



3rd Half-Decennial ATS Mapping the Workforce Survey

Drop-In Session for Chief Academic Officers
September 9, 2026

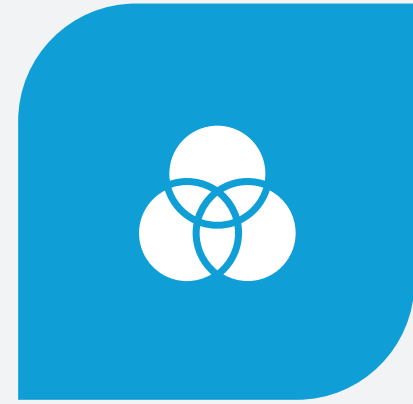
What is the Workforce Survey?



INDUSTRY-WIDE SURVEY OF ATS
GRADUATES



OFFERED EVERY 5 YEARS TO THE
SAME GRADUATING CLASSES + 1



OPPORTUNITIES FOR
COMPARISON—E.G., BEFORE,
DURING, AFTER COVID

Reimagining the Role of Graduate Theological Education
in Clergy Formation ~ *CHEJ*, April 2025



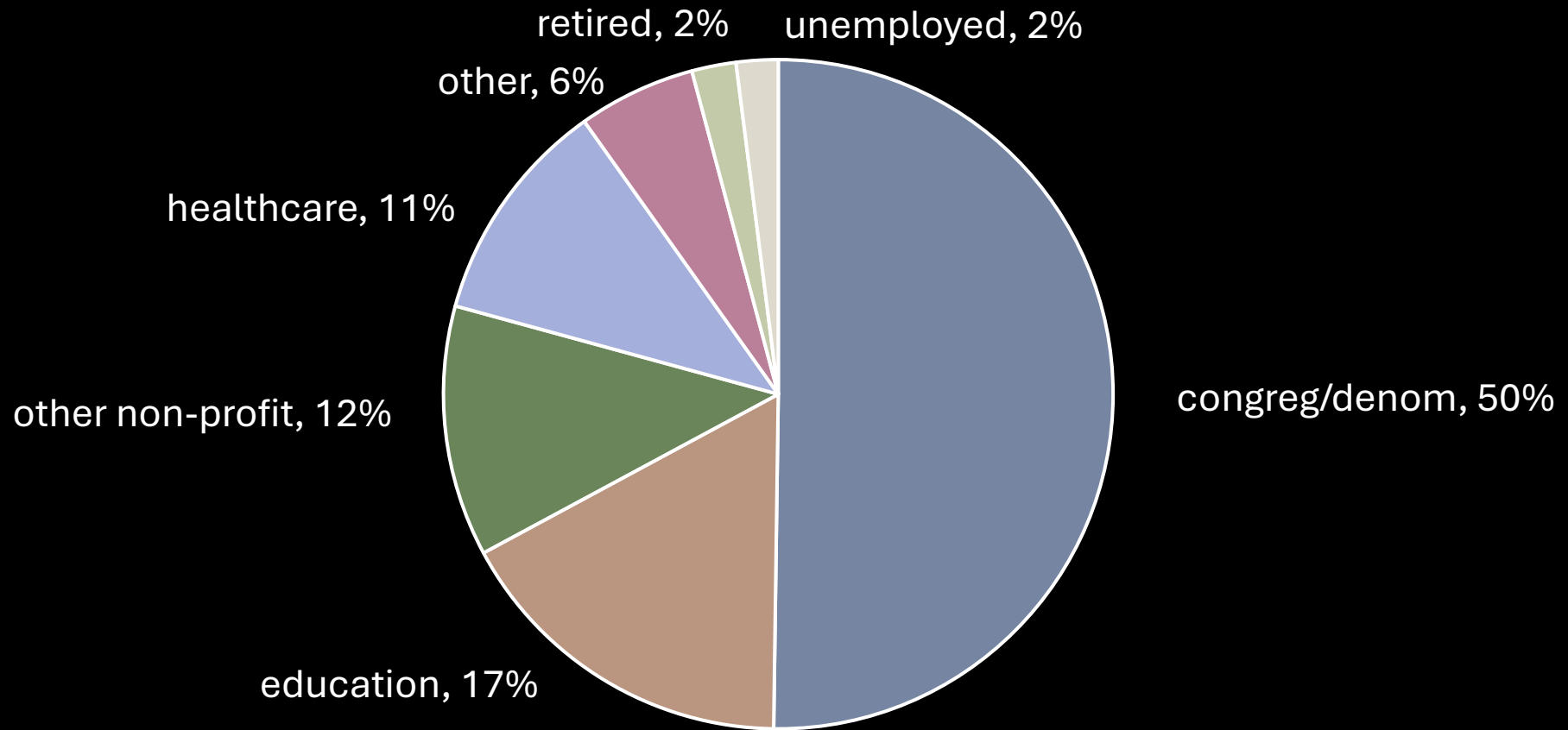
Mapping the Workforce of ATS Grads: Have Jobs and Needs
Changed? ~ *ATS Colloquy*, September 2024



