

## 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

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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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