

What are we doing?

We are anonymously surveying employers who hire for **material handling** positions to determine which **21st century skills** are fundamental for successful **entry-level** performance as part of a [research project \("Material Handling 4.0"\) funded by the Future Skills Centre](#).

What survey are we using?

The survey was originally developed as part of an [NSERC/SSHRC-funded research project](#) to develop a "**Future Ready Skills Translator**" in partnership with three of Mohawk College's [Future Ready Premium Employers](#): Gerrie Electric, Thrive Group and Walters Group.

Survey items have been adapted from the [Association of American Colleges and Universities \(AAC&U\)'s VALUE rubrics](#), a set of 16 rubrics that represent levels of performance and measurable criteria for 21st century skills like critical thinking, communication and information literacy.

How will we use the results of the survey?

The results are intended to provide **unprecedented translation of employer skills expectations** to ensure the alignment of academic outcomes, curricula and assessments.

For the Material Handling 4.0 project, **survey results will directly determine program learning outcomes and their accompanying micro-credentials.**

What is the anticipated long-term value stream of this work?

Our research aims to establish evidence-based, employer-informed processes to develop

- Sophisticated, job-specific **skills profiles**;
- Enhanced, skills-based **job description language and performance review criteria** to support internal talent management strategies;
- Scenario-based, AI-driven **simulations** to support demand-led training (in academic and employment contexts);
- Competency-based, 21st century skill **micro-credentials**.