

证明 1

领先的公司注重软技能

The screenshot shows a web browser window with the URL <https://www.cnbc.com/2018/08/16/15-companies-that-no-longer-require-employees-to-have-a-college-degree.html>. The page features the CNBC logo and a 'CAREERS' section. The main headline is 'Google, Apple and 12 other companies that no longer require employees to have a college degree', with a Chinese translation below it: '谷歌、苹果和其他 12 家公司不再需要大学学位'. The author is Courtney Connley (@CLASSICALYCOURT). There are social media share icons for Facebook, Twitter, LinkedIn, and Email. A photo caption reads: 'Apple CEO Tim Cook at an event to introduce the new 9.7-inch Apple iPad at Lane Tech College Prep High School on March 27, 2018 in Chicago, Illinois. Scott Olson | Getty Images'. The article text begins with: 'Today's tight labor market continues to be a promising landscape for job seekers, with economists even predicting more opportunities for professionals without a degree.' It then mentions that Glassdoor compiled a list of top employers expanding their talent options by no longer requiring a college degree, listing Google, Apple, and IBM. Finally, it quotes Joanna Daley, IBM's vice president of talent, stating that in 2017, about 15 percent of her company's U.S. hires don't have a four-year degree.

<https://www.cnbc.com/2018/08/16/15-companies-that-no-longer-require-employees-to-have-a-college-degree.html>

证明 1a

一项又一项研究表明，雇主更想要软技能而不是硬技能，例如：

P12 “Soft” Skills are Hard: A Review of the Literature

Ryerson
University

field- or domain-specific knowledge (Cukier, 2014). In a recent industry survey, 29% of employers commented that candidates were lacking in soft skills – this was even more than technical skills, which only 23% of employers mentioned were deficient (Workopolis, 2015). Similarly, a recent Environics survey of employers indicated that 62% of employers would hire a candidate who possesses soft skills and who is a good fit, providing training for the specifics of the job rather than continuing a long search for someone who possesses both technical skills and soft skills (Environics, 2014; Bountrogianni, 2015).

In the future, this trend looks like it will continue to intensify. A recent working paper from the National Bureau of Economic Research in the US showed that while computers are replacing highly technical and cognitive work, human interaction has proven very difficult to replace, meaning that since the 1990s, North America has experienced an increase in jobs with high social skill requirements relative to other job categories (Deming, 2015). This means that graduates who possess soft skills such as interpersonal interaction and communication may be well positioned to benefit if this trend continues.

Graduates and soft skills

Formerly, students in the hard sciences were considered to be lacking in soft skills when compared to their peers in social sciences or humanities programs.

证明 2 HR 采用世界文明指数



Hong Kong, HR executive
Clara Yuen on IITTI...

香港 HR

https://v.youku.com/v_show/id_XNDkyMTkyNTI4NA==.html



IITTI Exam -- Eva Maria Prado Camayo, Lima, Peru, Oct 1...

