	
* 3. Thinking about the job title provided in response to the credentials which would be required, recommended, or a	•
Yes. Certification, license, or other non-degree credentials are required by law.	No. I do not know of any credentials which are common, valued, or legally required in that line of work.
Yes. Certification, license, or other non-degree credentials are an industry norm.	Not Applicable
Yes. Certification, license, or other non-degree credentials are not required or expected, but there are some which are common and valued.	
* 4. How long do you believe it usually takes to obtain an a	alternative credential?
Under a week	Under 6 months
Under a month	Under a year
Under 3 months	More than a year

,	* 5. R	oughly	how m	any full-time	e employee	s currently	work for yo	ur organiza	ation?		
		1-10									
		11-50									
		51-200									
		201-500)								
		501-1,00	00								
		1,001-5,	,000								
		5,001-10	0,000								
		10,000+									
		I am cur	rently not	employed							
* 6.	For r	nany p	rofessio	ons, alterna	tive credent	ials can qu	alify a pers	on for an e	ntry-level p	position.	
	Strong Disagr	-									Strongly Agree
	Disagr										Agree
* 7.	Peop	ole who	o are wil	lling to brea	k formal or	informal ru	les and nor	ms probab	ly have a h	nard time g	etting along
W	ith tea	ams or	custom	ers. They p	resent a ris	k to the rep	utation, pro	oductivity, c	or value of	a company	
	Strong Disagre									;	Strongly Agree
	-			lling to brea could just				_	_	because t	he rules
	Strong	-									
	Disagre	ee								•	Strongly Agree
	nd inn	ovatio		lling to brea are likely to					be gifted i	n the areas	of creativity
	Strong Disagre	-								;	Strongly Agree

* 10.	Which of these industries most closely matches yo	our p	ro	tession?			
\bigcirc	Agriculture	\bigcirc	Lá	aw			
	Education		M	Manufacturing			
	Energy		M	lilitary			
	Finance, Investment, or Accounting		R	Real Estate			
	Health		R	Retail			
	Information Technology		Tı	ransportation			
Othe	er (please specify)						
* 11.	Do you work in a STEM profession? Yes						
	No						
\bigcirc	Unsure						
* 13.	What state do you reside in? Gender Female Male Other	vido s	2 04	orion of prompts and		n a coola f	rom 1 to 10 ir
requeste evel of variation	at section of this survey is the final section. This section will proped. The response indicates a degree of quality. A response of 1 quality reserved for the Guinness Book of World Records. The ns of 13 basic prompts. Each prompt is meant to be answered minutes.	L indic re is a	cate a to	es very little or no quotal of 52 prompts. T	uality. A respor he prompts ar	nse of 10 in e created b	dicates a by providing 4
14. Th	e level of physical attractiveness held by an ideal jo	ob a _l	ppl	licant.			
Very L	ittle						Very Much
15. Th Very L	e level of physical attractiveness held by a typical e	empl	oy	ee at my compa	ıny.		Very Much
. 5., 6							

* 16. The leve	l of physica	attractive	ness neia i	y a recent	college gr	aduate.			
Very Little									Very Much
* 17. The leve	l of physica	l attractive	ness held b	y a non-co	ollege grad	uate with a	n alternativ	e credenti	
Very Little									Very Much
* 18. The leve	l of emotion	al intellige	nce held by	/ an ideal j	ob applica	nt.			
Very Little									Very Much
* 19. The leve	l of emotion	al intellige	nce held by	/ a typical	employee	at my comp	any.		
Very Little									Very Much
* 20. The love	l of omotion	al intalliga	noo hold by	, a recent	oollogo gra	duata			
* 20. The leve Very Little	i di embudi	ai intellige	rice riela by	a recent	college gra	uuale.			Very Much
very Ende									very ividen
* 21. The leve	l of emotion	al intellige	nce held by	/ a non-co	llege gradu	ate with an	alternative	e credentia	ıl.
Very Little		-							Very Much
* 22. The leve	l of salary re	equired by	an ideal jo	b applican	t.				
Very Little									Very Much
# 00 The leave									
* 23. The leve Very Little	l of salary re	equired by	a typical e	mpioyee a	t my compa	any.			Very Much
very Little									very Much
* 24. The leve	l of salarv re	eguired by	a recent co	ollege grad	luate.				
Very Little	2. 253.	. 1 oa oy	500111 01						Very Much

