



Making skills-based hiring work

Clear and practical strategies
for implementation



Contents

Foreword	3
Executive summary	5
Skills-based hiring: A smart strategy, with real-world hurdles	7
Contributing to confusion: Skills-based hiring myths	9
Simplifying skills-based strategies: Start with the basics	10
Six steps to go from planning to practice	15
Frequently Asked Questions	18
Unlocking the next level of skills-based hiring	19
Activate future-ready skills strategies with Talogy	20
References	22

Foreword

Traditional hiring methods that focus on previous experience and solely on current fit for a role are no longer sufficient. In a world where organisations must continuously adapt, innovate, and prepare for the future, adopting a skills-based hiring approach has the potential to transform how organisations hire and mobilise their talent. But how can HR leaders best transition a skills-based strategy into routine practice?

The purpose of this guide

Our goal for this guide is to help organisational leaders with this journey, by providing you with a straightforward, practical guide to how to think about skills-based hiring and the steps you can take to apply this approach in your organisation. There is no shortage of advice for organisations, but there is a risk of overcomplicating things and failing to achieve the desired results by moving to a skills-based approach. In our experience, keeping it simple and building in clarity is important. Along the way, we will also highlight some of the pitfalls and challenges organisations may face in moving to a skill-first strategy and offer our advice on how to avoid them.



Organisations anticipate that 39% of employees' skills will change or be outdated by 2030.

World Economic Forum¹

Why skills are at the centre of talent strategies

Over the last few years there has been a significant shift towards organisations seeking to implement a skill-first approach within their talent management strategy, such as recruitment and hiring. Some organisations have already put skills-based hiring into action, while others are still exploring exactly how to best integrate skills into their selection models and processes. One thing is clear, the concept of becoming a skills-based organisation has great appeal, because it offers a more agile and dynamic view of individuals and roles within organisations.

Why has there been this movement towards the language of skills and skills-based hiring? The rapid advancement of Artificial Intelligence and other advanced technologies is quickly changing the nature of work and skills required. Based on research by the World Economic Forum, organisations anticipate that 39% of employees' skills will change or be outdated by 2030,¹ as they adapt to more AI and automation of certain tasks in their work.

The impact of this shift can be seen across organisations:

- With skills requirements shifting, organisations are increasingly concerned about the skills gaps they face. A recent survey of human capital leaders by Randstad² found that 72% of organisations think the skills gap will create greater challenges for their business. The top two organisational challenges reported were increased competition for hard-to-find skills and a growing scarcity of specialist skills.
- Organisations are increasingly recognising that, by focusing on people's skills rather than their qualifications and experience, they can identify and place talent more effectively to fit changing needs. It also allows organisations to access a broader, more diverse talent pool by not being restricted to traditional, fixed career pathways (e.g. degrees).
- Facing a future of continued change, existing systems of organising work around tightly defined jobs are becoming more cumbersome and may not enable organisational agility. Organisations may therefore benefit from moving away from a rigid focus on finding people to fit a specific job role and instead take a broader view by focusing on finding individuals who have the right skillset and potential to perform various roles across the organisation both now and in future.



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72% of organisations think the skills gap will create greater challenges for their business.

Randstad²

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Executive summary

Building and maintaining a high-performing and agile, yet leaner workforce is a top priority for HR leaders. Shifting from traditional hiring models to a skills-based approach can help your organisation adapt and thrive in an ever-evolving world. But, it can also be overwhelming.

From identifying and developing skills across an organisation, to changing perceptions of traditional requirements and gaining leadership buy-in, HR and talent management leaders can face significant challenges when executing a skills-based hiring plan. When demonstrating ROI is a must, navigating these obstacles is critical to realising the benefits of skills-based hiring.

Here are some key foundations of how to make skills-based hiring work and bridge the gap between strategy, execution, and measurable impact:

Your organisation, your skills strategy.

Prioritising skills doesn't mean you have to walk away from the core of your existing hiring process. Ensure your organisation speaks the same language when it comes to skills: what they are, how they differ from competencies, and which ones matter most. A focused, tailored plan that aligns with your hiring model will make meaningful, long-term progress possible.

