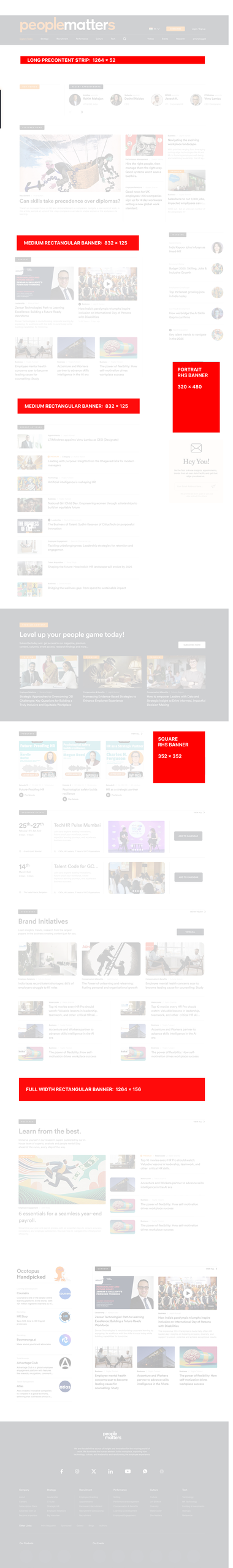
LONG PRECONTENT STRIP: 1264 × 52
MEDIUM RECTANGULAR BANNER: 832 × 125
MEDIUM RECTANGULAR BANNER: 832 × 125
PORTRAIT RHS BANNER
320 × 480
SQUARE RHS BANNER
352 × 352
FULL WIDTH RECTANGULAR BANNER: 1264 × 156

Recruitment

Can skills take precedence over diplomas?

Samriddhi Srivastava + Follow
in | 4 Min Read | February 04, 2025

The degree isn't the single source of truth, any more. What's driving this shift?

The traditional path to employment—earning a college degree straight out of high school—is no longer the only route to landing an entry-level role. In fact, according to a recent report, 30% of Indian employers are looking to adopt skill-based hiring practices as opposed to the conventional degree-based approach. This indicates a visible shift in how employers are rethinking their early career talent pipelines.

When individuals feel their abilities are acknowledged, they are more motivated, leading to a more engaged and productive workforce.

THE CHANGING EMPLOYMENT LANDSCAPE AND EXPECTATIONS:

The drivers behind this change are multifaceted. A tight labour market and glaring skill gaps have companies racing to rope in candidates beyond just recent college graduates. At the same time, a growing embrace of skills-based hiring practices opens the door for "new collar" workers without traditional three-year or four-year college degrees. In a world where technology is evolving faster than academic curricula, employers are placing greater emphasis on adaptability, problem-solving, and hands-on experience over formal education.

This isn't to say that the value of degrees has diminished. While degrees offer foundational knowledge, real skills come from experience and targeted training, making candidates more aligned with today's evolving job demands. Further, with economic uncertainties, companies have a strong incentive to hire more entry-level professionals, as they are more cost-effective for the organisation and can be trained quickly. However, there is intense competition for this young talent. To bridge this gap, an engaging and informative hiring process benefits early-career candidates by setting clear expectations, helping them understand necessary skills, and introducing them to company culture. This ensures they start with greater confidence and preparedness.

In their pursuit of fresh perspectives and skills over academic pedigrees, companies are remaking their early career hiring models. This evolution prioritises hands-on capabilities over academic credentials alone, reflecting a shift in how employers assess and acquire talent for entry-level roles.

Zomato CEO Deepinder Goyal's Chief of Staff hiring escapade attracts 30 outstanding candidates

WHY THE SHIFT TOWARDS SKILL?

One of the primary motivations is the recognition that traditional degrees may not always be the best indicators of a candidate's potential for success. As the demand for specialised skills continues to rise, employers see value in candidates with relevant experience, certifications or non-degree education. Recognising skills in hiring helps with more than just recruitment; it enhances employee morale. When individuals feel their abilities are acknowledged, they are more motivated, leading to a more engaged and productive workforce.

Moreover, with the rapid pace of change across industries, employers prioritise candidates who can learn and adapt continually. This aligns with early career programs' focus on comprehensive training to develop professionals within the organisation.

DOWNLOAD

understand the nature of the PDF before downloading it. You can also add some bullet points like this:

- Lorem ipsum dolor sit amet, consectetur adipiscing elit.
- Ut enim ad minim veniam, quis nostrud
- Quis aute iure dolor in reprehenderit
- Voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat
- Sunt in culpa qui officia deserunt mollit anim id est laborum.

