Introduction

OneTen defines "skills-first" hiring and promoting as an approach that prioritizes a candidate’s skills and abilities over traditional factors such as educational background, years of experience or job titles. In a skills-first hiring approach, employers focus on assessing a candidate’s practical skills, competencies and relevant experiences that directly relate to the job requirements.

When companies champion a skills-first approach, they champion the abilities, talents and potential of every individual, and are able to tap a wider talent pool that includes those that have been historically and disproportionately overlooked due to a lack of a four-year degree.

The Benefits of Skills–First Hiring

1. Skills-first hiring identifies quality, good-fit talent.
   - Adds up to 20x more eligible workers to employer talent pools. [1]
   - Is 5x more predictive of future performance than hiring for education and 2.5x more predictive than hiring for work experience. [2]
   - More likely to place talent effectively. [3]

2. Skill-first hiring Increases employee retention.
   - Voluntary turnover of those without a degree is lower than degree holders. 21% compared to 39%. [4]
   - Skills-first organizations are 98% more likely to retain high performers. [5]
   - Of employers perceive recent college grads as more likely to leave for a competitor. [6]

   - More likely to anticipate change and respond effectively and efficiently. [7]
   - More likely to improve processes to maximize efficiency. [4]
   - Of employers see recent college-graduates and non-degree workers as equally productive. [8]

Additional benefits of a skills-first hiring approach:

- Fosters diverse perspectives and drives innovation.
- Builds resilient teams and a more agile workforce.
- Expands market reach and customer understanding.
- Enhances employee engagement and belonging.

Go skills-first today and future-proof your workforce of tomorrow.

Interested in learning more? Contact goskillsfirst@oneten.org to learn more about how to catalyze skills-first hiring at your company.

References