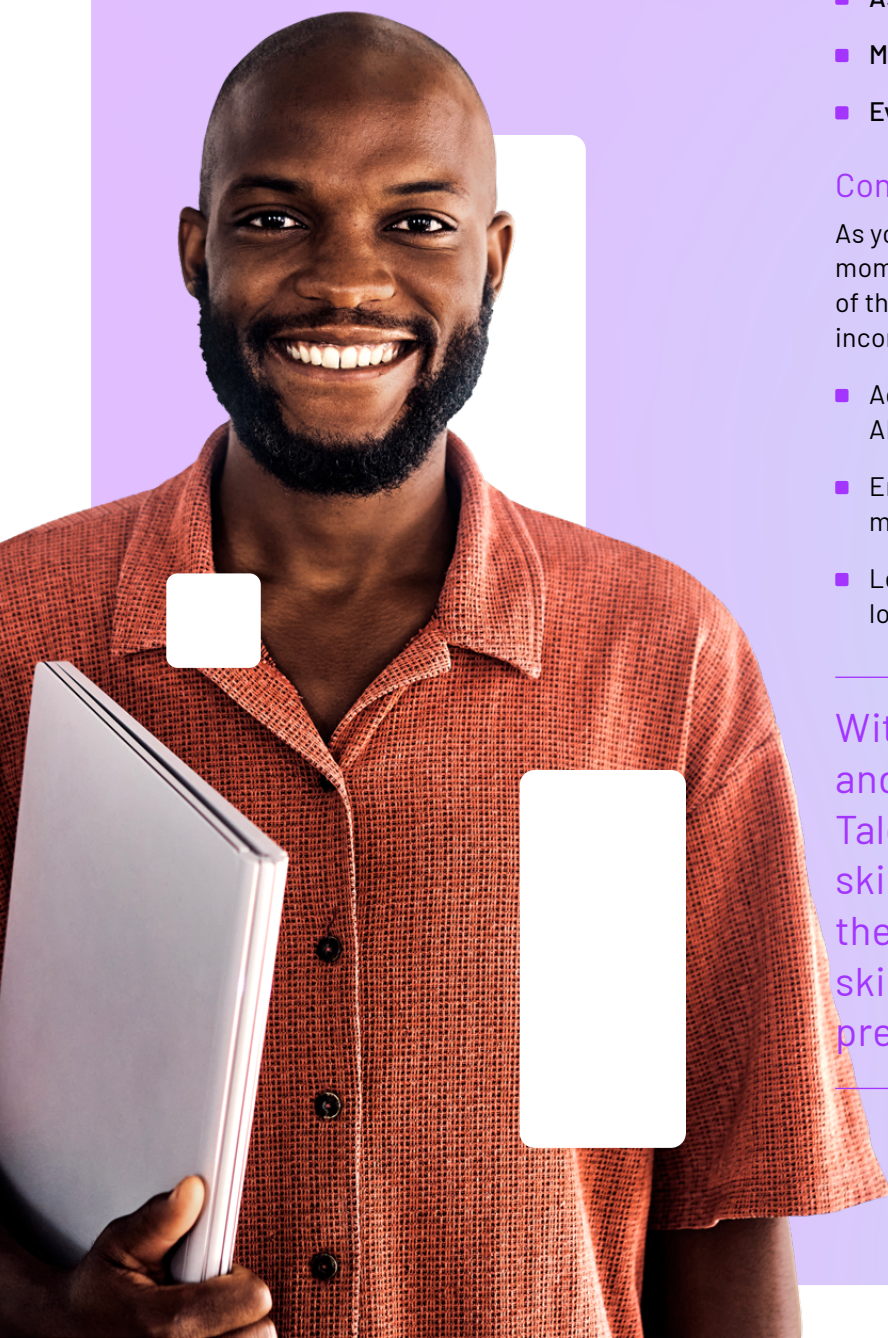
Prioritise skills that last.

As technology and industries evolve, the requirements for job-specific skills may shift rapidly, making transferable or 'soft' skills a lasting asset. Skills foundations such as personality, cognitive ability, emotional intelligence and values, alongside a candidate's acquired knowledge and experience, reflect someone's potential to master both existing and new skills.





Prioritising skills doesn't mean you have to walk away from the core of your existing hiring process.



Six steps for seamless skills integration:

Start with the basics and integrate skills into your hiring process step-by-step to ensure not only initial adoption but ongoing success:

- **Define** – Identify the skills that matter
- **Align** – Connect skills with roles and your business strategy
- **Analyse** – Uncover workforce strengths and gaps
- **Assess** – Evaluate skills with confidence
- **Mobilise** – Leverage skills insights to take action
- **Evolve** – Use data to drive continuous improvement

Continuous improvement requires change.

As you evaluate and improve your plan, consider not just momentary needs, but how to strengthen your workforce of the future. Unlock next level skills-based hiring by incorporating these forward-thinking strategies:

- Accelerate skills-based hiring outcomes with AI-powered insights
- Enable organisational agility and individual career mobility with multi-role matching
- Leverage analytics to identify short-term and long-term skills gaps

With a proven assessment portfolio and unmatched consulting experts, Talogy helps operationalise your skills-based strategy – prioritising the right needs, closing critical skills gaps, and building a workforce prepared for what's next.

Skills-based hiring:

A smart strategy, with real-world hurdles

Only 37% of organisations have implemented skills-based hiring practices, while 45% made changes in name only, and 18% have regressed over time, according to a recent study.³

Taking initiative to update job postings to drop degree requirements is a good start, but this only impacts the first screening phase of the hiring process.

