12: Workforce Mythblasters: Debunking the Myths of Skills-Based Hiring

On Episode 12 of Ready for Work, we seek to debunk some common myths of skills-based hiring with a Top Ten List of Workforce Mythblasters. We’ll cover some common misconceptions that employers, educators, and communities might have about skills-based hiring. We’ll also hear from leading employers on how they use ACT Workforce Solutions and the ACT® WorkKeys® system to help overcome these challenges. You’ll hear several different examples of employer success stories, and we provide a link to each featured resource.

Top Ten Myths of Skills-Based Hiring

Ten: Cognitive assessments aren’t relevant to specific jobs
Nine: Skills-based hiring is not worth an employers’ expense
Eight: Skills-based hiring takes too much time
Seven: Company is too small or too large for skills-based hiring
Six: Customers really don’t care about the quality of a business’s workforce
Five: Skills-based hiring doesn’t really help students
Four: Assessments are risky as they introduce discrimination
Three: Assessments can’t measure soft skills
Two: Employers must use multiple providers to measure technical skills

“It’s very difficult to try to reach a target when you don’t know where the target is.”
-Tonya Foreman
Eastman Chemical Company
One: Employers can’t do skills-based hiring in a tight labor market

Join the Conversation

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Resources

ACT Workforce Solutions
ACT Stack
Success Stories and Research on Workforce Solutions
ACT Workforce Summit
ACT Work Ready Communities

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