* 25. The level	of salary r	equired by	a non-colle	ge gradua	te with an a	alternative	credential.		
Very Little									Very Much
* 26. The level	of written	communica	ation skill he	eld by an id	leal job ap _l	plicant.			
Very Little									Very Much
* 27. The level	of written	communica	ation skill he	eld by a typ	nical emplo	vee at my (company.		
Very Little						,			Very Much
*									*
* 28. The level	of written	communica	ation skill he	eld by a rec	cent college	e graduate.			
Very Little									Very Much
* 29. The level	of written	communica	ation skill he	eld by a no	n-college g	graduate wi	th an altern	ative cred	ential.
Very Little									Very Much
* 30. The level	of verbal o	communica	tion skill he	ld by an id	eal job app	olicant.			
Very Little									Very Much
* 31. The level	of verbal o	communica	tion skill ne	id by a typ	icai empioy	yee at my c	ompany.		\/am.c \Accela
Very Little									Very Much
* 32. The level	of verbal o	communica	tion skill ha	ld by a rec	ent college	araduate			
Very Little	oi verbai c	Jonnhamea	don skiii ne	id by a rec	ent conege	graduate.			Very Much
* 33. The level	of verbal o	communica	tion skill he	ld by a nor	n-college a	raduate wit	h an altern	ative cred	ential.
Very Little				•	0 0				Very Much

* 3	4. The level of	of body lan	guage com	munication	skill held b	y an ideal	job applicar	nt.		
	Very Little									Very Much
* 2	5. The level o	of body lan	auago com	munication	ekill hold k	w a typical	omplovoo s	nt my comr	anv.	
	Very Little	oi bouy ian	guage com	munication	Skili Helu L	y a typicai	епрюуее а	at my comp	arry.	Very Much
	very Little									very Much
* 0	C. The level	- 4			ما امام ما النام		!!	al a 4 a		
	6. The level	or body ian	guage com	munication	skili nela t	y a recent	college gra	duate.		Vam. M. ala
	Very Little									Very Much
	7. The level or redential.	of body Ian	guage com	munication	skill held b	y a non-co	llege gradu	ate with an	alternat	ive
	Very Little									Very Much
* 3	8. The level	of technica	l job skills h	ield by an i	deal job ap	plicant.				
	Very Little									Very Much
* 3	9. The level	of technica	l job skills h	eld by a typ	pical emplo	yee at my	company.			
	Very Little									Very Much
* 4	0. The level	of technica	l job skills h	eld by a re	cent colleg	e graduate				
	Very Little									Very Much
* 4	1. The level	of technica	l job skills h	eld by a no	on-college (graduate w	ith an altern	ative crede	ential.	
	Very Little									Very Much

	he level o	of attention	to detail, w	ork ethic, ti	imeliness,	and organiz	ation of wo	rk held by a	an ideal j	ob
Very	/ Little									Very Much
	he level o		to detail, w	ork ethic, ti	imeliness,	and organiz	zation of wo	rk held by a	a typical	employee
Very	/ Little									Very Much
	The level of uate.	of attention	to detail, w	ork ethic, ti	imeliness,	and organiz	ation of wo	rk held by a	a recent	college
Very	/ Little									Very Much
grad	uate with		to detail, w ive credent		imeliness,	and organiz	zation of wo	rk held by a	a non-co	llege
Very	/ Little									Very Much
		of willingne	ss to break	formal or i	nformal rul	es and norn	ns held by a	an ideal job	applicar	
very	/ Little									Very Much
	he level o	of willingne	ss to break	formal or i	nformal rul	es and norn	ns held by a	a typical em	iployee a	at my
Very	/ Little									Very Much
* 48. T	he level	of willingne	ss to break	formal or i	nformal rul	es and norn	ns held by a	a recent col	lege gra	duate.
Very	/ Little									Very Much