Without follow-through and commitment, your strategy can fall short of unlocking the full potential and impact that skills-based hiring makes possible. Adopting a skills-based hiring approach doesn't require a complete overhaul of your existing process, but it does demand shifts in mindset and behaviour. For it to succeed, HR, leadership, and hiring managers must embrace, design, implement, and champion change. Otherwise hiring teams may default to familiar, qualifications-based shortcuts - leaving companies stuck between intention and execution.

Common challenges

1 Changing mindsets

Traditional perceptions of a candidate's qualifications have heavily relied on education level as a requirement. Removing this and shifting to skills-based qualifications can be a significant change for hiring managers. Even if the organisational strategy equates skills to education, bias may remain if hiring managers themselves don't perceive them as holding equal value.

2 Mitigating risk

A well-implemented skills-based hiring strategy can offer great reward, by broadening the talent pool, increasing diversity, and adding bench strength to an organisation. But it also comes with risks such as inconsistent or subjective measures of skills, vague or unrealistic skill definitions, and an inconsistent end-to-end approach, if not all steps of the hiring process are considered. Any shift in hiring strategies needs to be well-designed, executed, and continuously reviewed to demonstrate ROI.



A well-implemented skills-based hiring strategy can offer great reward, by broadening the talent pool, increasing diversity, and adding bench strength to an organisation.



3 Prioritising the right types of skills

Although immediate attention may be paid to filling critical roles, a skills-based hiring approach focused only on technical skills will ultimately fail, particularly in roles that require technical skill sets that will be impacted by rapid changes in innovation. Organisations need to build agility in their skill-based hiring processes. A comprehensive approach to skills-based hiring, comprised of job-specific and transferable skills, will ensure current roles are filled, and long-term employee and organisational sustainability and growth are achieved.

4 Gaining internal buy-in

Many organisations get comfortable in their hiring practices – following the way they’ve always done it. There may be some resistance to changing the approach. Demonstrating the rewards of skills-based hiring specific to business units, organisational growth and outcomes can help gain crucial stakeholder buy-in to lead to sustainable change. Ongoing feedback and collaboration can help maintain a skills-based focus as well as ownership to sustain the process.

5 Measuring effectiveness

Successful implementation of a skills-based hiring strategy requires not only an immediate mindset shift, but continuous improvement. Ongoing monitoring and tracking of leading indicators, such as time-to-hire and interview-to-offer ratio, as well as lagging indicators, such as quality of hire and retention rate, can provide valuable insights into effectiveness. However, this also demands a longer-term plan and commitment. Identifying key performance indicators (KPIs) in the initial strategy planning can help to establish goals and drive sustainable results.

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Ongoing feedback and collaboration can help maintain a skills-based focus as well as ownership to sustain the process.

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Contributing to confusion:

Skills-based hiring myths

"Everyone agrees on what a 'skill' is."

One of the appeals of using the terminology of 'skills' is that people intuitively feel they understand them, but what is included in different skills taxonomies can be very varied. Skills can also be defined at different levels of granularity.

When implementing skills-based practices, it is important to define clearly what is and isn't a skill and build a shared understanding within your organisation.

"Skills-based hiring is too complex to implement."

While focusing on skills requires a shift in mindset, simplifying your strategy by focusing on the basics and having the right resources for support can help you go from plan to practice.

Ultimately, skills-based hiring first and foremost is about shifting from looking at qualifications and previous job experience and instead looking at an individual's capabilities in a systematic way.

"A focus on skills requires a complete hiring process overhaul."

Prioritising skills doesn't mean you have to abandon the foundations of your current hiring process. Skills-based strategies can be integrated with existing methods – enhancing and refining your process to make it work for you.

Many organisations already have established behavioural criteria (e.g. competencies) and assessment methods which can be used to evaluate skills and skills potential.

"Assessing job-specific technical skills is enough."

As technology advances, the skills gap increases, and finding top-tier skilled talent becomes harder. Identifying people with the right technical skills for an immediate role is of course important. But ignoring transferable or 'soft skills' can make the gap even wider.

New hires in today's workplace need to be resilient, collaborative, think critically, and be able to adapt to changing business needs – measuring transferable skills ensures you capture the candidate's full potential.

Simplifying skills-based strategies:

Start with the basics

With constantly changing organisations, roles and requirements, it is no surprise that the path to implementing a skills-based hiring approach can be challenging. Before setting unrealistic expectations, it is important to recognise that each business is unique.

Each organisation may define and prioritise skills differently, but the goal of skills-based hiring remains the same – identifying and selecting the best person for the role as well as the best fit for the organisation.

Using a skills-based hiring approach to evaluate both external and internal candidates based on their skills versus their education or previous job experience can broaden the talent pool to a wider range of candidates and help to align the right candidate to the right role.

But knowing if someone can do a job is only part of the equation – it is essential to understand how they will perform, whether they will grow with the role, and if they will be engaged and invested in the company's success.

