

Recredentialing 101

Removing Four-Year Degree Requirements for Skills-First Hiring



Introduction

As the workforce landscape evolves, organizations are increasingly recognizing the value of skills-based hiring over traditional degree-centric approaches. This guide is intended to help companies kick-start the process of recredentialing job descriptions to prioritize skills over degrees.

Understanding Recredentialing

Recredentialing is a transformative process through which the qualifications deemed necessary to perform a certain role are reevaluated in order to allow individuals to access opportunities based on what they can do, rather than the degrees they hold. Recredentialing is a key component of skills-first hiring, which focuses on skills and competencies, rather than traditional four-year degrees, as proxies for ability.

Getting Started

1 Take a Data-Driven Approach to Selecting Roles

- Identify roles with persistent high-volume hiring demand or high difficulty in recruitment.
- Target positions with high turnover or a high cost to hire.
- If inclusion is a priority, consider jobs in areas where underrepresented populations reside.

2 Focus on Entry-Level and Middle-Skills Jobs

- Start by recredentialing entry-level and middle-skills jobs. These are roles that require training beyond a high school diploma but less than a college degree.
- Consider prioritizing middle-skills jobs which are often plagued by degree inflation, making it challenging to find qualified candidates.

3 Operate with Advancement and Mobility in Mind

- Choose roles that provide family-sustaining wages and transparent career pathways.
- Consider remote work options to broaden access.

4 Define Skills Criteria

- Clearly outline the skills and competencies necessary for each role, aligning with the data-driven approach and equity considerations.
- Rewrite job descriptions to remove credential requirements and biased language.

5 Include Functional Areas with Strong Internal Champions

- Identify areas within your organization where you have internal champions who support skills-based hiring.
- Champions can help pave the way for success, address challenges and foster inclusivity in hiring practices.

6 Build Skills Assessments

- Create effective skills assessment methods, such as skills tests, portfolios or competency-based interviews to equitably assess candidates.

7 Train HR and Hiring Managers

- Provide training to HR teams and hiring managers on skills-based hiring, ensuring they consider entry-level and middle-skills jobs, equity and the support of internal champions.

Additional Considerations:

- **Legal Compliance:** Ensure that recredentialing practices comply with legal regulations and policies.
- **Ongoing Evaluation:** Continuously assess the effectiveness of recredentialing practices.
- **Communicate Changes:** Clearly communicate your commitment to skills-first recredentialing to employees and candidates, emphasizing the importance of data, equity and internal support.

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

To learn more about how to catalyze skills-first hiring at your company, visit:

oneten.org/skills-first