IITTI World Civility Index

https://v.youku.com/v_show/id_XNTA1MDi0MzgxNg==.html

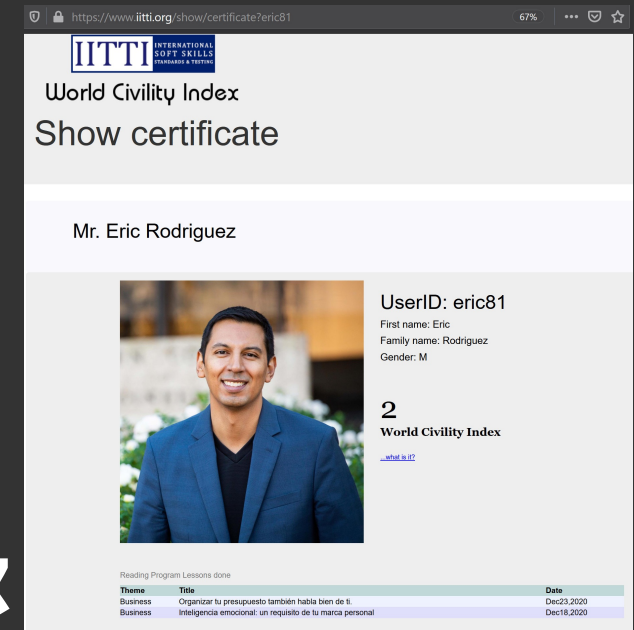


Crocs Shoe
卡骆驰鞋业
中国深圳

IITTI Exam -- Yan Qiu, Shenzhen, China, Sep 20, 2017

IITTI World Civility Index

https://v.youku.com/v_show/id_XMzA1OTE2OTU5Ng==.html

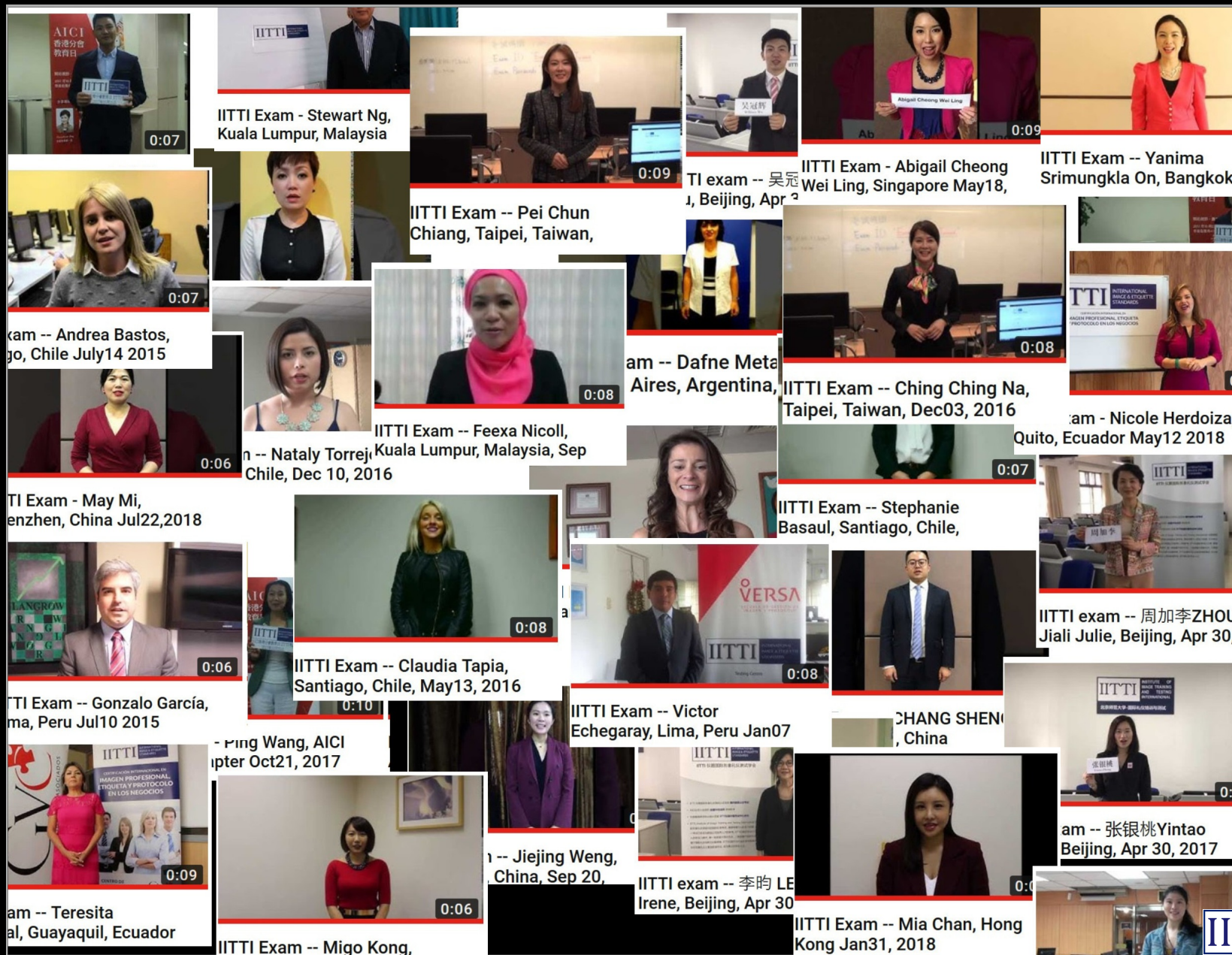


Intel
英特尔
美国

<https://www.IITTI.org/show/certificate?eric81>

证明 2a 17 个国家的专业人士

2020



证明 2b



世界文明指数



“很有趣，
在加拿大太长
一段时间
没有这种资源
和测量工具。 太棒了！”

Kimberlee LoCicero

前人力资源总监
香格里拉酒店 加拿大

<https://www.linkedin.com/in/kimberleelocicero/>

“作为一个二十多年的人力资源
从业人员，
我认识到 IITTI 的全球认证体系
为企业形象和礼仪标准提供了
坚实的基础。

在招聘、绩效管理
和员工保留方面，这个标准
对我来说
非常重要。”



Yvette Weekes

前人力资源经理
特立尼达和多巴哥民航局

<https://www.linkedin.com/in/yvette-weekes-b43968105/>

证明 3

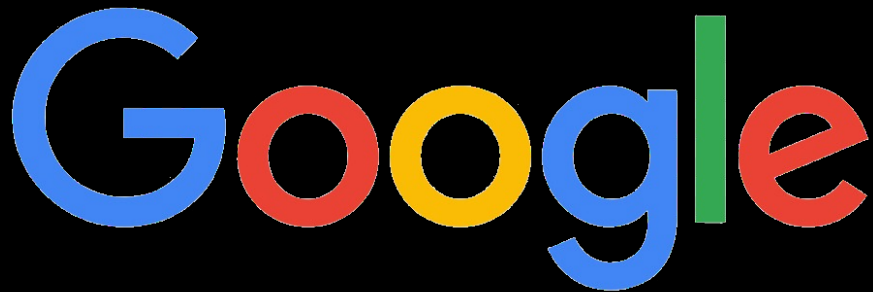
联合国一部分

<https://sustainabledevelopment.un.org/partnership/?p=32946>



谷歌首页

搜索短语 'Soft skills standard'



IITTI 仪题

世界文明指数