To ensure your skills-based hiring strategy delivers on its promise of a capable, skilled, and future-ready workforce, start with the basics: **define what skills mean in your organisation, ensure you are measuring the right skillsets, and clarify how skills differ from competencies.** Building a plan that is tailored specifically for your organisation and hiring process, using clear and aligned language, will lead to greater success in driving sustainable and effective change.

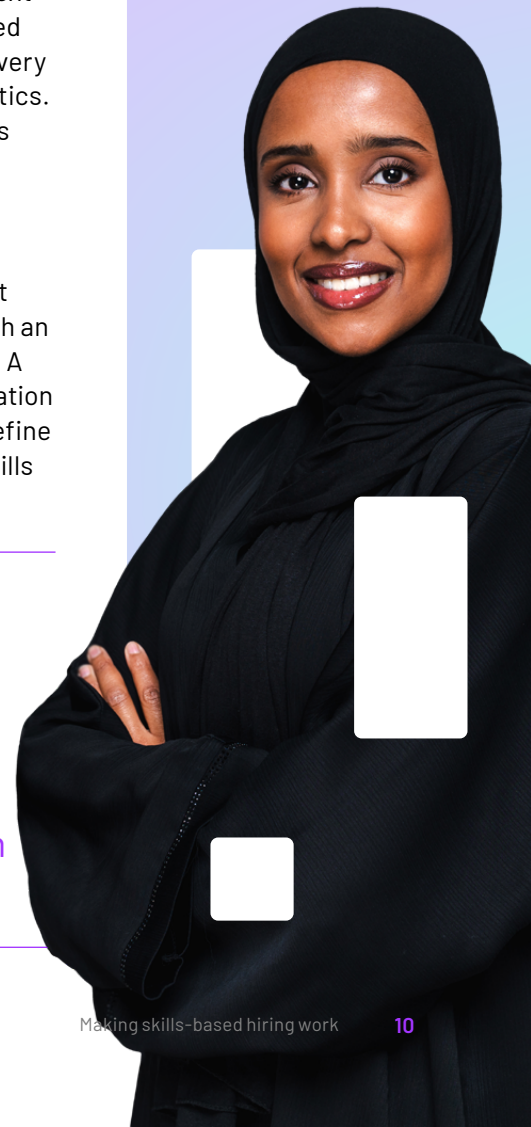
Skills – the need for clarity

One of the challenges organisations face in implementing a skills-based hiring approach is that skills are not necessarily well-defined. The term 'skill' was often traditionally associated with specific technical capabilities, but in the context of skills-based hiring it is typically used much more broadly, encompassing a very varied range of individual characteristics. For example, some definitions of skills incorporate attitudes, personality, interests and motivation, which can make things confusing.

Without having clarity on exactly what skills are, it will be difficult to establish an effective skill-based hiring approach. A critical step therefore for any organisation embarking on this shift is to clearly define and get shared agreement on what skills mean for them.

Making it work:

Ensure you have a clear, agreed understanding of how you are defining skills before trying to establish a skill-based hiring approach in your organisation.



A practical definition of skills

At Talogy, we define skills as:

Learned, applied abilities required to complete a task.

Skills are developed through practical experience, training and coaching. Someone may have an innate ability, but this is only turned into a tangible skill through repeated practice. Skills can be broadly grouped into two main areas, which are commonly acknowledged across most approaches or definitions of skills, although terminology may vary.

Job-specific skills

These are specialised areas of technical expertise and knowledge related to performing functional tasks effectively. They are sometimes referred to as 'hard skills'. Examples of broad job-specific skills categories would be coding, graphic design, digital marketing, statistical analysis, or accounting. They are typically learned through specific training and on-the-job practice.

Transferable skills

These are skills which are important for successful performance across many roles, in terms of personal productivity and working effectively with others. Other terms sometimes used for these are 'soft skills' or 'power skills'. Examples are time management, showing empathy, giving feedback, or networking. They are primarily influenced by an individual's personality, ability, motivation, and values, and often are developed through work and life experience rather than specific training.

At any point in time, a role will require a combination of job-specific and transferable skills for successful performance, and a comprehensive approach to skills-based hiring should include both these elements. It is also important to keep in mind that job-specific skill requirements in roles can change and evolve rapidly due to technological advancements, whereas transferable skills by their nature are likely to be relevant over longer periods and often throughout people's careers.

Research by the World Economic Forum¹ underlines the importance of transferable skills, as the top five skills considered by employers to be core skills for their workforce are all transferable skills.

Top five core skills for employers:¹

- 1 Analytical thinking
- 2 Resilience, flexibility and agility
- 3 Leadership and social influence
- 4 Creative thinking
- 5 Motivation and self-awareness

According to LinkedIn 2024 Global Talent Trends report, 69% of executives in the US are planning to prioritise hiring candidates with 'soft' skills, specifically transferable skills that enable internal mobility.²



Are skills different from competencies?

