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# Skills are key to quality hiring

Job seekers and employers have different perspectives on today's hiring challenges, but the two groups generally agree that skills are the foundation of a "quality" hire. This explains the trend toward skills-first hiring among talent leaders across industries.



## What is skills-first hiring?

Skills-first hiring means sourcing and evaluating candidates based on skills rather than requirements like degrees, prior positions, or years of industry experience.

#### What makes a quality candidate?

The majority of job seekers and hiring managers in key markets believe that relevant on-the-job experience is the most important indicator of quality.

Hiring considerations	Job seekers	Employers
Relevant on-the-job experience 67%		51%
Technical skills the job requires 60	0%	47%
Work samples that demonstrate their abilities	44%	33%
Completion of required skills tests and evaluations	37%	33%
Skills certificates or qualifications	39%	27%

Job seeker question: If you were an employer or a recruiter, what would be the key questions you would ask to assess whether someone is a "quality" candidate? Please select all that apply.

 $Employer \ question: What \ are \ the \ key \ questions \ you \ would \ consider \ when \ assessing \ whether \ someone \ is \ a \ "quality" \ candidate? \ Please \ select \ up \ to \ three.$ 

### What are the benefits of skills-first hiring?

Employers who already use a skills-first hiring strategy say it has led to a wide range of positive outcomes.

28%	Benefits to the business	22%	in upskilling and education
28%	Higher incidence of transferable skills	20%	More diversity in my workforce
28%	More quality candidates	19%	Better retention of new hires
24%	Improved performance in roles	19%	Happier workforce
23%	Greater return on investment for hiring campaigns through reduced costs	19%	More equitably distributed opportunities for job seekers

 $Employer \ question: You \ say \ you \ have \ implemented \ a \ skills-first \ hiring \ strategy. \ What \ positive \ results, if \ any, have \ you found \ from \ this? \ Please \ select \ up \ to \ three.$ 



of employers grasp the concept of skills-first hiring, but they're less clear on how the strategy is executed

#### Tips for implementing skills-based hiring

- Write skills-based job descriptions
- Remove degree requirements
- Remove or reduce years of experience requirements
- Ask skills-based Screener Questions
- Use skills-based evaluation tools
- Evaluate candidates based on their non-degree training

#### Source

Indeed Survey with YouGov 2024, Total N=5,650 job seekers and 3,651 employers

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