Why does ATS offer it?

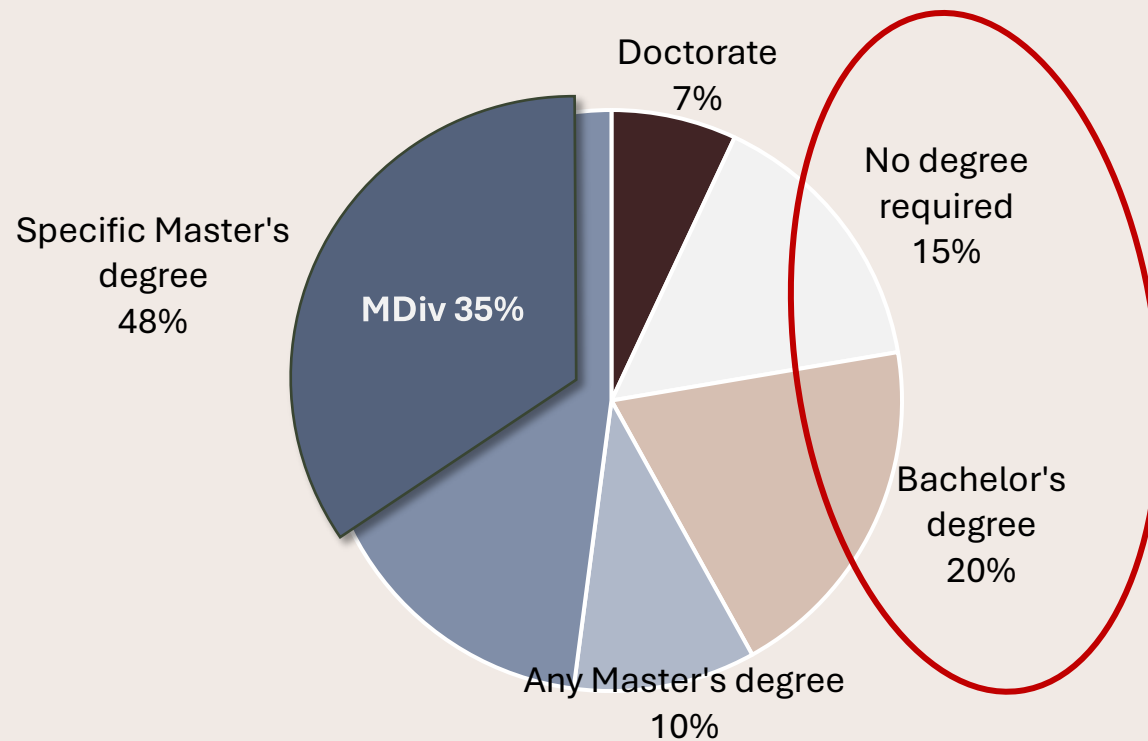
- Originally part of Ed Models—where are alums working, what kind of jobs, what do their employers/bishops require of them, what kinds of skills/education do they need for those jobs?
- Different job contexts need different skills—also *what* those skills are
 - Showed skills that didn't really expect
- Last year, published article—misalignment between workforce needs and school curricula
- Another article—several changes between 1st and 2nd runs of the survey