DOWNLOAD NOW

LOOKING AHEAD FOR BETTER TALENT STRATEGIES

In today's constantly changing job environment, one trend is clear: the workforce philosophy is being remodelled. Companies must adapt their talent strategies to attract the best candidates and meet rapidly evolving skills needs.

By prioritising a skills-based approach in early career hiring and doubling down on learning programs, organisations can fill vital roles while fostering cultures of innovation, diversity and growth. This also means companies can secure high-potential candidates who may lack conventional resumes but bring valuable, job-specific competencies to the table. Hiring based on skills also opens doors for companies to larger talent pools, putting those who may not have the traditional resume but possess varied skill sets required for the job in the spotlight.

As economies and labour markets remain unsettled, companies have powerful incentives to explore new ways to secure the high-potential talent of tomorrow. The evolution of remaking early career hiring pipelines reflects that drive for cost-effective solutions and fresh perspectives. And it's unlocking new potential from too often overlooked or unconventional pools of applicants.

AUTHOR

Building talent pipelines: Apprenticeship or hiring?

AUTHOR

Connect with our edit team below for queries, followups or contributions:

Samriddhi Srivastava
in | samriddhi.s@peoplematters.in

PORTRAIT RHS BANNER

320 × 480

SUGGESTED

Learning & Development
How we bridge the AI Skills Gap in our firms

Recruitment Landscape
Top 25 fastest growing jobs in India today

Talent Acquisition
Key talent trends to navigate in the 2025

Economic & Policy
Budget 2025: Skilling, Jobs & Inclusive Growth

Appointments
Indu Kapoor joins Infosys as Head-HR

MEDIUM RECTANGULAR BANNER: 832 × 125

TOP BANNER 830 × 103

READ SIMILAR VIEW ALL

Appointments / Jasmine Kumari
LTIMindtree appoints Venu Lambu as CEO (Designate)

Leadership / Dr. Ramesh Agarwal
Leading with purpose: Insights from the Bhagavad Gita for modern managers

Technology / Aisha Talwar
Artificial intelligence is reshaping HR

Business / Rahul Verma
National Girl Child Day: Empowering women through scholarships to build an equitable future

Leadership / Rachel Tenzin Lobo
The Business of Talent: Sudhir Kesavan of CitiusTech on purposeful innovation

Employee Engagement / Sushma Bhattacharya
Tackling unbelongingness: Leadership strategies for retention and engagement

Showing 145 Results

Google Layoffs

TO SEARCH

Sort By Relevance

FORMAT

- Articles (48)
- Podcasts (3)
- Videos (8)
- Infographics (14)
- Research (3)

+ VIEW MORE

CATEGORIES

- Strategic HR (14)
- C-Suite (2)
- Employee Relations (1)
- Performance Mgmt (14)
- Culture (3)

+ VIEW MORE

Appointments / Jagriti Kumari

LTIMindtree appoints Venu Lambu as CEO (Designate)

Leadership / Dr. Subodh Agarwal

Leading with purpose: Insights from the Bhagavad Gita for modern managers

Technology / Yogita Tulsiani

Artificial intelligence is reshaping HR

Business / Yogita Tulsiani

National Girl Child Day: Empowering women through scholarships to build an equitable future

Leadership / Rachel Ranosa Joshi

The Business of Talent: Sudhir Kesavan of CitiusTech on purposeful innovation

Employee Engagement / Basmati Bhattacharyya

Tackling unbelongingness: Leadership strategies for retention and engagemen

Appointments / Jagriti Kumari

LTIMindtree appoints Venu Lambu as CEO (Designate)

Leadership / Dr. Subodh Agarwal

Leading with purpose: Insights from the Bhagavad Gita for modern managers

MEDIUM RECTANGULAR BANNER: 832 × 125

Technology / Yogita Tulsiani

Artificial intelligence is reshaping HR

Business / Yogita Tulsiani

National Girl Child Day: Empowering women through scholarships to build an equitable future

Leadership / Rachel Ranosa Joshi

The Business of Talent: Sudhir Kesavan of CitiusTech on purposeful innovation

Employee Engagement / Basmati Bhattacharyya

Tackling unbelongingness: Leadership strategies for retention and engagemen

Appointments / Jagriti Kumari

LTIMindtree appoints Venu Lambu as CEO (Designate)

Leadership / Dr. Subodh Agarwal

Leading with purpose: Insights from the Bhagavad Gita for modern managers

Technology / Yogita Tulsiani

Artificial intelligence is reshaping HR

Business / Yogita Tulsiani

National Girl Child Day: Empowering women through scholarships to build an equitable future

Leadership / Rachel Ranosa Joshi

The Business of Talent: Sudhir Kesavan of CitiusTech on purposeful innovation

Employee Engagement / Basmati Bhattacharyya

Tackling unbelongingness: Leadership strategies for retention and engagemen

Copyright 2025 People Matters Media Pvt. Ltd. All rights reserved.

