

5 Key *Skills-First* Hiring Concepts



Indeed's research on quality in hiring reveals an inflection point in job markets across key regions worldwide. Job seekers and employers are more frustrated with hiring than they have been in years. At the same time, both groups increasingly see skills as central to quality, which is beginning to reshape the way hiring is done.

Skills-first hiring is emerging as a strategy with the potential to address the challenges frustrating both groups in the hiring process. Here are five concepts every talent leader should understand in order to make the most of a skills-first approach to hiring.

1 Skills-first hiring is not only good for people, it's good for business.

By implementing skills-first practices, employers can find quality candidates more easily, expand and diversify their talent pool, increase retention, and avoid the costs of high employee turnover.

2 Rethinking job requirements is the first step.

Think of the skills that an individual uses every day at work. The person may have picked them up at school, on a job, or on their own. Barring industries that require specific education and certifications, it doesn't really matter, right? What matters is that the employee has them. The same goes for the people you hire.

3 AI and technology can help craft effective job descriptions, draft Screener Questions, and surface potential applicants based on relevant skills.

Indeed's Job Description Generator and Smart Sourcing are just a couple of the AI-driven products that are available to help employers bridge the gap between pursuing a skills-first strategy and implementing one.

4 Learning and development programs are an important piece of a skills-first hiring strategy.

They help employers acquire new talent and upskill current employees.

5 An employer brand that values skills-first strategies is attractive to job seekers.

However, incorporating skills-first into your company's branding should happen only after fully implementing skills-first practices within the organization.

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A skills-first approach will not only help you make great hires, it will help you engage and upskill your employees to future-proof their careers and your organization.”

Abbey Carlton

Vice President of Social Impact and Sustainability, Indeed