More Than a Job: How Peer Tutors Are Becoming Career-Ready Leaders

Knack's Skills Development Program bridges the gap between academic support and professional growth, preparing students for the workforce.

The Hidden Workforce Opportunity in Higher Ed

Many students graduate with academic knowledge but struggle to communicate the real-world skills they've gained—skills like collaboration, problem-solving, and leadership. Employers, meanwhile, continue to cite these "soft skills" as both critical and chronically underdeveloped among new hires.

What's often missed is that student workers, especially peer tutors, are already building these competencies every day. Peer tutoring equips students to lead, adapt, and communicate effectively. The challenge isn't whether tutors gain these skills—it's whether they recognize them, reflect on them, and know how to articulate their value beyond the classroom.

The Results Speak for Themselves

Tutors who complete Knack's Skills Development Program (SDP) report measurable growth in key soft skill areas:

▲ 10.6%
increase in Leadership skills

▲ 10.2%
increase in Collaboration skills

▲ 7.8%
increase in Professionalism skills

▲ 9.7%
increase in Critical Thinking and Problem Solving skills

▲ 8.6%
increase in Oral and Written Communication skills

These results reflect not only stronger self-awareness but also improved performance in tutoring sessions and growing confidence in workplace readiness. Tutors leave with a clearer sense of their strengths, as well as the vocabulary to present them to future employers.

Turning Sessions into Skills: Knack's SDP

To close that gap, Knack launched the Skills Development Program (SDP). Built around the National Association of Colleges and Employers (NACE) career readiness framework, SDP helps tutors reflect on their experiences, identify skill growth, and practice articulating their development in ways that matter to employers.

Here's how it works:

1

Unlock Skill Milestones

As tutors hit time-based tutoring benchmarks, they gain access to new training modules, self-reflections, and skill assessments.

2

Reflect and Connect

Tutors complete guided exercises that tie their real tutoring experiences to key professional competencies, building self-awareness and confidence.

3

Showcase Growth

Each milestone earns a profile badge, with the program culminating in a mock interview that helps tutors articulate their skills to future employers.

This isn't a standalone workshop or a separate commitment. It's embedded in the day-to-day reality of being a Knack tutor, making it both accessible and actionable. Tutors gain professional value not just by completing tasks, but by learning to describe how those tasks translate into workforce-ready competencies.

Voices from the Field

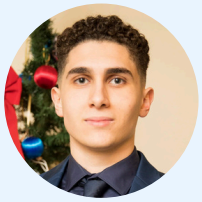
Tutors often describe Knack as more than a job. For many, it's the first time they've had to lead others, adapt to different learning styles, or manage their own time and workload with full autonomy.

"I'm taking my NCLEX in two weeks and I feel very prepared because I've been tutoring so much. I'm going to have to adapt teaching for different patients in the same way I would adapt teaching for different students."

Tiffany J.

Former Knack Peer Tutor & University of South Florida Alum

“On Knack, I talked to so many students, some of whom were older than me. Just talking to them made me feel more comfortable holding conversation. Now at work when I'm having a meeting with a couple of people, I don't mind raising my hand and saying something. I feel like my thoughts and ideas matter, which is something I think I learned from Knack.”



Ayoub A.

Former Knack Peer Tutor & Rutgers University Alum

“In terms of the dynamic between a student and tutor, Knack really helped me learn how to talk to people and teach them in a way they could receive it. One of the most important parts about being a tutor is that the information you’re teaching needs to actually land. It 100% helped me become a more effective communicator.”

Kala B.

Former Knack Peer Tutor & University of Central Florida Alum

Why It Matters for Institutions

As colleges and universities look to demonstrate real-world impact, the ability to tie on-campus employment to workforce readiness is increasingly important. Peer tutoring, when structured with intentional development, becomes a high-impact practice that supports institutional goals for equity, employability, and student success.

Knack’s Skills Development Program ensures that tutoring is not just a service students provide, but a learning experience in its own right. It gives institutions a clear, measurable way to invest in both the academic and professional future of their students.

Ready to turn tutoring into a talent pipeline? Explore how peer tutoring can support both academic success and career readiness at your institution.
Visit joinknack.com to learn more.