Blogs.

Sort By Publishing Date

POPULAR

Category / Author Name

Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

Category / Author Name

Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

Category / Author Name

Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

Category / Author Name

Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

MEDIUM RECTANGULAR BANNER: 832 × 125

Category / Author Name

Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

Category / Author Name

Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

Category / Author Name

Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

Category / Author Name

Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

Category / Author Name

Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

Category / Author Name

Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

Category / Author Name

Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

Copyright 2025 People Matters Media Pvt. Ltd. All rights reserved.

Videos.

Insightful analysis on workplace trends, employee well-being, organizational culture, and talent development from our experts, designed to help you navigate the complex world of People Matters.

Conferences | Webinars | Premium

TRENDING

Category
Title for the article will go here and it can be long enough for it to be in 2-3 lin...

Category
Title for the article will go here and it can be long enough for it to be in 2-3 lin...

Category
Title for the article will go here and it can be long enough for it to be in 2-3 lin...

Category
Title for the article will go here and it can be long enough for it to be in 2-3 lin...

Category
Title for the article will go here and it can be long enough for it to be in 2-3 lin...

FEATURED

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 2-3 lines as well cause sometimes things need more space.
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod. tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim. veniam, quis nostrud exercitation...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 2-3 lines as well cause sometimes things need more space.
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod. tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim. veniam, quis nostrud exercitation...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 3-4 lines as well cause someti...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 3-4 lines as well cause someti...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 3-4 lines as well cause someti...

FULL WIDTH RECTANGULAR BANNER: 1264 × 156

FEATURED

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 2-3 lines as well cause sometimes things need more space.
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod. tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim. veniam, quis nostrud exercitation...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 2-3 lines as well cause sometimes things need more space.
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod. tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim. veniam, quis nostrud exercitation...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 2-3 lines as well cause sometimes things need more space.
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod. tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim. veniam, quis nostrud exercitation...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 2-3 lines as well cause sometimes things need more space.
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod. tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim. veniam, quis nostrud exercitation...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 2-3 lines as well cause sometimes things need more space.
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod. tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim. veniam, quis nostrud exercitation...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 2-3 lines as well cause sometimes things need more space.
Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod. tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim. veniam, quis nostrud exercitation...

LONG PRECONTENT STRIP: 1264 × 52

FEATURED

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 3-4 lines as well cause someti...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 3-4 lines as well cause someti...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 3-4 lines as well cause someti...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 3-4 lines as well cause someti...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 3-4 lines as well cause someti...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 3-4 lines as well cause someti...

Category | Author Name
Title for the article will go here and it can be long enough for it to be in 3-4 lines as well cause someti...

TOP BANNER 830 × 103

PORTRAIT RHS BANNER

320 × 480

POPULAR

PREMIUM | Category | Author Name
Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

PREMIUM | Category | Author Name
Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

PREMIUM | Category | Author Name
Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

PREMIUM | Category | Author Name
Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

PREMIUM | Category | Author Name
Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

PREMIUM | Category | Author Name
Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

PREMIUM | Category | Author Name
Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

PREMIUM | Category | Author Name
Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

PREMIUM | Category | Author Name
Title for the article will go here and it can be long enough for it to be in 1-2 lines as well cause sometimes things need more space.

+ VIEW MORE

Copyright 2025 People Matters Media Pvt. Ltd. All rights reserved.

Recruitment

Can skills take precedence over diplomas?

Samriddhi Srivastava + Follow
in | 4 MIN Read | February 04, 2020

The degree isn't the single source of truth any more. What's driving this shift?

The traditional path to employment—earning a college degree straight out of high school—is no longer the only route to landing an entry-level role. In fact, according to a recent report, 30% of Indian employers are looking to adopt skill-based hiring practices as opposed to the conventional degree-based approach. This indicates a visible shift in how employers are rethinking their early career talent pipelines.

When individuals feel their abilities are acknowledged, they are more motivated, leading to a more engaged and productive workforce.