Yes, they are – although frequently there is often considerable overlap in terminology used in new skills taxonomies compared to established competency frameworks. In some cases where skills are being applied, the terms are used somewhat interchangeably, and the distinction can appear to be purely semantic rather than have any real practical difference. This again emphasises the importance of having a clear and shared agreement on terminology you apply within your organisation.

Competencies can be defined as:

Groups of specific and related behaviours which are observable and important for people to perform successfully in their role.

Skills and competencies share a focus on demonstrable behaviours which impact successful execution of role requirements. Competencies, however, are broader than skills – they can encompass blends of several skills (skillsets) alongside other individual characteristics, such as their personality traits and values.

Example:

Important competencies such as **Integrity** tend to be influenced more by an individual's personal values and attitude than by learned skills. The competency of Integrity is comprised of certain skills but is also strongly tied to who the person is. A person can be taught to communicate openly and identify ethical concerns with decisions, but underlying these skills are the individual's core values and principles – what they believe in. If the person doesn't fundamentally care about being honest and ethical, then they are unlikely to demonstrate integrity on a consistent basis.

Compared to competencies in a skill-based hiring context, skills have three distinctive elements:

More granular:

Skills are typically more specific and granular compared to competencies, focusing on distinct, applied abilities required for work tasks. Several skills may be required for effective demonstration of a competency. They can therefore provide a more detailed view of what is required for successful execution of work tasks.

Encompass both job-specific and transferable role requirements:

Skills can relate to both the technical aspects of a role (job-specific skills) and behavioural aspects (transferable skills). Generally, competencies tend to concentrate only on the latter aspect, reflecting transferable skillsets (collections of related skills) and broad behavioural tendencies.

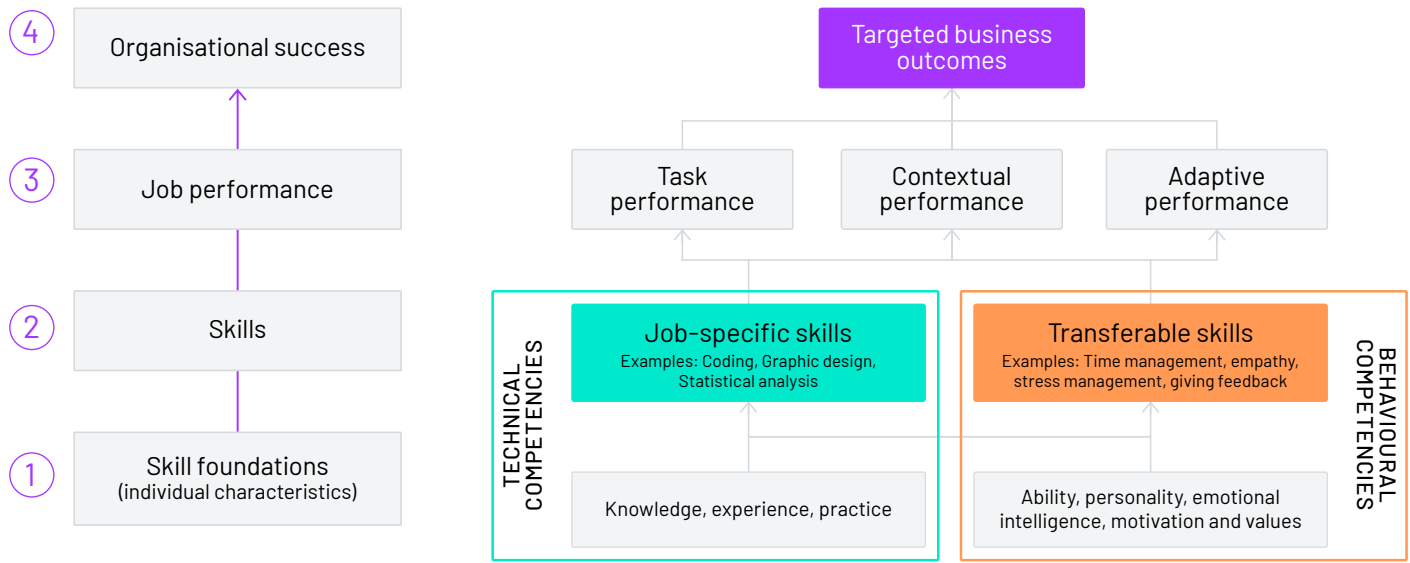
Emphasise capacity to learn:

By definition, it should be possible to learn any skill through training, coaching and/or deliberate practice. Competencies can also be developed, but because certain competencies can be influenced substantially by an individual's personality and values (e.g. Concern for others, Integrity or Embracing Diversity), some may require more fundamental shifts in a person's attitude and mindset compared to skills.



The Talogy model of skills-powered work performance

As well as defining skills, it is important to have a clear view of how skills fit alongside other concepts and terminology frequently used in talent management, and ultimately how skills can drive organisational success. This is reflected in our Talogy model of skills-powered performance, which is founded on scientific principles of human characteristics and performance at work.



