

CONTINUOUS LEARNING



SKILLS-BASED HIRING

www.turknett.com

Only **one third** of employees believe their companies are prepared to cope with the workforce disruptions resulting from technology and market trends.¹



say they either are **experiencing gaps** now or expect them within a few years.¹

Companies that invest in human capital, are **more consistent and resilient** performers, and are better at **attracting and retaining talent.**²

WHAT CAN WE DO?

Upskilling & Reskilling

Skills Based Hiring



Education

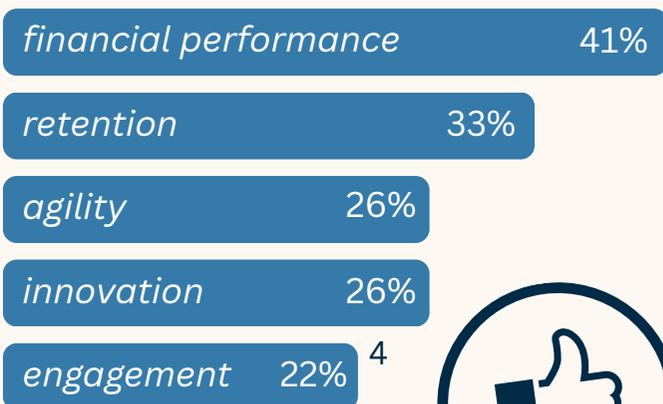


Exposure



Experience³

Make learning a part of your culture - not just a perk. When you build talent internally you increase



94% of employees would stay at a company longer if it invested in their career development⁵



Many **qualified candidates are overlooked** simply for lacking a degree.

Hiring for skills is **five times** more  predictive of job performance than hiring for education and **two times** more  predictive than hiring for work experience.⁵



Skills-based hiring challenges employers to rethink how **roles are defined, jobs are described, and candidates are evaluated.**⁶

References

1. McKinsey 2020, Beyond hiring: How companies are reskilling to address talent gaps
2. McKinsey Global Institute 2023, Performance through people: Transforming human capital into competitive advantage
3. HBR 2023, Help Your Employees Develop the Skills They Really Need
4. Deloitte 2023 Global Human Capital Trends
5. McKinsey 2022, Taking a skills-based approach to building the future workforce
6. SHRM 2023, Transforming HR: The Rise of Skills-Based Hiring and Retention Strategies