About Our Alums—Job Contexts

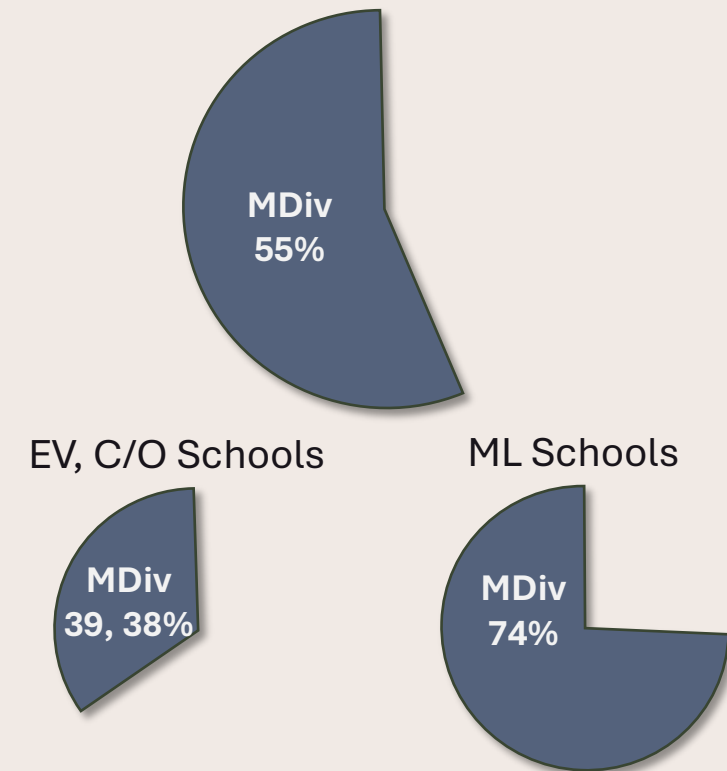


About Our Alums—Degrees

Minimum Degree Required by Employer



Congregation/Denomination



What Alums Need—Implications for TE

**Top 20 Competencies—All Alums
(N=2,835)**

Spiritual disciplines	51%
Preaching	45%
Interpersonal competency	41%
? Quality job performance	41%
Administration	40%
Pastoral care and counseling	39%
Leadership	37%
Active listening	30%
Intrapersonal competency	27%
Education and teaching	26%
Communication skills	25%
Theology	24%
Bible	23%
Finance	16%
Facilitating	13%
Intercultural competency	13%
Conflict resolution	13%
Organizational politics	12%
Difficult conversations	11%
Formation	10%

**MDiv Courses at ATS Schools
(N=93 Schools)**

Bible	708
Theology	575
Formation	207
Church history ?	193
Ministry experience	184
Pastoral care and counseling	153
Preaching	108
Leadership	87
Liturgics and worship	85
Intercultural competency	72
Education and teaching	72
Spiritual disciplines	60
Evangelism and mission	59
Administration	24
Interpersonal competency	12
Communication skills	10
Organizational politics	7
Quality job performance	6
Intrapersonal competency	6
Conflict resolution	2
Finance	1
Active Listening	1

**Faculty Teaching
(N=2,947 Faculty)**

Bible	37%
Theology	23%
Pastoral Care and Counseling	13%
Church History	13%
Religious Studies	5%
Evangelism and Mission	5%
Liturgics and Worship	5%
Preaching	5%
Ministry Experience	5%
Education	5%
Formative Spiritual Theology	4%
Area Studies	4%
World Religions	3%
Philosophy	2%
Youth Ministry	1%
Arts and Creativity	1%
Church Administration	1%
Other	5%

