



## **QUICK SURVEY RESULTS** **Competency-Based Hiring**

June 1, 2023

*A total of 13 colleges/districts responded to ICCTA's Quick Survey on COMPETENCY-BASED HIRING.*

### **Does your college use competency-based hiring? What outcomes have you experienced?**

#### Yes – 7

- Danville
- Elgin: Hiring individuals who are a better fit for the role, more standardized templates, reduced bias in this interview process, and increased diversity amongst our hires. We've also implemented cultural competency in hiring training to help our search committee identify potential bias, ensure our hiring practices are equitable, and workshop building good interview questions.
- Harper: Allows us to select candidates that are most qualified for a position based on the competencies required.
- Illinois Valley: Great for teaching and professional technical positions.
- Kaskaskia: We factor in competency based hiring with every position on campus, including executive leadership. While those with limited higher education experience have a longer learning curve, we have not witnessed any detriment to employing individuals based on their industry experience and expertise outside of higher education.
- Rock Valley: Reduced bias in the selection process, equitable assessment of applicants, and better overall candidate selection
- Sauk Valley: Sauk uses competency based hiring that assists committees in evaluating candidates and avoiding costly wrong hires as well as higher retention rates and higher employee morale.

#### No – 4

- DuPage
- Highland
- Oakton
- Shawnee: Intriguing idea. I'd like to know more about the strengths and opportunities of this approach.

#### Other – 2

- Lake Land: Depends on the applicant pool. Right now, it is challenging. We require testing for one bargaining group, but they must also have an associate degree.
- Malcolm X: We have a form of competency-based hiring and the practice has saved us from unqualified hires. We're doing it at the local level. It would be my recommendation that we take a systems approach to competency-based hiring.

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*For more information, please contact:*

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