

HIRING HOURLY ENTRY-LEVEL WORKERS

Uncovering Potential



Hiring hourly entry-level workers is critical for organizations that rely on a high-volume, often seasonal, workforce. **But how can you quickly determine who is the right fit for your role when applicants have limited resumes and minimal work experience?**

Traditional hiring methods rely on resumes, often overlooking important soft skills that can predict success in the role. **A skills-based hiring approach shifts the focus to the candidate, analyzing their cognitive abilities, soft skills, potential, and cultural fit rather than their past job titles or education.**

WHY SKILLS-BASED HIRING?

As of 2024, **81%** of employers are using skills based hiring to reduce mis-hiring and cost-to-hire while boosting retention.

81%

94% of companies find it a better indicator than resumes of on-the-job success.

94%

Three Steps to Implement Skills-Based Hiring



IDENTIFY KEY SKILLS FOR THE ROLE

Determine the must-have skills and traits for success on day one. For hourly roles, these might include communication, teamwork, problem-solving, and adaptability. Don't focus on skills that can be easily trained.



FOCUS ON POTENTIAL OVER EXPERIENCE

Shift your perspective: view entry-level workers not as "unskilled" but as "soft-skilled". A candidate who is open to learning, quick to adapt, and highly motivated is highly trainable.



LEVERAGE PRE-EMPLOYMENT ASSESSMENTS

Incorporate assessments to evaluate candidates' skills, personality traits, and cognitive abilities. These tools provide valuable insights into a candidate's soft skills and alignment with your organizational culture and role requirements.

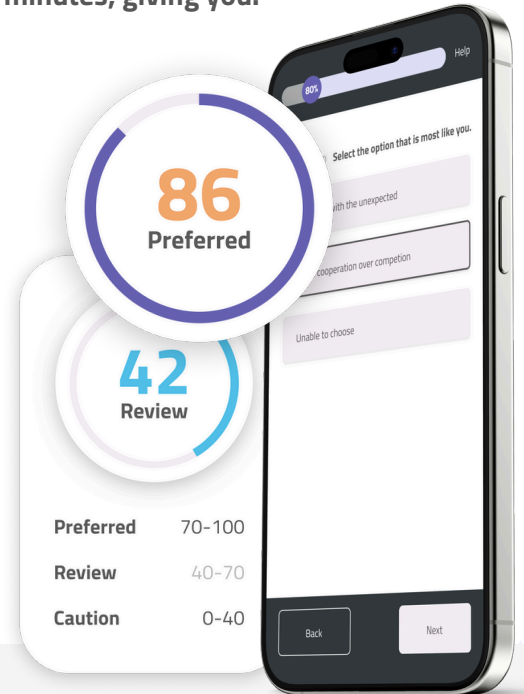


Enhanced Efficiency WITH MOBILE ASSESSMENTS

Equip hiring managers with immediate, actionable insights.

Candidates can complete assessments on-site in minutes, giving you:

- ▶ REAL-TIME VISIBILITY INTO CANDIDATE STRENGTHS AND WEAKNESSES
- ▶ PERSONALIZED INTERVIEW GUIDES TO FOCUS ON WHAT MATTERS MOST
- ▶ THE ABILITY TO HIRE IN DAYS, NOT WEEKS




By adopting these strategies, your organization can improve candidate quality and dramatically reduce time-to-hire, ensuring you quickly secure the best talent for your roles.

Interested in implementing assessments for skills-based hiring at your organization?

HighMatch can help.
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