1 Skills foundations

Skills are founded on various individual characteristics which drive how motivated and effective a person might be at acquiring specific skills. These characteristics include someone's personality, cognitive ability, emotional intelligence and values, alongside their acquired knowledge and experience. They act as skills foundations, which reflect an individual's potential both to master existing skills and, crucially, to acquire new skills in future as roles and organisations inevitably evolve. While many skills foundations influence the acquisition of skills, job-specific skills tend to be driven most by things like a person's knowledge, experience and practice. In contrast, the most important skills foundations for transferable skills are likely to be an individual's cognitive ability, personality traits, emotional intelligence and their motivation and values.

2 Skills

Within a role, individuals will need to deploy various skills that they have acquired or develop new skills to meet goals aligned to the current role requirements and organisational strategy. Different tasks within a role will draw on certain transferable and job-specific skills.

Individuals need to be able to identify what skills to deploy and then be able to demonstrate them proficiently.

3 Job performance

An individual's performance is driven by the effective deployment of their skills. It is important to keep in mind that performance at work is multi-faceted. Firstly, there is of course task performance – performing role-specific tasks in a proficient way. However, there is also an individual's contextual performance – actions which go above and beyond basic task requirements to deliver organisational impact, for example through extra commitment or supporting other team-members. Finally, there is also adaptive performance – an individual's capacity to adapt dynamically to change and shifting work requirements.

4 Organisational success

When organisations deploy people's skills and work performance collectively to focus on targeted business outcomes and strategic drivers, this will then power organisational success. At the same time, this will also foster individuals' innate need to build mastery and expand their skills, which will facilitate greater employee engagement, wellbeing and retention.

Making it work:

Don't focus only on assessing skills. Given the pace of change, many jobs will face frequent reskilling as technology advancements shift the nature of roles. Measuring someone's skills foundations is vital as it gives additional insight into their potential to adapt and master new skills as job and organisational requirements evolve.



Simplifying skills-based strategies:

Six steps to go from planning to practice

Implementing a skills-based hiring strategy doesn't need to be disruptive. Many organisations already have solid foundations in place, such as competency frameworks or other structured hiring processes, which can be used to layer an extended skills-based mindset onto.

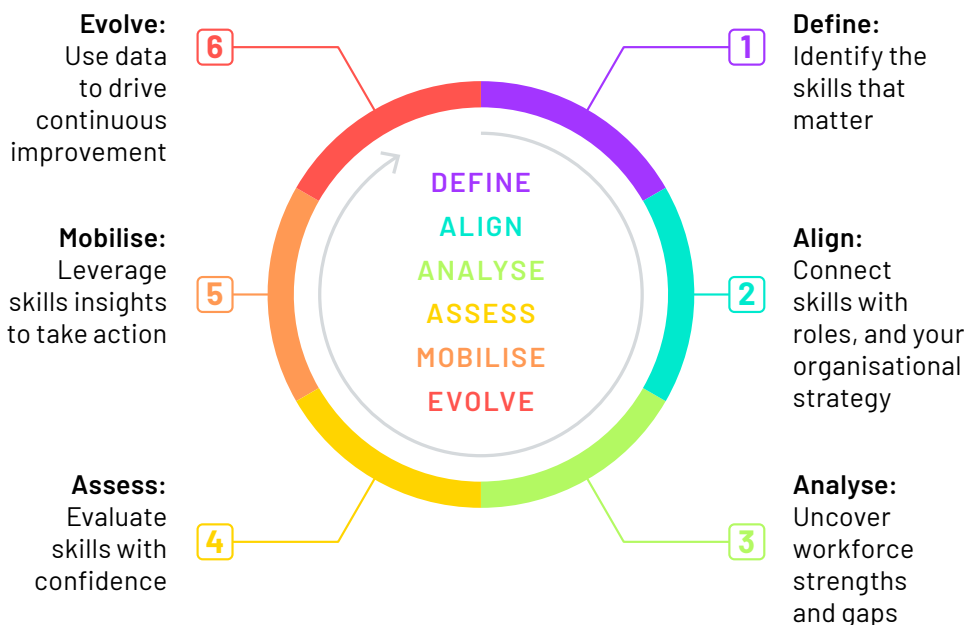
At Talogy, we recommend building on what you have, to integrate skills seamlessly into your talent lifecycle – from defining what really matters to evolving based on data. Here's a simple guide on how it should work:

1 Define: Identify the skills that matter

Things to consider:

- Develop a clear definition and understanding of what skills are for your organisation, producing a skills framework. At this stage, consider leveraging an existing, ready-to-use skills framework to save valuable time and lighten the load.

