

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.

"It's very difficult to try to reach a target when you don't know where the target is."

-Tonya Foreman

Eastman Chemical Company

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**

One: Employers can't do skills-based hiring in a tight labor market

Join the Conversation

Jasen Jones: [@JasenCJones](#)
ACT Twitter: [@act](#)
ACT LinkedIn: [ACT Workforce Solutions](#)

Resources

[ACT Workforce Solutions](#)

[ACT Stack](#)

[Success Stories and Research on Workforce Solutions](#)

[ACT Workforce Summit](#)

[ACT Work Ready Communities](#)

Contributors to Episode 12 and related media:

- [Helen Palmer, ACT](#)
- [Tanya Foreman, Eastman Chemical](#)
- [Ray Peters and Donna Bailey, Roy O Martin Industries](#)
- [Jeff Powers, Toray Industries](#)
- [Jeromy Arnett, United Tool and Mold](#)
- [Lindsay Moore, Click Bond, Inc.](#)
- [Tina Manus \(Episode 7\)](#)
- [Jason Way, ACT](#)