

Taking a Closer Look at Certifications

Professional certifications are generally considered to be more important than ever. They have found their way into nearly every industry for this reason – they help advance the profession.

Employer benefits include a greater ability to evaluate job candidates, analyze current employee performance, select third-party vendors, market services and more. Certification for individuals show competency, demonstrate professional commitment and assist with job advancement.

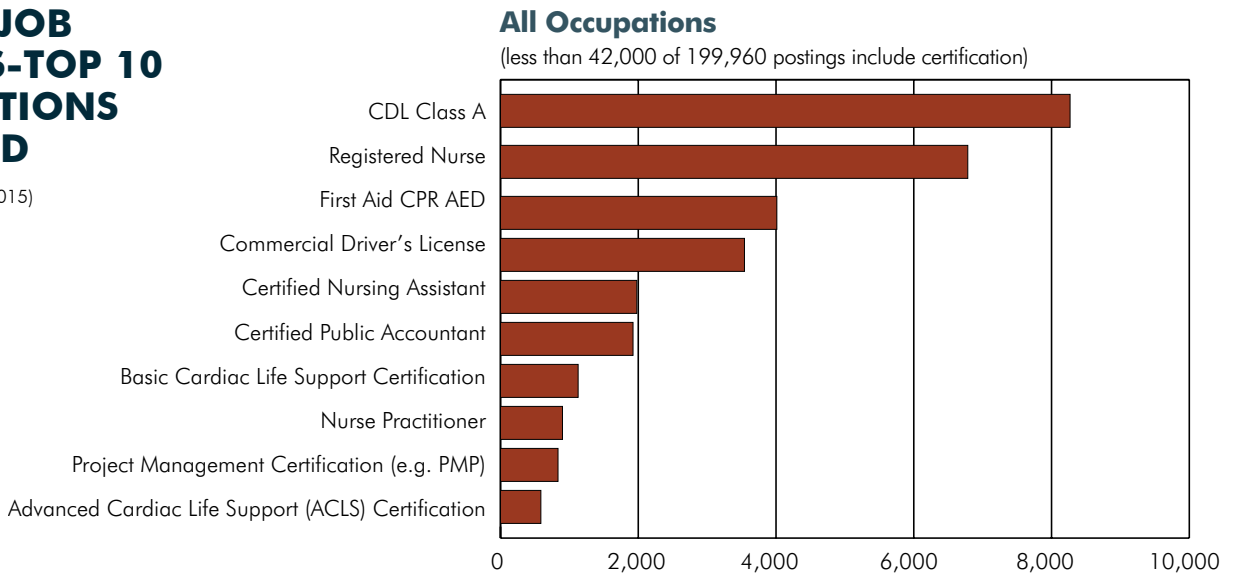
Despite their increasing popularity, only a limited number of Indiana job postings in a six-month period (October 2014 through March 2015) included any mention of a professional certification. The charts below show the top 10 certifications requested in overall

postings, as well as in the manufacturing and the finance/insurance industries. Between 74% (finance/insurance) and 85% (manufacturing) of the postings did not include a certification. The no-certification included total was 79% for all postings in the six months analyzed.

The IndianaSkills web site (www.IndianaSkills.com), a product of the Indiana Chamber Foundation with support from the Joyce Foundation and Lilly Endowment Inc., includes tools to assist in creating effective job descriptions. Supply and demand data on the site is delivered by Burning Glass, an organization focused on developing technologies for matching people with jobs. The charts on this page are derived from advanced Burning Glass data.

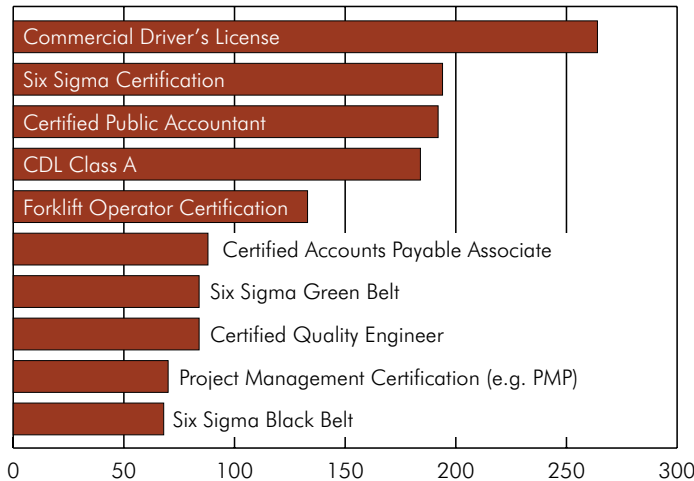
INDIANA JOB POSTINGS-TOP 10 CERTIFICATIONS REQUESTED

(October 2014-March 2015)



Manufacturing

(fewer than 2,200 of 14,213 postings include certification)



Finance/Insurance

(fewer than 2,200 of 12,291 postings include certification)

