

Survey on Alternative Credentials

Thoughts on Alternative Credentials

This page asks some questions about your views 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. 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.

* 1. For many professions, alternative credentials can qualify a person for an entry-level position.

Strongly
Disagree

Strongly
Agree

* 2. It will soon become common for high school graduates to obtain alternative credentials instead of going to college.

Strongly
Disagree

Strongly
Agree

* 3. When you add up the pros and cons for online education, it's probably a good thing for society overall.

Strongly
Disagree

Strongly
Agree

* 4. How long do you believe it usually takes to obtain an alternative credential?

☐

Under a week

☐

Under 6 months

☐

Under a month

☐

Under a year

☐

Under 3 months

☐

More than a year

5. Have you heard of any of the following online course providers?

☐

Coursera

☐

Pluralsight

☐

edX

☐

Udacity

☐

LinkedIn Learning

☐

Udemy

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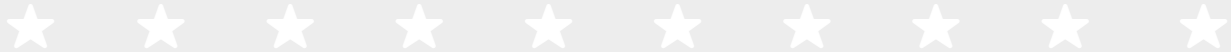
Thoughts on Rulebreakers

This page asks some questions about your views on rulebreakers.

* 6. People who are willing to break formal or informal rules and norms probably have a hard time getting along with teams or customers. They present a risk to the reputation, productivity, or value of a company.

Strongly
Disagree

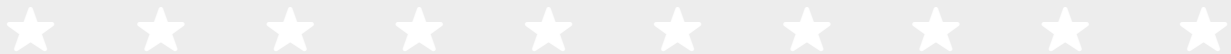
Strongly Agree



* 7. People who are willing to break formal or informal rules and norms tend to be gifted in the areas of creativity and innovation. They are likely to benefit the culture of a company.

Strongly
Disagree

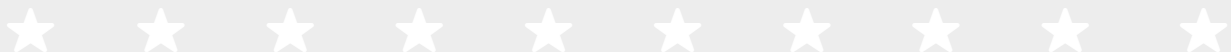
Strongly Agree



* 8. People who are willing to break formal or informal rules and norms might be doing so because the rules hold them back. They could just as easily be high performers as low performers.

Strongly
Disagree

Strongly Agree



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Occupational Information

This page asks about your employment situation.

* 9. Do you contribute to hiring and firing decisions at your company?

- ☐ Yes
- ☐ No
- ☐ Unemployed

* 10. If you do contribute to hiring and firing decisions, please write the most common job title for which you make such decisions. If you do not, please write your current or most recent job title. If you have never held a job of any kind, write "n/a."

* 11. Thinking about the job title provided in response to the above question, are you aware of any alternative credentials which would be required, recommended, or applicable for this job?

- | | |
|--|--|
| <input type="radio"/> Yes. Certification, license, or other non-degree credentials are required by law. | <input type="radio"/> No. I do not know of any credentials which are common, valued, or legally required in that line of work. |
| <input type="radio"/> Yes. Certification, license, or other non-degree credentials are an industry norm. | <input type="radio"/> Not Applicable |
| <input type="radio"/> Yes. Certification, license, or other non-degree credentials are not required or expected, but there are some which are common and valued. | |

* 12. Roughly how many full-time employees currently work for your organization?

- ☐ 1-10
- ☐ 11-50
- ☐ 51-200
- ☐ 201-500
- ☐ 501-1,000
- ☐ 1,001-5,000
- ☐ 5,001-10,000
- ☐ 10,000+
- ☐ I am currently not employed

* 13. Which of these industries most closely matches your profession?

☐ Agriculture

☐ Law

☐ Education

☐ Manufacturing

☐ Energy

☐ Military

☐ Finance, Investment, or Accounting

☐ Real Estate

☐ Health

☐ Retail

☐ Information Technology

☐ Transportation

Other (please specify)

* 14. I prefer to hire or work with a person that has a college degree rather a person that holds a reputable certification or non-college credential.

☐ True

☐ False

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Demographic Information

This page collects basic demographic information about you. This information includes age, gender, and ethnicity.

* 15. What state do you reside in?

* 16. Gender

- ☐ Female
- ☐ Male
- ☐ Other

* 17. Household Income?

- | | |
|---------------------------------------|--|
| <input type="radio"/> 0-9,999 | <input type="radio"/> 125,000-149,999 |
| <input type="radio"/> 10,000-24,999 | <input type="radio"/> 150,000-174,999 |
| <input type="radio"/> 25,000-49,999 | <input type="radio"/> 175,000-199,999 |
| <input type="radio"/> 50,000-74,999 | <input type="radio"/> 200,000+ |
| <input type="radio"/> 75,000-99,999 | <input type="radio"/> Prefer not to answer |
| <input type="radio"/> 100,000-124,999 | |

* 18. Age?

