

Skills-based Hiring



9 Questions for Evaluating if Academic Degrees are Required for a Role

1 ESSENTIAL SKILLS

What specific skills are essential for success in this role, and **can they be acquired through means** other than a formal degree?



2 TASK RELEVANCE

How much of the job's daily tasks rely on skills typically **taught in degree programs versus those learned** through on-the-job experience?



3 SKILL SHELF LIFE

How quickly do the required skills for this role evolve, and **does a degree ensure up-to-date knowledge** in this field?



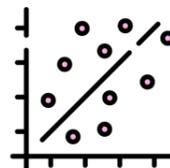
4 DEMONSTRATED SUCCESS

Are there **successful employees in similar roles** within the organization who don't have the specified degree?



5 PERFORMANCE CORRELATION

How well do our top performers in this role **correlate with their educational backgrounds**?



6 LEGAL REQUIREMENTS

Is there a **legal or regulatory requirement for a degree** in this position (e.g., medical professionals, lawyers)?



7 DEVELOPMENT INVESTMENT

How does the cost-benefit analysis of hiring a degreed candidate compare to **investing in training and development** for a non-degreed candidate with potential?



8 TALENT EXPANSION

Could removing the degree requirement for this role **significantly expand the talent pool** and provide access to top talent?



9 ALTERNATIVE PATHWAYS

Could partnering with **vocational schools or offering apprenticeships** provide an alternative pathway to developing the necessary skills for this role?