89%

**500%
20%**

Job-Credential Alignment

Job Contexts

Congregation
Education
Healthcare
Other non-profit

Race

Asian
Black
Indigenous
Latiné
Multiracial
White

Gender

Female
Male

Degree Earned

MDiv
MA Academic
MA Professional
DMin
PhD/ThD

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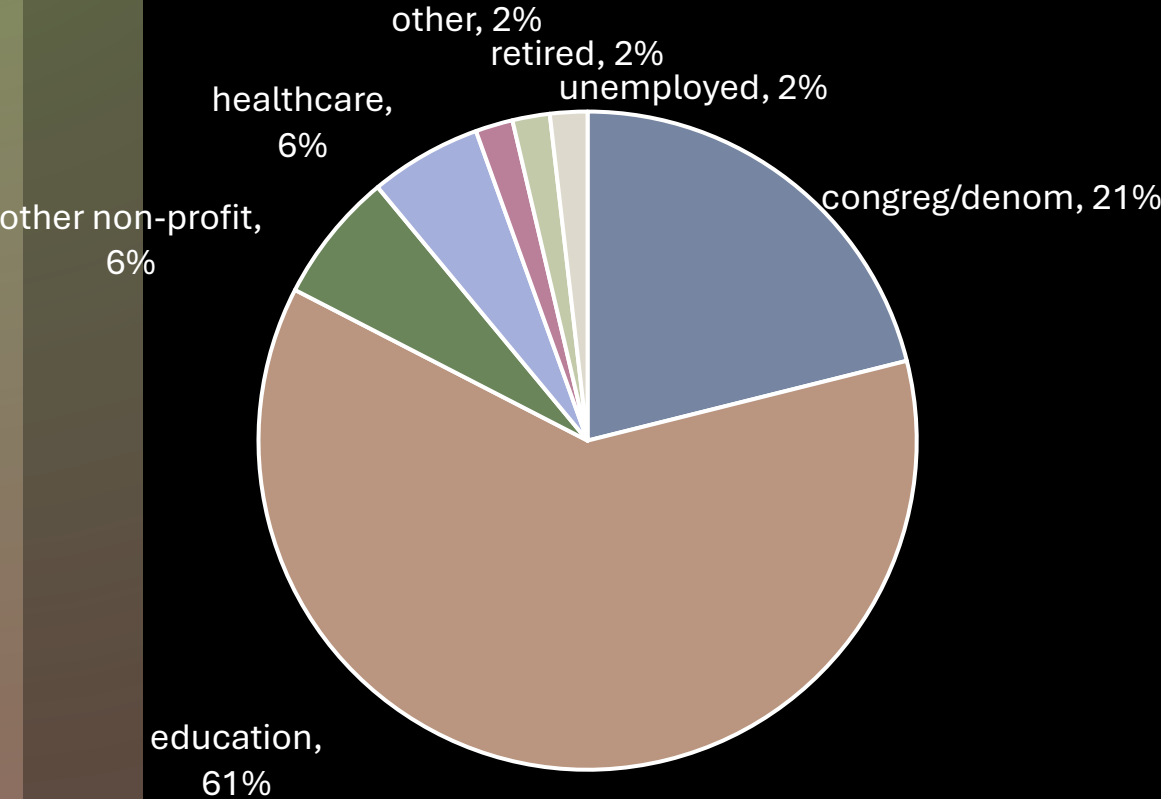
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Faculty Teaching Areas (N=2,947 Faculty)