- | | |
|--------------------------------|-----------------------------|
| <input type="radio"/> Under 18 | <input type="radio"/> 45-54 |
| <input type="radio"/> 18-24 | <input type="radio"/> 55-64 |
| <input type="radio"/> 25-34 | <input type="radio"/> 65+ |
| <input type="radio"/> 35-44 | |

* 19. What is the highest level of education you have completed?

- | | |
|---|---|
| <input type="radio"/> Did Not Graduate from High School | <input type="radio"/> Some Graduate School |
| <input type="radio"/> GED | <input type="radio"/> Obtained Non-Doctoral Graduate Degree |
| <input type="radio"/> High School Diploma | <input type="radio"/> Obtained a Non-PhD Doctoral Degree |
| <input type="radio"/> Some College | <input type="radio"/> Obtained a PhD |
| <input type="radio"/> Obtained Undergraduate Degree | |

* 20. Which race/ethnicity best describes you?

☐ White or Caucasian

☐ Black or African American

☐ Hispanic or Latino

☐ Asian or Asian American

☐ American Indian or Alaska Native

☐ Native Hawaiian or other Pacific Islander

☐ Other

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Personality Information

This page asks you about your personality according to two external surveys.

* 21. Please take this quick, free survey on grit and enter your result rounded to two decimal places.

<https://angeladuckworth.com/grit-scale/>

An example answer would be 3.24

* 22. Please take this quick, free personality survey and enter your percentage results as a rounded number in a comma-separated format in the order of O,C,E,A,N.

<https://www.truity.com/test/big-five-personality-test>

An example answer would be 90,71,71,63,31

* 23. I think of a career in programming as enjoyable

Strongly
Disagree

Strongly
Agree

★

★

★

★

★

★

★

★

★

★

* 24. I enjoy taking risks

Strongly
Disagree

Strongly
Agree

★

★

★

★

★

★

★

★

★

★

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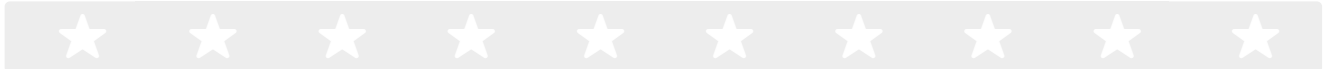
Ideological Questions

This page asks about your worldview.

* 25. When you add up the pros and cons for artificial intelligence, it's probably a good thing for society overall.

Strongly
Disagree

Strongly Agree



* 26. Government regulation helps ensure businesses treat individuals more fairly.

Strongly
Disagree

Strongly
Agree



* 27. I favor freer trade and migration with other nations



* 28. Which worldview best describes you?

☐

Agnostic or Atheist

☐

Conservative or Evangelical Christian

☐

Spiritual or Theistic, No Specific Religion

☐

Other Christian

☐

Religious, Not Christian

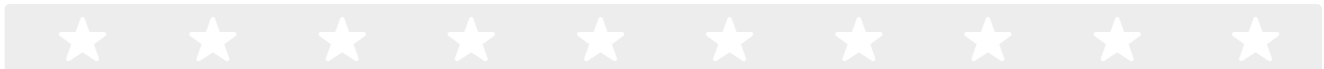
☐

Progressive Christian

* 29. I have a high level of community engagement, participation, or activism related to my worldview.

Strongly
Disagree

Strongly Agree



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COVID-19 Impact Questions

This page asks about the extent to which the COVID-19 pandemic has impacted your life.

* 30. To what degree has coronavirus negatively impacted your life?

- ☐ Large negative impact
- ☐ Moderate negative impact
- ☐ Slight negative impact
- ☐ No negative impact (or a positive impact)

* 31. To what degree has coronavirus caused you to increase your participation in remote learning, remote working, and other remote activities?

- ☐ Large degree
- ☐ Moderate degree
- ☐ Slight degree
- ☐ No increase (or a decrease)

* 32. To what degree has coronavirus-induced remote activity improved your favorability to remote learning (either for yourself or for other people)?

- ☐ Large degree
- ☐ Moderate degree
- ☐ Slight degree
- ☐ No increase (or a decrease)

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Learning Provider Questions

This page asks about how you view various kinds of learning providers.

This section asks you to review 8 hypothetical school descriptions and then answer two questions about each school.

Consider this information for each school:

1. Is the school **accredited** or **unaccredited**?
2. When you heard of this school, were you **impressed** or **unimpressed**?
3. Do other people consider the school to be **impressive** or **unimpressive**?

School A is an **unaccredited** learning provider for jobs in your industry.

