

Skills-Based Hiring Headlines

Why Skills-Based Hiring Is so Revolutionary



The rise of skills-based hiring has turned recruitment on its head. But why has it proved so revolutionary compared to traditional hiring, and how can your business ensure it stays ahead of the curve?

The future of work is skill-based

AI is leading the charge to democratize this option and help provide opportunities to gain skills.

Skills-Based Hiring Over Degree-Based Hiring Is Changing Human Resources in 2025

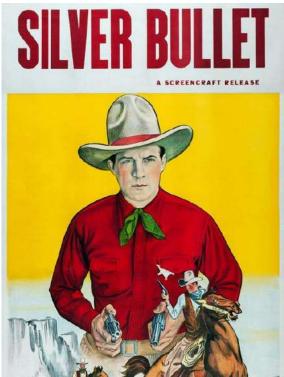
Skills over degrees? It's happening! See why skills-based hiring is revolutionizing HR in 2025.





Skills-Based Hiring













Cutting Through the Assumptions and Implications

Myth 1

Most recruitment has relied on educational qualifications as the core decision making tool

Myth 2

Everyone talking about skills is talking about the same thing

Myth 3

Skills-based hiring and talent management is a new idea and the bandwagon is leaving the station





What is the Reality?

- We should probably stop reading articles about skills-based hiring.
 - The noise is misleading
 - You are already doing this
 - This isn't anything new
- It can be a useful focus for improving hiring and talent management
- Big data and Gen Al capabilities make organisation-wide talent matching easier





How to Start if Time and Budgets Aren't Huge?

- Establish where you are along the skills-based continuum – use a systematic diagnostic like one of our PeopleScout Assessment Audits
- Skills need proper definition and an evidence base everyone can start here
- Look at the non-skills criteria you are using
- Start small try a pilot process





Unique Benefits of a Bespoke PeopleScout Assessment Audit

Independent confirmation of where your approach is already aligned with a skills approach

Evidence-based foundation for assured changes

Co-creation, combining in-house and Psychology knowledge for maximum success

Systematic, objective analysis of strengths and areas where stronger skills alignment will have the greatest impact

Bespoke, actionable insights and recommendations for achieving skills-based benefits

Ongoing support from Psychologists as you implement your roadmap for skills-based hiring improvements







Comments and questions?

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