

edX Employers Coursera Massive Open Online Courses (MOOCs) +3

## Do employers find MOOCs certificates from Coursera or edX valuable?

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## 29 Answers



Thiam Hock Ng, Have completed more 20+ MOOCs in various fields  
Updated Jan 14, 2016

**Update:** Udacity is now offering a job guarantee that their students will get a job within 6 months. Of course this further support that the tech industry is mature to take on graduates from MOOCs.

Off the top of my head, it depends on 2 questions as follows:

### 1. Are you able to showcase your skills effectively?

For example, it is easier for design and programming industry as there are online repositories such as GitHub / Dribbble where you can showcase your skills. It is well accepted that companies in this industry has started to hire employees not based on their qualifications, but their portfolio. In fact, whether do you have any verified certificates matter less.

In industries such as medicine, it is much more difficult. Most doctors need a medical degree in order to start practicing. Without practice, you are not able to showcase your skills.

Using your example in Finance, it depends on the nature of job.

If you are into investment analysis, you can post your personal portfolio and analysis using a blog. I have heard of cases where companies hire investment analyst because of their sharp analysis shared online. But I have no ideas whether do they have prior experience or knowledge beforehand.

But finance is a very big field. There are also roles that involve sales. In this case, you do not need the required knowledge. But most sales position requires at least a degree, though it does not really matter which degree the prospect got.

### 2. Are there reputable companies in your industry that is setting the example?

After working for a few years, here's the fact:

Your degree is only as good as getting you to the interview. It is not because people with degree is better. It is because it is much easier to justify the hire. Unless there are extremes, it is close to impossible to 100% determine whether the hire is a good hire

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based on the interviews.

There will be mistakes. Recruiters might have a bad hire here and there.

But...

If the bad hire turns out to be exceptional graduate from a reputable college, it is easier for the recruiter to justify it is not their fault. But if the bad hire is someone without any formal education, then good luck to the recruiter.

### **Success does not depends on the level of education you have.**

But it opens more doors and gave them more opportunities than those who did not have education. This is the main reason.

However, if there is reputable companies who is leading the example by accepting hires without formal education, and they show this is a good practice, then you are lucky.

Back to the industry of design and programming, Google, AT&T, for example, has started to hire Udacity's graduates. They have set the example that a degree is not the pre-requisite. This will provide an additional excuse that recruiter can use if the hire turns out bad.

### **My Advice**

If the industry that you are entering is receptive of someone without formal education, here's what you can do:

1. **Take extra effort to showcase what you know.** Create your own blog. Take part in relevant competitions. Create your own projects. Answer questions in Quora. Write in LinkedIn Pulse.
2. **Network with the right people.** Follow them on Facebook, LinkedIn, Twitter. Communicate with them. Comment on their blog. Give them valuable feedback. Join relevant social media groups (Facebook, LinkedIn), and contribute to the group consistently.

It is much more difficult, but it can be done.

Good luck!

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Philip Meagher, founder at LearnSignal.com

Answered Jul 5, 2015

Originally Answered: How valuable, or to be precise useful, are the certificates from edX or Coursera?

They're not really worth much. They are more certificates of completion, then certificates of ability. The courses on places like Coursera have been a subsection of a course in that is being run in physical institution.

Essentially, they are too short to be academically useful in their own right, and not focused enough to be practically useful.

If you are going to spend money online look at courses from places that are clearly focused on an outcome. Sites like [Pluralsight](#) and [One Month](#) are really good for practical courses.

[Disclaimer: I am about to talk about my own business, [LearnSignal](#) and so there is bias.]

When we were trying to decide what courses to offer, we looked for what students found valuable. We found that providing revision material for qualifications like the [ACCA](#) and [CFA](#) where they were separately examined by the institution themselves was valuable. Alternatively courses that provided a very practical outcome, like Financial Modelling and Excel courses, where there was a useful outcome to the course.

Outside of there academic online content isn't worth much at the moment.

2.9k Views · 4 Upvotes

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Dave Benach, Founder - Spark Talent

Updated Jan 20, 2015

Originally Answered: Do interviewers consider MOOC courses (from Coursera)?

Should you include it on your CV and/or in interview settings? Absolutely. As [Nathan Ketsdever](#) mentions, a certificate is a certificate. Many Coursera courses are supplied through very reputable individuals and educational facilities, info you should feel free to include if you completed the course successfully. Also consider spending the \$\$ to get the verified certificates (if offered), just to provide that extra little bit of credibility.

Whether/how much value your discussion partner(s) will assign to these certifications is impossible to answer... Despite the rapid growth in MOOCs, many will not yet be familiar or will not see them on equal footing with more traditional education/certification. On the flip side, you might get lucky and come across an interviewer who is not only aware of Coursera, Khan Academy, edX, etc. but sees them as the future of education. In that case it could actually function as an advantage.

