Introduction to Skills-First Hiring

This webinar introduced the **Skills-First Approach to Talent Management**, a talent strategy that prioritizes a candidate's skills over degrees or experience, promoting a more inclusive and diverse workforce.

Key Takeaways

What is a Skills-First Approach?
This method shifts the focus from degrees and formal credentials to practical skills and competencies. By doing so, it opens doors for underrepresented groups, making organizations more diverse and dynamic.

The Value of Underrepresented Talent
Diverse teams deliver:
- Enhanced innovation and creativity
- Better decision-making
- Improved performance outcomes

Proven Benefits of Skills-First Hiring
Companies adopting this approach:
- Are 107% more likely to place talent effectively
- Retain 98% more high-performing employees
- Add 20x more candidates to their talent pool

Key Elements of Skills-First Talent Management
1) **Talent Sourcing:** Identify candidates from various backgrounds based on their skills
2) **Interviewing & Hiring:** Prioritize relevant skills over formal qualifications
3) **Performance Management:** Measure performance through a skills-based lens
4) **Career Advancement:** Offer growth opportunities based on their competencies

Addressing Interview Bias
To ensure fairness:
- Use unbiased language in job descriptions
- Articulate required and preferred skills
- Anonymize resumes
- Standardize behavioral interview Q's

- Utilize skills-first interview rubrics

3 Best Practices to Articulate Required & Preferred Skills
1) Identify the skills needed for the role
2) Determine professional and technical skills
3) Categorize required / preferred skills for the role

About Skills-First Hiring Rubrics
A quantitative rating system to assess candidates and employees seeking promotions based on skills and competencies required for a role
- **Components**
  - Required skills are aligned to interview Q's
  - Criteria for excellent responses are clearly defined
  - Rating system is created and consistently used
  - Quantitative notes and comments are included
  - The candidate's total score is noted and used for evaluation

Conclusion
The Skills-First Approach is a transformational talent strategy that helps organizations identify, develop, and retain top talent. By prioritizing skills over traditional qualifications, companies can build more diverse, equitable, and innovative teams. Embracing this approach not only widens the talent pool but also drives inclusive growth and fosters a stronger, more adaptive workplace culture.