



# Skills are key to quality recruitment

Jobseekers and employers have different perspectives on today’s recruitment challenges, but the two groups generally agree that skills are the foundation of hiring a ‘quality’ candidate. This explains the trend towards skills-first recruitment among talent leaders in many industries.

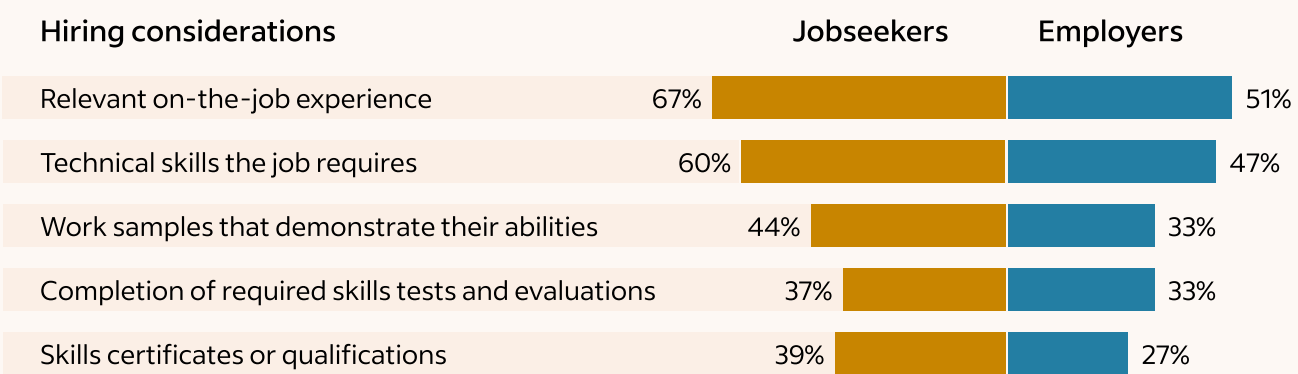


## What is skills-first recruitment?

Skills-first recruitment 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 jobseekers and hiring managers in key markets believe that relevant on-the-job experience is the most important indicator of quality.

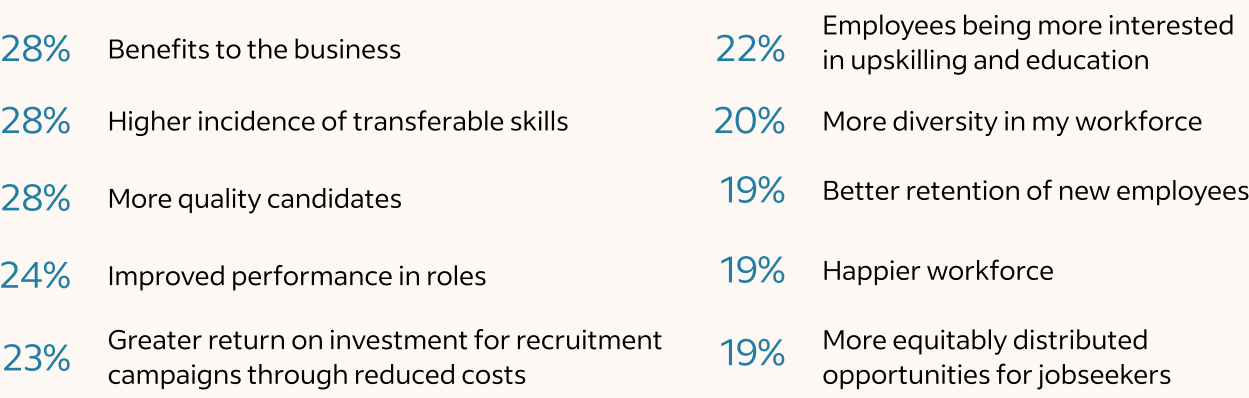


Jobseeker question: If you were an employer or a recruiter, what would be the key questions you would ask to assess whether someone is a 'quality' candidate? Please select all that apply.

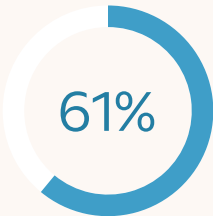
Employer question: What are the key questions you would consider when assessing whether someone is a 'quality' candidate? Please select up to three.

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

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



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



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

## Tips for implementing skills-based recruitment

- ✓ 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 jobseekers and 3,651 employers

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