

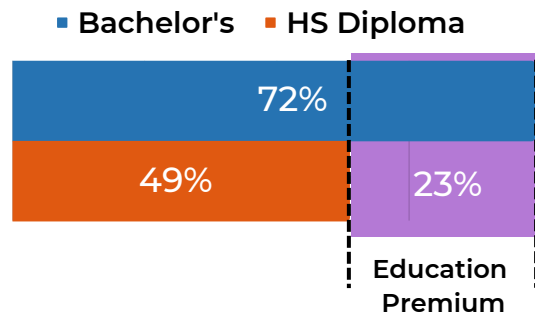


EXAMINING RETAIL ECOSYSTEM EMPLOYERS

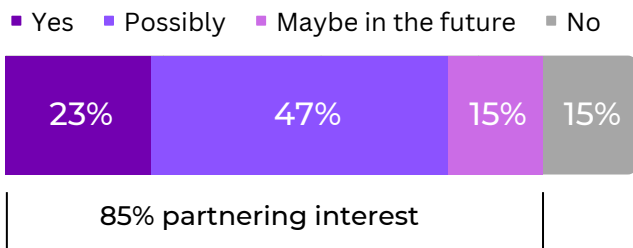
These findings are derived from the Bridging The Talent Gap (BTTG) Employer Survey database of more than 3,700 employers including 685 retail ecosystem employers. To explore more, please visit the [BTTG Employer Survey dashboard](#).

Employers Indicate Bachelor's Degree Best Predictor of Job Skills

72% of retail ecosystem employers say that workers with a bachelor's degree have the basic and applied skills needed to do their job compared to 49% who say that high school diploma holders do. We call this 23% increase the education premium.



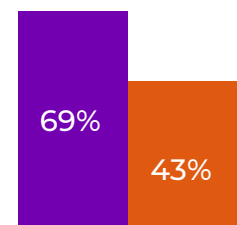
While Few Employer-Learning Provider Partnerships Exist, Demand is Persistently High



Only 18% of retail ecosystem employers partner with local colleges to address their talent needs; but 85% state some level of interest in partnering.

Demand for College Degrees Still Outpaces Non-degree Credentials according to Employers

69% of retail ecosystem employers anticipate increased need for postsecondary credentials including college degrees while only 43% anticipate increased need for non-college credentials such as industry certifications.



The Graduate! Network would like to thank [Walmart.org](#) for their support.