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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.

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

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.

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 employees
24%	Improved performance in roles	19%	Happier workforce
23%	Greater return on investment for recruitment campaigns through reduced costs	19%	More equitably distributed opportunities for jobseekers

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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