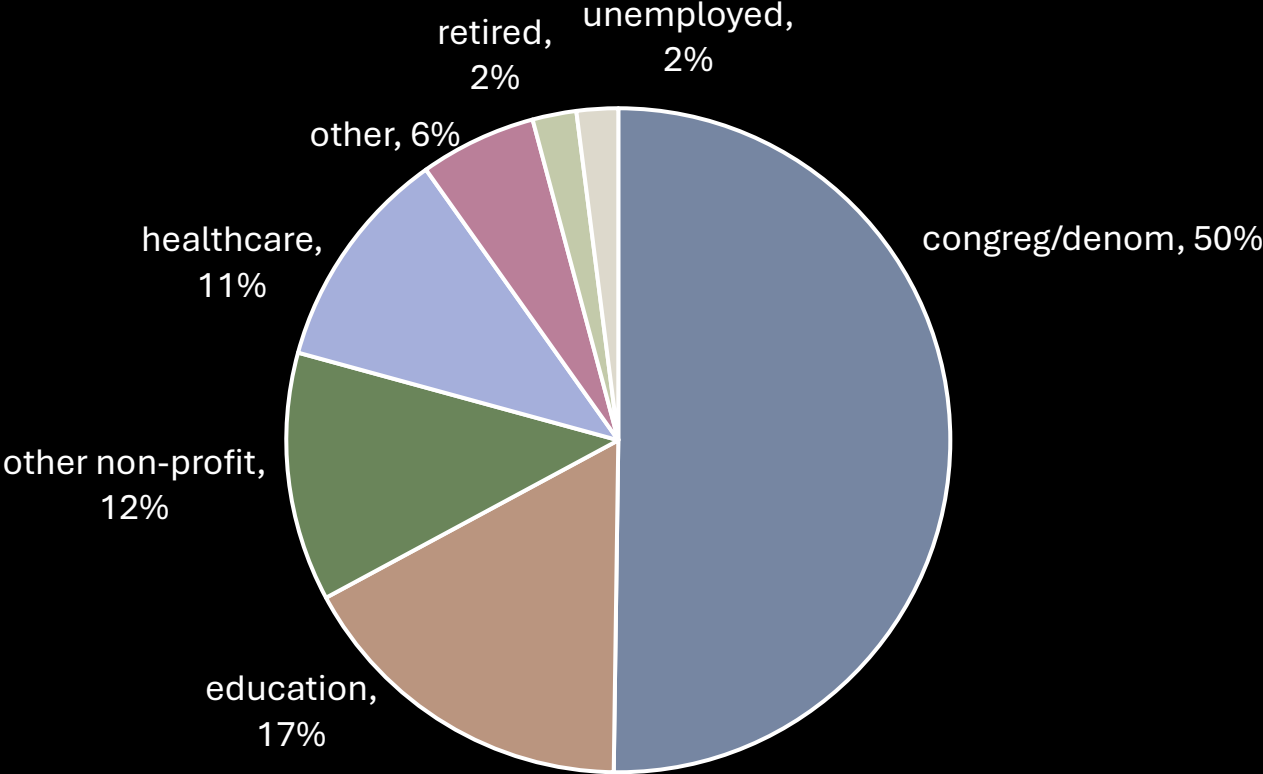
Bible	37%
Theology	23%
Pastoral Care and Counseling	13%
Church History	13%
Religious Studies	5%
Evangelism and Mission	5%
Liturgics and Worship	5%
Preaching	5%
Ministry General/Experience	5%
Education	5%
Formation/Spiritual Theology	4%
Area Studies	4%
World Religions	3%
Philosophy	2%
Youth Ministry	1%
Arts and Creativity	1%
Church Administration	1%
Other	5%

Job-Credential Alignment

PhD/ThD Earners



All Alums



Job-credential mismatch?

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- **Purpose:** keep a finger on the pulse of the industry, both high-level and for various sub-groupings

Types of questions

- **Current job**—title, organization/parish/ministry
- **Expectations of employer**—minimum degree, other credentials
- **Needs for the job**—skills/knowledge/dispositions/competencies they most rely on
- **What they wish** they could have learned in school
- **Post-graduation activity**—first/second professional post, how long it took, number/type of congregations, multiple positions
- **Supports for their work**—mentors, community, additional courses
- **Alum perspectives on school's** educational effectiveness, co-curricular opportunities, preparation for work
- **Educational debt and family financial** situation—including medical insurance and retirement
- **“Do Again?”**—theological education, your school

How will it benefit your school?

Industry-level analysis

- Misalignments between workforce needs and curricular offerings
- How alums think years later about ministry and their vocations
- Comparisons between the first two surveys related to where alums are serving
- Specific needs of those in chaplaincy

Customized responses—for participating schools

- Proposals for funding (Lilly and others)
- Curriculum reviews—alignment? Considerations for non-degree space?
- New degrees
- Self studies—competency needs by job context, various peers

The Ministry Label:
Who Claims It, Who Doesn't?
~ *ATS Colloquy*, August 2026



Nurturing the Nurturers: Strengthening
Chaplaincy for a Changing World
~ *ATS Colloquy*, May 2025



What's next?

***NB: Schools send survey invite; ATS collects the data

- Deans:
 1. Identify school coordinator (experience with Qs)
 - Mid-August letter to dean/coordinator; use link in email if coordinator is incorrect
 - Drop-in Session for Coordinators: October 16
 2. Find contact information for alums in graduating classes
2011, 2015, 2020, 2025
- Monthly letters to coordinators
- Survey in field: March 1

Your questions?