THE CHANGING EMPLOYMENT LANDSCAPE AND EXPECTATIONS:

The drivers behind this change are multifaceted. A tight labour market and glaring skill gaps have companies racing to rope in candidates beyond just recent college graduates. At the same time, a growing embrace of skills-based hiring practices opens the door for "new collar" workers without traditional three-year or four-year college degrees. In a world where technology is evolving faster than academic curricula, employers are placing greater emphasis on adaptability, problem-solving, and hands-on experience over formal education.

This isn't to say that the value of degrees has diminished. While degrees offer foundational knowledge, real skills come from experience and targeted training, making candidates more aligned with today's evolving job demands. Further, with economic uncertainties, companies have a strong incentive to hire more entry-level professionals, as they are more cost-effective for the organisation and can be trained quickly. However, there is intense competition for this young talent. To bridge this gap, an engaging and informative hiring process benefits early-career candidates by setting clear expectations, helping them understand necessary skills, and introducing them to company culture. This ensures they start with greater confidence and preparedness.

In their pursuit of fresh perspectives and skills over academic pedigrees, companies are remaking their early career hiring models. This evolution prioritises hands-on capabilities over academic credentials alone, reflecting a shift in how employers assess and acquire talent for entry-level roles.

Zomato CEO Deepinder Goyal's Chief of Staff hiring escapade attracts 30 outstanding candidates

WHY THE SHIFT TOWARDS SKILL?

One of the primary motivations is the recognition that traditional degrees may not always be the best indicators of a candidate's potential for success. As the demand for specialised skills continues to rise, employers see value in candidates with relevant experience, certifications or non-degree education. Recognising skills in hiring helps with more than just recruitment; it enhances employee morale. When individuals feel their abilities are acknowledged, they are more motivated, leading to a more engaged and productive workforce.

Moreover, with the rapid pace of change across industries, employers prioritise candidates who can learn and adapt continually. This aligns with early career programs' focus on comprehensive training to develop professionals within the organisation.

EDITOR'S PICK

MEDIUM RECTANGULAR BANNER: 832 × 125

understand the nature of the PDF before downloading it. You can also add some bullet points like this:

- Lorem ipsum dolor sit amet, consectetur adipiscing elit,
- Ut enim ad minim veniam, quis nostrud
- Quis aute iure dolor in reprehenderit
- Voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat
- Sunt in culpa qui officia deserunt mollit anim id est laborum.

DOWNLOAD NOW

LOOKING AHEAD FOR BETTER TALENT STRATEGIES

In today's constantly changing job environment, one trend is clear: the workforce philosophy is being remodelled. Companies must adapt their talent strategies to attract the best candidates and meet rapidly evolving skills needs.

By prioritising a skills-based approach in early career hiring and doubling down on learning programs, organisations can fill vital roles while fostering cultures of innovation, diversity and growth. This also means companies can secure high-potential candidates who may lack conventional resumes but bring valuable, job-specific competencies to the table. Hiring based on skills also opens doors for companies to larger talent pools, putting those who may not have the traditional resume but possess varied skill sets required for the job in the spotlight.

As economies and labour markets remain unsettled, companies have powerful incentives to explore new ways to secure the high-potential talent of tomorrow. The evolution of remaking early career hiring pipelines reflects that drive for cost-effective solutions and fresh perspectives. And it's unlocking new potential from too often overlooked or unconventional pools of applicants.

AUTHOR STORY

Building talent pipelines: Apprenticeship or hiring?

EDITORS

Connect with our edit team below for queries, followups or contributions:

Samriddhi Srivastava
in | samriddhi@peoplematters.com

PORTRAIT RHS BANNER

320 × 480

SUGGESTED

Learning & Development
How we bridge the AI Skills Gap in our firms

Employment Landscape
Top 25 fastest growing jobs in India today

Expert Advice Series
Key talent trends to navigate in the 2025

Economy & Policy
Budget 2025: Skilling, Jobs & Inclusive Growth

Appointments
Indu Kapoor joins Infosys as Head-HR

TOP BANNER 830 × 103

READ SIMILAR VIEW ALL

Appointments | Jagriti Gunjal
LTIMindtree appoints Venu Lambu as CEO (Designate)

Leadership | Dr. Subash Agarwal
Leading with purpose: Insights from the Bhagavad Gita for modern managers

Technology | Shalini Tulsian
Artificial intelligence is reshaping HR

Business | Vishal Bansal
National Girl Child Day: Empowering women through scholarships to build an equitable future

Leadership | Vishal Bansal Jagat
The Business of Talent: Sudhir Kesavan of CitiusTech on purposeful innovation

Employee Engagement | Sushmita Mukherjee
Tackling unbelongingness: Leadership strategies for retention and engagemen