

NACE Competencies

Employers within the U.S. evaluate job applicants on holistic measures a demonstration of skills, knowledge, experience, and abilities required to effectively transition into the workforce and successfully perform a job.

The National Association of Colleges and Employers (NACE) outlines eight core competencies that employers seek in job applicants. As you design your job description, it is crucial to consider how the responsibilities and requirements align with these competencies. This strategic alignment will not only enhance the clarity and effectiveness of your position description but will also aid in evaluating your students. Additionally, it will empower students to reflect on and articulate their transferable skills effectively.



Communication

Employers value communication skills, and they can help you in your current role and in future career opportunities.



Critical thinking

This competency involves identifying and responding to needs by analyzing relevant information and understanding the situational context.



Equity and inclusion

This competency involves demonstrating the knowledge, skills, attitude, and awareness needed to include people from different cultures.



Leadership

This competency involves taking initiative and demonstrating how you can lead a group effectively.



Professionalism

This competency involves abiding by confidential agreements, scheduling vacation days, and notifying your supervisor when you're absent.



Teamwork

According to NACE's 2019 Job Outlook Survey, almost 79% of employers value teamwork.



Technology

This competency involves navigating change, learning new technologies, and using technology to improve productivity and efficiency.



Career and self-development

This competency involves developing yourself and your career through personal and professional learning, networking, and being aware of your strengths and weaknesses.

