

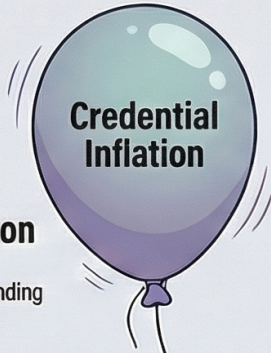
Beyond the Diploma: The Rise of Skills-Based Hiring

THE PROBLEM: Why Traditional Credentials Are Failing



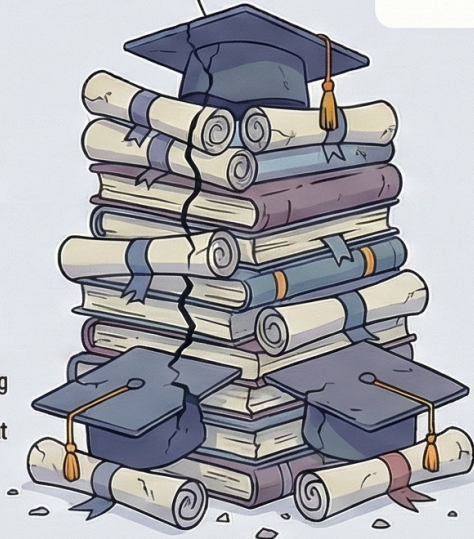
Credential Inflation

Jobs increasingly require degrees without a corresponding increase in the actual skills needed to perform them.



Rapid Skill Obsolescence

The half-life of technical skills is shrinking, making point-in-time credentials poor predictors of current capability.

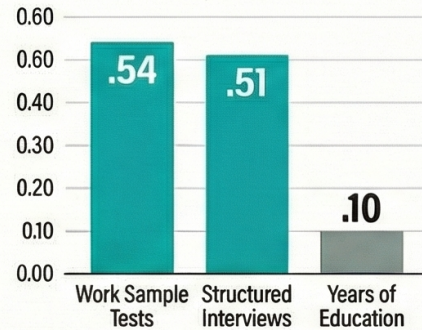


Credentials Are Poor Predictors of Performance

Over-relying on credentials shrinks the talent pool and excludes capable candidates who lack formal degrees.

Predictive Validity of Hiring Methods

Based on 88 years of research



THE SOLUTION: Building a Capability-Centered System



Assess Skills Directly with Work Samples

Use tasks that represent actual job responsibilities, which are proven to be better predictors of success.

Launch Internal Talent Marketplaces

Create internal platforms to match employees' skills to projects and roles, boosting mobility and retention.

Remove Barriers to Improve Equity

Focus on capabilities to expand access for skilled workers from non-traditional backgrounds, increasing diversity.