Three Tips to Verify Skills

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A CHECKLIST HIRING MANAGERS CAN USE TO VALIDATE ABILITY AND HIRE TOP TALENT

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There are currently close to seven million open jobs available in the United States, according to the Bureau of Labor Statistics. If you're a hiring manager searching for the right candidate for a job, you know how daunting it can be to find someone with the skills they claim they have, who can also fit into the company culture and deliver value.

Open positions often sit unfilled as hiring managers struggle to find qualified applicants. Here are the top three ways an organization's hiring manager can verify skills on a resume and get the best person for the job:

Look for previous job experience that required professional growth

Translation of suitable skills is critical in finding a perfect candidate. If you have a candidate who doesn't match the skills you're requiring 100%, see if they have taken the initiative to learn new skills outside of their previous role. If you're hiring for a sales role and you're reading the resume of a candidate who was previously in human resources, did the candidate articulate their people skills? Are they great at negotiating? Scan for hard and soft skills that are applicable regardless of the role you're hiring for.

Verify Skills

It's easy for a candidate to stretch the truth about their skills on a resume in an attempt to land the perfect job. As a hiring manager, it's imperative to know what skills are legitimate and to identify those that aren't. Having instant access to the talents presented on a resume, in the form of digital credentials, makes verifying skills accurate, easy, and quick.

Identify relevant education experience learned outside of the classroom

Has the candidate taken professional development courses or learned a trade that they are interested in just to better themselves? Those are relevant job skills, too, and show the initiative to learn new things both on the job and outside of work. If the experiences to learn, grow, and adapt are there, those are the candidates you want in your organization.

The average recruiter or hiring manager spends an average of six seconds reading a resume. Identifying skills and abilities are imperative to both the job seeker and the hiring organization.