



Skills-First 101

Transitioning Hiring Practices to Transform Your Workforce

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.

- 20x** Adds up to 20x more eligible workers to employer talent pools. ^[1]
- 5x** Is 5x more predictive of future performance than hiring for education and 2.5x more predictive than hiring for work experience. ^[2]
- 107%** More likely to place talent effectively. ^[3]

2 Skill-first hiring Increases employee retention.

- 18%** Voluntary turnover of those without a degree is lower than degree holders. 21% compared to 39%. ^[4]
- 98%** Skills-first organizations are 98% more likely to retain high performers. ^[5]
- 49%** Of employers perceive recent college grads as more likely to leave for a competitor. ^[6]

3 Skills-first hiring enables greater efficiency.

- 57%** More likely to anticipate change and respond effectively and efficiently. ^[7]
- 49%** More likely to improve processes to maximize efficiency. ^[8]
- 49%** Of employers see recent college-graduates and non-degree workers as equally productive. ^[9]

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 gokillsfirst@oneten.org to learn more about how to catalyze skills-first hiring at your company.

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References

[1] LinkedIn Economic Graph, 2023; [2] The Markle Foundation citing the Psychological Bulletin, 1982; [3],[5],[7],[8] Deloitte; [4],[6],[9] Accenture, Grads of Life, Harvard Business School