

# Beyond Degrees: The Case for Skills-Based Hiring

## THE PROBLEM: THE HIGH COST OF CREDENTIAL-BASED HIRING

**Traditional hiring often relies on "Degree Inflation."**

This is the practice of requiring degrees for jobs that don't need them.

**It hurts organizational performance.**

This leads to longer vacancies, higher turnover, and increased salary costs.

**It creates barriers to economic mobility.**

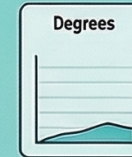
It systematically excludes capable individuals from non-traditional and disadvantaged backgrounds.

## THE SOLUTION: A FRAMEWORK FOR SKILLS-BASED HIRING



### 1. Redefine roles based on competencies, not credentials.

Analyze what high-performers actually do to identify the skills truly needed for success.



### 2. Build pathways for non-traditional talent to succeed.

Recognize bootcamps and create internal apprenticeships to develop and promote talent.



**5X**

**Use assessments that are 5x more predictive than degrees.**

Prioritize work sample tests and structured interviews to directly measure capabilities.

