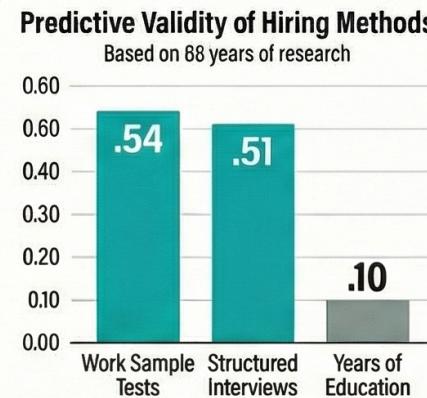
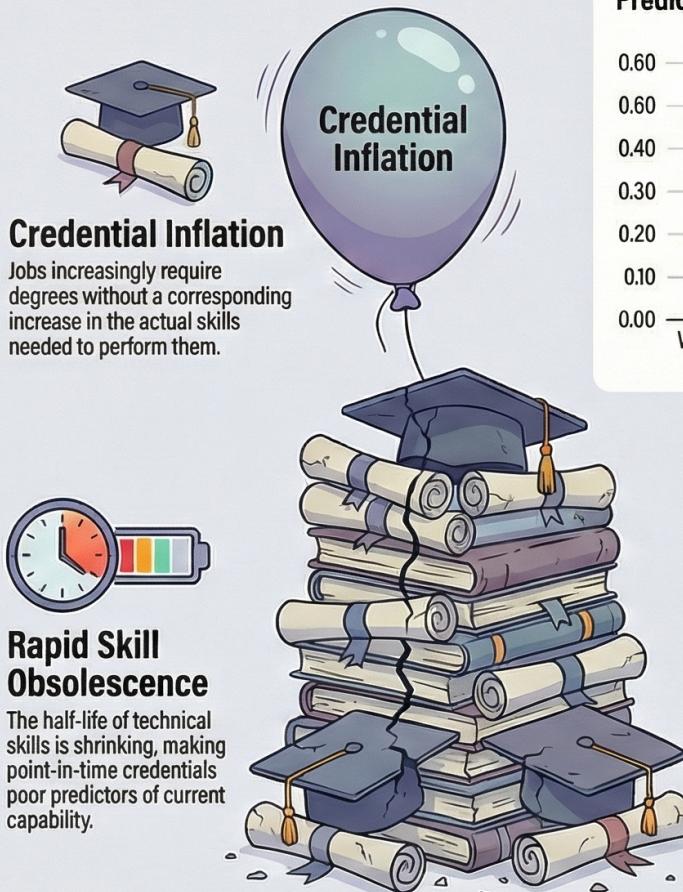


Beyond the Diploma: The Rise of Skills-Based Hiring

THE PROBLEM: Why Traditional Credentials Are Failing



Credentials Are Poor Predictors of Performance

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

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.