alternative cr	edential.								
Very Little									Very Much
* 50. The level	of custome	r service sk	dil held by a	an ideal job	applicant.				
Very Little									Very Much
* 51. The level	of custome	r service sk	kill held by a	a typical en	nployee at	my compar	ıy.		
Very Little									Very Much
* 52. The level	of custome	r service sk	kill held by a	a recent co	llege gradu	ıate.			
Very Little									Very Much
* 53. The level	of custome	r service sk	kill held by a	a non-colle	ae araduat	e with an a	lternative cr	edential.	
Very Little					g - g				Very Much
* [4 The level	of to o may you	مبيط لمامطيا	مادا اممانما	annliaant					
* 54. The level	or teamwor	к пеш ву а	in ideai job	аррисант.					Name Marak
Very Little									Very Much
* 55. The level	of teamwor	k held by a	typical em	ployee at n	ny compan	y.			
Very Little									Very Much
* 56. The level	of teamwor	k held by a	recent coll	lege gradua	ate.				
Very Little									Very Much

* 49. The level of willingness to break formal or informal rules and norms held by a non-college graduate with an

					Ü	With an an	ernative cre	acritiai.		
	Very Little									Very Much
	8. The willing rucking, held				orkplace o	r even as a	part of the	daily work,	as in co	mmercial
	Very Little									Very Much
	9. The willing rucking, held				•	r even as a	part of the	daily work,	as in co	mmercial
	Very Little									Very Much
	0. The willing rucking, held				orkplace o	r even as a	part of the	daily work,	as in co	mmercial
	Very Little									Very Much
	1. The willing				orkplace o n alternativ		-	daily work,	as in co	mmercial
	acking, neia	by a non-c	oliege grau	0.0000		e creuerilla	al.			
	Very Little	by a non-c	ollege grad			e creuerilla	al.			Very Much
	_	by a non-c	ollege grad	*		e credentia	al.			
	_	The state of the s	ollege grad	*		e credeniia	al.			
	_	*	*					applicant.		
* 6	Very Little	*	*					applicant.		
* 6	Very Little	*	*					applicant.		Very Much
* 6	Very Little	*	*					applicant.		Very Much
* 6	Very Little 2. The willing Very Little	gness to wo	ork odd hou	rs or a stra	nge sched	ule held by	an ideal job	*		Very Much
* 6	Very Little 2. The willing Very Little	gness to wo	ork odd hou	rs or a stra	nge sched	ule held by	an ideal job	*		Very Much Very Much
* 6	Very Little 2. The willing Very Little	gness to wo	ork odd hou	rs or a stra	nge sched	ule held by	an ideal job	*		Very Much
* 6	Very Little 2. The willing Very Little	gness to wo	ork odd hou	rs or a stra	nge sched	ule held by	an ideal job	*		Very Much Very Much
* 6	Very Little 2. The willing Very Little 3. The willing Very Little	gness to wo	ork odd hou	rs or a stra	nge schede	ule held by	an ideal job	mployee at	my comp	Very Much Very Much
* 6	Very Little 2. The willing Very Little 3. The willing Very Little	gness to wo	ork odd hou	rs or a stra	nge schede	ule held by	an ideal job	mployee at	my comp	Very Much Very Much Dany. Very Much
* 6	Very Little 2. The willing Very Little 3. The willing Very Little	gness to wo	ork odd hou	rs or a stra	nge schede	ule held by	an ideal job	mployee at	my comp	Very Much Very Much

* 65. The willingness to work odd hours or a strange schedule held by a non-college graduate with an alternative credential.

Very Little Very Much



Thank you for your participation!

If you'd like to see the results of this survey, feel free to contact the survey administrator at john@afterecon.com

If you are taking this survey through Amazon Mechanical Turk, use the following survey completion code: 2020July