- Determine how skills foundations will be integrated into your framework – accounting for individuals' potential to develop new skills in a changing world.
- Map out the roles and levels across your organisation and define the success criteria for each of them, using your new framework. If you're starting from scratch, a well-structured job analysis will help to give you the clarity you need.
- Think about the balance between job-specific skills and transferable skills – be clear on what an individual already needs to be able to succeed, and what you can help them to develop once in role.



Making it work:
If you already have a well-integrated competency framework, you're halfway there – this can be adapted into a targeted skills framework, considering skills foundations too.

2 Align: Connect skills with roles, and your organisational strategy

Things to consider:

- Use future-focused thinking – it's not only important to consider what skills are needed right now, but also what your organisation will need in 6-, 12-, or 24-months' time – based on how you expect roles to evolve and your organisational strategy.
- Ensure you understand the connection between your skills and the impact they will have on performance metrics, business outcomes and your strategic goals.
- Consider what success looks like across different roles, levels, functions and regions. Prioritise these areas, accordingly, using data-driven insights where you can.

3 Analyse: Uncover workforce strengths and gaps

Things to consider:

- Analyse your current workforce, to consider your current skills landscape; what skills are already prevalent and what is missing? A multi-method approach including 360 ratings and skills assessment tools can be used to build a comprehensive view.
- Consider your current skills gaps and which are most likely to impact job performance including task, contextual and adaptive performance, which in turn could affect your organisational success.

Making it work:

Identify the core organisation-wide skills that are required by drawing on existing organisational data and other sources of information. Explore what common skills are key to differentiating performance and driving success today, while also using methods like visionary interviews with strategic leaders to explore what will be key skills necessary to achieve the future vision and strategic direction of the organisation.

- Prioritise these skills areas in strategic planning to optimise your hiring strategy

4 Assess: Evaluate skills with confidence

Things to consider:

- Utilise valid, fair and reliable assessments when evaluating skills to help you make the right hiring decisions for now, while uncovering potential for other roles which might fulfil future organisational needs.
- Ensure you're able to measure both transferable and job-specific skills during the process; define at what stages you want to focus on each of these types of skills, depending on the volume of candidates and nature of the roles. For example, some roles may require mandatory job-specific skills which could be screened at the outset, while in other roles it may make more sense to screen candidates on transferable skills during the initial stages.
- Don't only assess for skills – ensure you also consider an individual's skills foundations, such as ability, motivation, emotional intelligence and values, as these will help to predict whether the individual has the potential to build mastery in particular skills and acquire new skills, too.



5 Mobilise: Leverage skills insights to take action

Things to consider:

- Use the gathered skills insights to mobilise your talent – whether that’s reshuffling teams or resourcing projects.
- Draw on these insights for future talent planning, such as preparing for succession or targeting strategic hires.
- Maximise your existing talent by investing in targeted skills development, starting with your prioritised areas, designing personalised growth journeys aligned to your business goals.

6 Evolve: Use data to drive continuous improvement

Things to consider:

- Remember skills aren’t static – what’s important now may be different in a year’s time, so ensure you revisit your hiring process to make sure it continues to measure the most important factors that will determine a candidate’s success in a role. Use performance data and other metrics to consider which skills are predictive of success, and which are no longer serving your evolving needs.
- Ensure you consider data across roles, levels and regions to identify patterns and trends.
- Feed these insights back into your skills framework and hiring processes, creating a cyclical process of improvement that gives you the greatest opportunity for organisational success.

You don’t need to start from scratch. Embed skills into your hiring process in a way that leverages what you have now and is aligned to your business and strategic objectives. Whether you have a well-established competency model or are starting fresh, Talogy can help define, assess, and develop the skills that matter most – ensuring you’re ready for today, and for what comes next.



Frequently Asked Questions

My organisation currently measures competencies – should I only measure skills?

If you already have an established competency framework or frameworks within your organisation, you do not need to throw this away to switch to a skills-based hiring approach. Competency frameworks can be aligned and extended into skills taxonomies. By doing this, you can build on existing, established materials rather than starting from scratch unnecessarily. Often, in practice, there might be only semantic differences in some organisational frameworks between competencies and transferable skills – it just depends on how narrow an organisation wants their skills taxonomy to be.

Competencies can sometimes be a useful way to combine related, specific skills together into ‘skillsets’, providing a way of hierarchically organising skills within your organisation. Also, they can be helpful for ensuring that a holistic view is taken to person specifications for roles – otherwise relevant aspects of work behaviour such as integrity or change orientation might not be considered.

Example:

The competency or skillset of ‘Coaching and Developing’ could be broken down into the following key skills:

- Evaluating employee capabilities
- Giving constructive feedback
- Guiding development

How granular do skills need to be?

This is something that it is important to establish at the outset. Some skills libraries can contain tens of thousands of skill labels, but these can be very narrow and there can also be considerable overlap between different skills. Working at this level of granularity can make a taxonomy unwieldy and overlaps in terminology can cause confusion. We recommend working at a broader level, defining the major job-specific and transferable skills required for roles and business units in your organisation without making this too granular and complex.