You have heard of them and you are **unimpressed**.

Talking to your boss, coworkers, and several customers reveals that other people consider this school to be **unimpressive**.

* 33. For many professions, learning at this school can qualify a person for an entry-level position.

Strongly
Agree

Strongly
Disagree

School B is an **unaccredited** learning provider for jobs in your industry.

You have heard of them and you are **unimpressed**.

Talking to your boss, coworkers, and several customers reveals that other people consider this school to be **impressive**.

* 34. For many professions, learning at this school can qualify a person for an entry-level position.

Strongly
Agree

Strongly
Disagree

School C is an **unaccredited** learning provider for jobs in your industry.

You have heard of them and you are **impressed**.

Talking to your boss, coworkers, and several customers reveals that other people consider this school to be **unimpressive**.

* 35. For many professions, learning at this school can qualify a person for an entry-level position.

Strongly
Agree

Strongly
Disagree

School D is an **unaccredited** learning provider for jobs in your industry.

You have heard of them and you are **impressed**.

Talking to your boss, coworkers, and several customers reveals that other people consider this school to be **impressive**.

* 36. For many professions, learning at this school can qualify a person for an entry-level position.

Strongly
Agree

Strongly
Disagree



School E is an **accredited** learning provider for jobs in your industry.

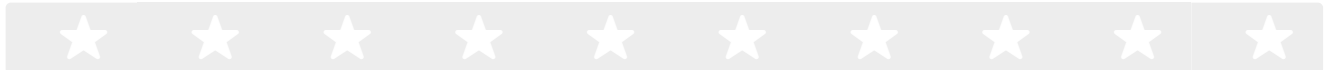
You have heard of them and you are **unimpressed**.

Talking to your boss, coworkers, and several customers reveals that other people consider this school to be **unimpressive**.

* 37. For many professions, learning at this school can qualify a person for an entry-level position.

Strongly
Agree

Strongly
Disagree



School F is an **accredited** learning provider for jobs in your industry.

You have heard of them and you are **unimpressed**.

Talking to your boss, coworkers, and several customers reveals that other people consider this school to be **impressive**.

* 38. For many professions, learning at this school can qualify a person for an entry-level position.

Strongly
Agree

Strongly
Disagree



School G is an **accredited** learning provider for jobs in your industry.

You have heard of them and you are **impressed**.

Talking to your boss, coworkers, and several customers reveals that other people consider this school to be **unimpressive**.

* 39. For many professions, learning at this school can qualify a person for an entry-level position.

Strongly
Agree

Strongly
Disagree



School H is an **accredited** learning provider for jobs in your industry.

You have heard of them and you are **impressed**.

Talking to your boss, coworkers, and several customers reveals that other people consider this school to be **impressive**.

* 40. For many professions, learning at this school can qualify a person for an entry-level position.

Strongly
Agree

Strongly
Disagree

★	★	★	★	★	★	★	★	★	★
---	---	---	---	---	---	---	---	---	---

* 41. How impressed would you be if you heard that someone studied at this school?

Very
Unimpressed

Very Impressed

★	★	★	★	★	★	★	★	★	★
---	---	---	---	---	---	---	---	---	---

* 42. How impressed would you be if you heard that someone studied at this school?

Very
Unimpressed

Very Impressed

★	★	★	★	★	★	★	★	★	★
---	---	---	---	---	---	---	---	---	---

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Perceived Skill Questions

This page asks about the skill levels you perceive in different kinds of individuals.

This section will provide a series of prompts and a response on a scale from 1 to 10 is requested. The response indicates a degree of quality. A response of 1 indicates very little or no quality. A response of 10 indicates a level of quality reserved for the Guinness Book of World Records. There is a total of 52 prompts. The prompts are created by providing 4 variations of 13 basic prompts. Each prompt is meant to be answered within about 10 seconds, so the whole section should take less than 10 minutes.

* 43. The level of physical attractiveness held by an ideal job applicant.

Very Little

Very Much

* 44. The level of physical attractiveness held by a typical employee at my company.

Very Little

Very Much

* 45. The level of physical attractiveness held by a recent college graduate.

Very Little

Very Much

* 46. The level of physical attractiveness held by a non-college graduate with an alternative credential.

Very Little

Very Much

* 47. The level of emotional intelligence held by an ideal job applicant.

Very Little

Very Much

* 48. The level of emotional intelligence held by a typical employee at my company.

Very Little

Very Much

* 49. The level of emotional intelligence held by a recent college graduate.

Very Little

Very Much

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

* 50. The level of emotional intelligence held by a non-college graduate with an alternative credential.

Very Little

Very Much

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

* 51. The level of salary required by an ideal job applicant.

