



# **Skills-Based Hiring**

**Bunkum or Beneficial?**



# 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



People.  
Resource.  
Technology.

*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 AI 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

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

Evidence-based foundation for assured changes

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

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

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



# Where is Your Organisation on the Skills-Based Hiring Continuum?

## Comments and questions?

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