



Skills are key to quality hiring



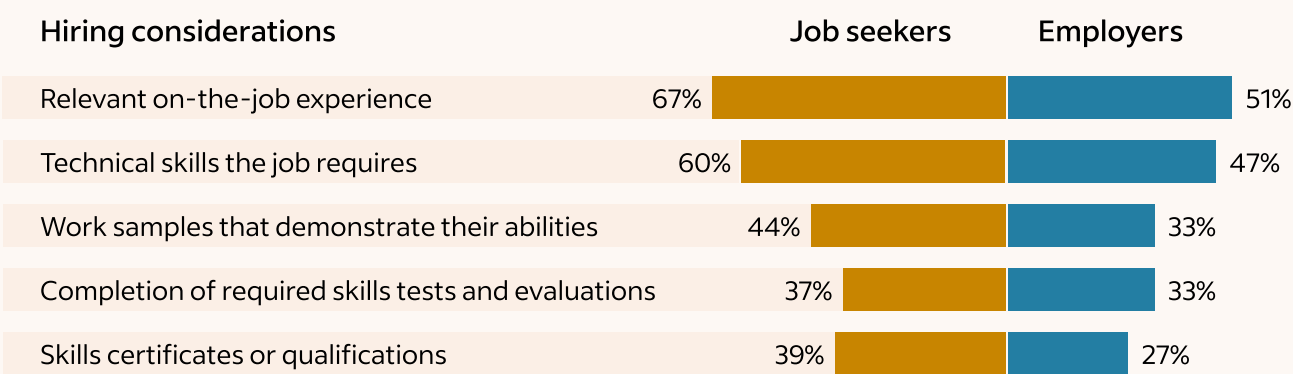
Job seekers and employers have different perspectives on today’s hiring challenges, but the two groups generally agree that skills are the foundation of a “quality” hire. This explains the trend toward skills-first hiring among talent leaders across industries.

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.

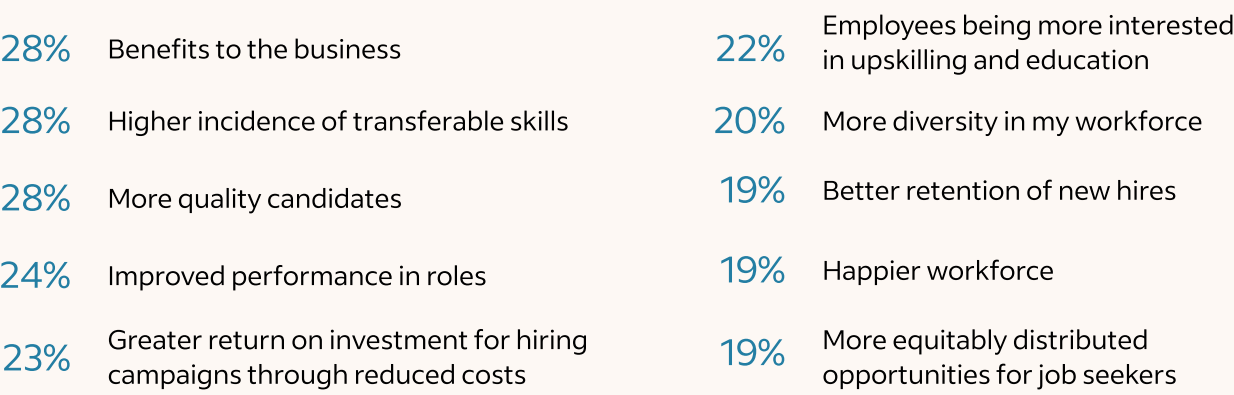


Job seeker question: If you were an employer or a recruiter, what would be the key questions you would ask to assess whether someone is a “quality” candidate? Please select all that apply.

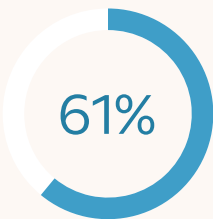
Employer question: What are the key questions you would consider when assessing whether someone is a “quality” candidate? Please select up to three.

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.



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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