So, in summary: definitely reference it (perhaps including details suggested by Nathan), whether it will be considered is anyone's guess.

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Wayne Whiteman, PhD, Senior Academic Professional, Georgia Tech. Free courses on [www.coursera.org](http://www.coursera.org)  
Answered Oct 17, 2016

It depends on how these Coursera and edX courses potentially contribute to your employment. Completion of MOOC courses can highlight your skill sets in certain areas, particularly if you can demonstrate those skills based on what you have learned. Courses like these can also indicate that you are dedicated to continued learning and to enhancing your overall educational growth.

MOOC courses won't have the impact of formal degree certified educational credentials, but completion of MOOC courses are still valuable. Anytime you take the initiative on your own to learn and grow, you are demonstrating worth to your employer!

3k Views · 8 Upvotes · Answer requested by Max Schmidt

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Ravish Agrawal, Community Manager Udacity  
Answered May 22

In the Indian context, as per my interaction with the recruiters, YES they recognize certificates from MOOC's.

During my interaction with one of the India's top logistics startup, the recruiter admitted that in one of their technology departments, there are a lot of engineers with a certificate from a particular MOOC. The experience from the courses has been valuable in the company's growth and they really look forward for more people with similar experience.

The point that is necessary to bring into notice here is that often the word **valuable** is perceived as **entitlement**. People often develops the notion that if they have done a XYZ course on MOOC, they are entitled to get the XYZ job role in a company, but it is not so

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engineering or management institutes does not guarantee success, but simply acts as one of the building blocks in the tower of success.

Similarly a course from MOOC's does not guarantee you the role, however it act as an ice-breaker for a job, it shows your genuine interest in the profile, your willingness to learn and develop yourself in that particular field.

Use certificates to learn and use the learning to get a job rather than using the

certificate to get the job.

Hope this helps!

2.1k Views · 12 Upvotes

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Luis Argerich, Professor of Data Science at the University of Buenos Aires. (UBA).

Answered Dec 26, 2014

Originally Answered: Do interviewers consider MOOC courses (from Coursera)?

Everything is considered. The weight of each thing depends a lot on the individual cases.

Adding to Nathan's and Dave's answer the fact that you are doing some online courses not only gives you a certification on the topics you are studying but it also reflects that you are interested in learning and you want to improve your knowledge and skills.

It will also give your interviewer a good idea about your current interests and areas of study, research and what things you have fresh in your mind.

5.3k Views · 8 Upvotes

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Dhananjay Pandit, Active learner for past 3 years

Answered Jun 22, 2015

Originally Answered: Are certificates from Coursera or edX valuable?

Yes, the MOOCs do add weightage to your resume. You will have an upper hand in terms of placements and/or masters application. But, taking MOOCs will only take you so far!

There are a lot of websites offering free online courses. So separating the truly knowledgeable candidate from the "faker" is of paramount importance to a recruiter. Taking courses is a step in the correct direction. Now, you need to show them what you have learnt from the courses. APPLY the knowledge you have gained. Build a small desktop application using your newly gained knowledge! Build a web-scraper. Show them what you are capable of. If you can do that, it is much much more important than any certificate anybody gives. It shows that you show talent and promise.

Hope this helps!

Good luck :)

4.3k Views · 8 Upvotes · Answer requested by Arushi Arora

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Nathan Ketsdever, education start up researcher for past 2 years, lean start



up passionista, and former University teacher & ...  
Answered Oct 4, 2014

Originally Answered: Do interviewers consider MOOC courses (from Coursera)?

Although not all certificates are equal. A certificate, is certificate, is a certificate on some level.

If the question arises, I would also mention the Professor and University as a part of the interview process....possibly along the projects and how it make you a better programmer.

This might also help provide insights if there is value to the certification--because that creates a springboard for furhter discussion?

- Also, were there projects?
- What kind of feedback (positive & negative) did you get? Were they graded?
- What did you have to do for certification?

Perhaps this Google search will help: [coursera certificates and hiring](#)

4.2k Views · 7 Upvotes

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Andrew Lapanik, Software Developer  
Answered Nov 1, 2014

Originally Answered: How do employers view MOOCs?

I think it depends. But being iOS developer I was interested in Android projects too. That's why I completed couple of Coursera Android related courses. I was lucky to find two hot projects with lack of Android developers, and as I had at least something to prove my experience and claimed not a big rate I was invited in one of them. Finally, i've came to the conclusion that MOOC is a good bonus, at least for myself to feel confident in some new field of knowledge , but it is necessary to present it properly anyway. If i don't know to do with my new MOOC certificate, i just add it my linked profile for future.

3.9k Views · 7 Upvotes · Answer requested by Akshay Vilekar

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