

# What makes a quality candidate?

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



## Jobseekers

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 recruitment** means sourcing and evaluating candidates based on skills rather than requirements like degrees, prior positions or years of industry experience.