Do I need to overhaul my hiring process to assess skills?

Adopting a skills-based hiring approach doesn’t require a complete rework of your hiring process. Using the foundations you have in place such as competency frameworks, job descriptions, and other structured stages of your process, you can integrate a skills approach with the right talent management partner. Talogy can help you transform your hiring process foundations into skills-based decision making without walking away from what you have worked hard to build.



Unlocking the next level of skills-based hiring

Approaches to skills-based hiring are evolving rapidly and gaining momentum across industries. Here are four key trends that will continue to drive skills-based hiring forward:

Powering skills-based hiring through Artificial Intelligence

AI offers huge potential to facilitate more effective and efficient skills-based hiring. Natural language processing and LLMs can be used to inform skills identification based on existing role and organisational information. AI can then help to highlight potential skills based on available information about candidates, as well as to enhance talent assessments by measuring targeted skills. Post-hire, it can also be used to support upskilling suggestions and learning path recommendations for new hires.

Multi-role matching

A more holistic hiring approach can be adopted using skills where candidates can be assessed and then matched to several potential opportunities across different organisational functions or departments. It can also be used to help identify people whose skills could be a good fit for planned future roles and projects aligned to the organisation's strategy. Multi-role recommendations are likely to become increasingly prominent, enabling organisational agility, as well as non-linear career mobility for individuals.

Identifying skills gaps with analytics

By applying robust talent assessments which indicate employees' current capability and skills potential, organisations can use this to build a picture of a team or function's breadth of skills available. Analytics and data dashboards will be increasingly used to help team and functional leaders identify clearly where there are skills gaps to fill both in terms of current needs and forward planning to future requirements.

Skills micro-credentialing

Rather than broader educational qualifications, skills-based talent management means there is likely to be an increased focus on skills micro-credentials – employees obtaining independently verified, digital certifications relating to job-specific and transferable skills. These would provide supporting evidence of someone's capabilities which can be paired with hiring assessments to identify key talent with the right skills for an organisation's needs.

Activate future-ready skills strategies with Talogy

The promise of skills-based hiring is great in a time of advancing technology, a widening skills gap and high competition for top-tier talent. A focus on skills can widen the talent pool, make hiring faster and more agile, and build a stronger, more resilient workforce. But these benefits can only be realised if you can make your skills-based hiring strategy a reality.

By understanding and assessing holistic people potential, Talogy offers insights not only into job performance, but lasting organisational outcomes. We help you select and develop the right person for your organisation – focusing on long-term fit, not just the current role. With insights that allow you to look beyond the right set of skills for ‘right now’, we create a complete picture of both the person’s job specific and transferable skills that help your organisation and your employee adapt and thrive – wherever the future takes you.

Expert consulting team

Our knowledgeable consulting experts partner with you to understand your unique needs – working with you to identify which skills to assess, develop a skills-based strategy and skills taxonomies, and align reliable and effective solutions to meet your goals. We enable the speed, agility, and scalability you need to achieve sustainable and demonstrated business results.

Unmatched talent assessment portfolio

Talogy has the industry’s largest library of assessment content from which to measure not only what an employee can do, but also a person’s capacity to adapt to change, take on new challenges and master new skills. Our robust, accurate assessments provide insights into vital transferable skillsets, such as building relationships and learning agility, as well

as a comprehensive picture of someone’s skills foundations, such as their personality traits, cognitive ability, values and emotional intelligence.

Partnering to build custom skills assessments

We are highly experienced at working with organisations to develop a uniquely tailored or fully customised assessment. We can support you in the creation of structured interviews, situational judgment tests, work samples, simulation exercises, and job knowledge tests that are targeted at measuring your specific skills assessment needs.

Actionable insights

Talogy partners with you to provide actionable data-driven people insights that go beyond hiring. We start by helping you align the right people with the right skills and the right fit for your organisation – but it doesn’t stop there. Providing valuable skills insights, Talogy enables you to mobilise and maximise your talent, supporting you with targeted development investments, succession planning, internal mobility and upskilling aligned with your business goals.

Find out more about how Talogy can help you develop, implement, and sustain a successful skills-based hiring strategy [here](#).

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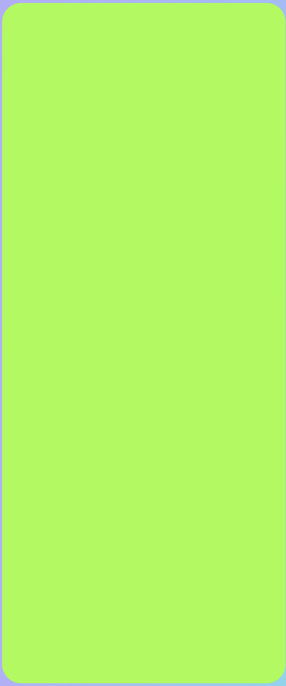
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