

SKILLS-FIRST HIRING:

A SMARTER APPROACH TO TALENT ACQUISITION

WHY ADOPT A SKILLS-FIRST APPROACH TO RECRUITMENT & HIRING?

In today's evolving job market, prioritizing skills over credentials is a leading best practice for talent acquisition. A **skills-first approach** expands access to a broader and more diverse talent pool, ensuring that organizations find candidates who are the best fit based on abilities rather than traditional qualifications. This hiring strategy **enhances inclusivity, boosts productivity, and increases employee satisfaction** by aligning talent with the real skills required for success.



TRANSFORMING YOUR HIRING STRATEGY WITH A SKILLS-FIRST APPROACH

RECRUITMENT

- Build diverse talent partnerships
- Use inclusive sourcing tools
- Offer Work-Based Experiences (WBE)
- Leverage skills-based job boards
- Engage community-based training programs



HIRING

- Prioritize skills-first roles
- Remove unnecessary degree requirements
- Develop clear skills maps
- Use structured, unbiased hiring practices
- Implement skills-based assessments

THE FUTURE OF HIRING IS SKILLS FIRST

By adopting **skills-first hiring**, organizations can create a more inclusive, dynamic, and effective workforce. This approach allows companies to unlock hidden talent, address hiring challenges, and ensure long-term success in a fast-changing job market.

Join the movement—start implementing a skills-first hiring strategy today!