

What makes a quality candidate?

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, with relevant on-the-job experience at the top of the list.



Job seekers

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? Select all that apply.



Employers

What are the key questions you would consider when assessing whether someone is a “quality” candidate? Select up to three.

Relevant on-the-job experience



Technical skills the job requires



Work samples that demonstrate their abilities



Completion of required skills tests and evaluations



Skills certificates or qualifications



Meeting requirements for minimum years of experience



Meeting education requirements



Think skills first

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