Very Little

Very Much

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

* 52. The level of salary required by a typical employee at my company.

Very Little

Very Much

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

* 53. The level of salary required by a recent college graduate.

Very Little

Very Much

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

* 54. The level of salary required by a non-college graduate with an alternative credential.

Very Little

Very Much

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

* 55. The level of written communication skill held by an ideal job applicant.

Very Little

Very Much

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

* 56. The level of written communication skill held by a typical employee at my company.

Very Little

Very Much

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

* 57. The level of written communication skill held by a recent college graduate.

Very Little

Very Much



* 58. The level of written communication skill held by a non-college graduate with an alternative credential.

Very Little

Very Much



* 59. The level of verbal communication skill held by an ideal job applicant.

Very Little

Very Much



* 60. The level of verbal communication skill held by a typical employee at my company.

Very Little

Very Much



* 61. The level of verbal communication skill held by a recent college graduate.

Very Little

Very Much



* 62. The level of verbal communication skill held by a non-college graduate with an alternative credential.

Very Little

Very Much



* 63. The level of body language communication skill held by an ideal job applicant.

Very Little

Very Much



* 64. The level of body language communication skill held by a typical employee at my company.

Very Little

Very Much



* 65. The level of body language communication skill held by a recent college graduate.

Very Little

Very Much



* 66. The level of body language communication skill held by a non-college graduate with an alternative credential.

Very Little

Very Much



* 67. The level of technical job skills held by an ideal job applicant.

Very Little

Very Much



* 68. The level of technical job skills held by a typical employee at my company.

Very Little

Very Much



* 69. The level of technical job skills held by a recent college graduate.

Very Little

Very Much



* 70. The level of technical job skills held by a non-college graduate with an alternative credential.

Very Little

Very Much



* 71. The level of attention to detail, work ethic, timeliness, and organization of work held by an ideal job applicant.

Very Little

Very Much



* 72. The level of attention to detail, work ethic, timeliness, and organization of work held by a typical employee at my company.

Very Little

Very Much



* 73. The level of attention to detail, work ethic, timeliness, and organization of work held by a recent college graduate.

Very Little

Very Much



* 74. The level of attention to detail, work ethic, timeliness, and organization of work held by a non-college graduate with an alternative credential.

Very Little

Very Much



* 75. The level of willingness to break formal or informal rules and norms held by an ideal job applicant.

Very Little

Very Much



* 76. The level of willingness to break formal or informal rules and norms held by a typical employee at my company.

Very Little

Very Much



* 77. The level of willingness to break formal or informal rules and norms held by a recent college graduate.

Very Little

Very Much



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

Very Little

Very Much



* 79. The level of customer service skill held by an ideal job applicant.

Very Little

Very Much



* 80. The level of customer service skill held by a typical employee at my company.

Very Little

Very Much



* 81. The level of customer service skill held by a recent college graduate.

Very Little

Very Much



* 82. The level of customer service skill held by a non-college graduate with an alternative credential.

Very Little

Very Much



* 83. The level of teamwork held by an ideal job applicant.

Very Little

Very Much



* 84. The level of teamwork held by a typical employee at my company.

Very Little

Very Much



* 85. The level of teamwork held by a recent college graduate.

Very Little

Very Much



* 86. The level of teamwork held by a non-college graduate with an alternative credential.

Very Little

Very Much



* 87. The willingness to commute or travel to a workplace or even as a part of the daily work, as in commercial trucking, held by an ideal job applicant.

Very Little

Very Much



* 88. The willingness to commute or travel to a workplace or even as a part of the daily work, as in commercial trucking, held by a typical employee at my company.

Very Little

Very Much



* 89. The willingness to commute or travel to a workplace or even as a part of the daily work, as in commercial trucking, held by a recent college graduate.

Very Little

Very Much



* 90. The willingness to commute or travel to a workplace or even as a part of the daily work, as in commercial trucking, held by a non-college graduate with an alternative credential.

Very Little

Very Much



* 91. The willingness to work odd hours or a strange schedule held by an ideal job applicant.

Very Little

Very Much



* 92. The willingness to work odd hours or a strange schedule held by a typical employee at my company.

Very Little

Very Much



* 93. The willingness to work odd hours or a strange schedule held by a recent college graduate.

Very Little

Very Much



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

Very Little

Very Much



Survey on Alternative Credentials

Verification and Thank You!

This page provides verification data.

* 95. If you are a Mechanical Turk Worker, please add your Worker ID. Otherwise write "n/a".

Thank you for your participation!

If you are taking this survey through Amazon Mechanical Turk, use your Worker ID followed by the following for your survey completion code: -2021October