

Skills-First Hiring & Credential Disruption

TALENT & WORKFORCE TRANSFORMATION

STRATEGIC PROOF

A leading organization faced persistent hiring inefficiencies despite strong employer branding and competitive compensation. The root cause was not a talent shortage — it was a legacy credential-based hiring model that failed to identify real capability. High time-to-hire, low predictive accuracy, and over-reliance on degrees and years of experience were blocking access to high-potential, non-traditional talent pools and creating weak alignment between hiring inputs and actual job performance.

Fortis & Peak diagnosed the core constraint and intervened with a fundamental re-architecture: transforming hiring from a selection process into a validated **Capability Acquisition System**. The result is a Skills Intelligence Framework that replaces credential filters with demonstrated ability — unlocking faster hiring, better performance prediction, and a self-improving talent engine aligned to business strategy.

The Problem

Credential-based filters blocking real capability from entering the pipeline

The Intervention

Skills Intelligence Framework replacing CV screening with validated assessments

The Outcome

A proactive capability engine aligned with evolving business performance demands

The Strategic Challenge: A Broken Hiring Model

DIAGNOSIS

Despite investing in employer branding and competitive compensation, the organization struggled to hire effectively for critical roles. Time-to-hire remained high, and the predictive accuracy of hiring decisions was consistently low. Screening criteria — dominated by degree requirements and years of experience — were acting as blunt instruments that filtered out high-potential candidates while allowing through those who looked good on paper but underperformed in practice.

The organization also suffered from limited access to non-traditional talent pools, leaving a significant portion of capable candidates invisible to the hiring process. Internal mobility was weak, and there was little structural connection between hiring inputs and actual job performance outcomes. The talent strategy was reactive, not anticipatory.

Legacy Model Failures

- High time-to-hire for critical roles
- Low predictive accuracy of hiring decisions
- Over-reliance on degrees and years of experience
- Limited access to non-traditional talent pools
- Weak alignment between hiring inputs and job performance

Root Cause

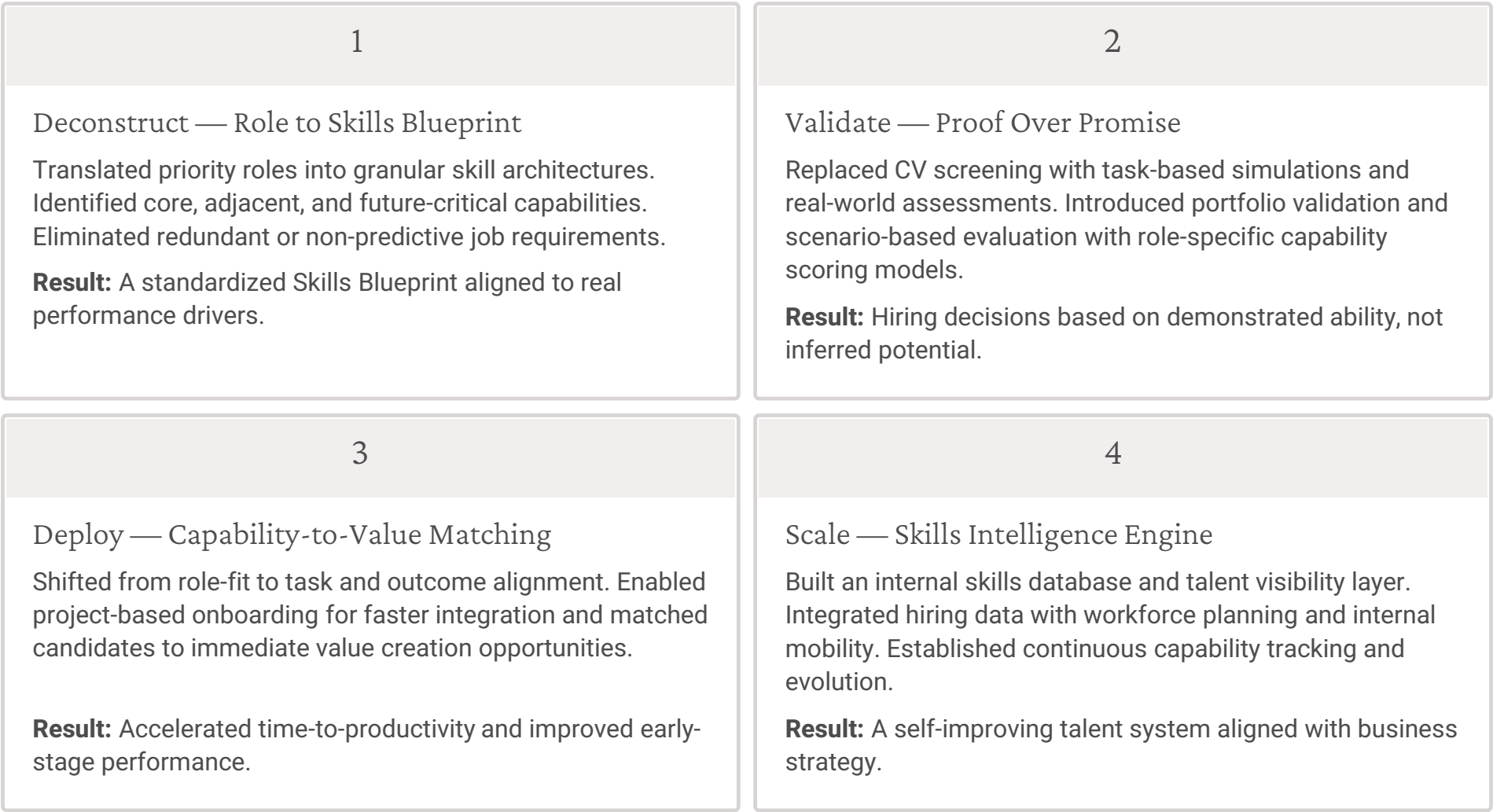
The organization was not lacking talent. It was constrained by a credential-based hiring model that failed to identify real capability. Degrees and tenure proxies were substituting for actual performance evidence — creating a systematic blind spot at the point of entry.

The fix required not process optimization, but a fundamental re-architecture of how talent was identified, evaluated, and deployed.

The Fortis & Peak Intervention: Four-Phase Framework

SKILLS INTELLIGENCE FRAMEWORK

Fortis & Peak deployed a four-phase Skills Intelligence Framework, systematically dismantling credential dependency and replacing it with a capability acquisition pipeline. Each phase builds on the last, creating a compounding system that improves over time.



Quantified Impact

MEASURED RESULTS

The Skills Intelligence Framework delivered measurable, compounding improvements across every dimension of hiring performance. Time-to-hire dropped dramatically for critical roles, hiring accuracy improved significantly, and qualified talent pools expanded – all while reducing early attrition risk through better role alignment.

35–50%

Faster Time-to-Hire

Reduction in time-to-hire for critical roles

40%+

Hiring Accuracy

Improvement in performance vs.
prediction alignment

2–3x

Talent Pool Expansion

Growth in qualified candidate access

Internal Mobility

Significant increase in internal mobility and role redeployment, enabled by the skills database and talent visibility layer built during the Scale phase. Employees became visible as capability assets, not just role occupants.

Attrition Risk Reduction

First-12-month attrition risk declined materially due to better role alignment at the point of hire. Matching candidates to immediate value creation opportunities accelerated integration and increased early-stage retention.



The organization transitioned from a reactive hiring model to a proactive capability engine – unlocking faster response to evolving skill demands, reduced dependency on traditional talent pipelines, and stronger alignment between talent strategy and business performance.

The Fortis & Peak Differentiator

EXECUTIVE TAKEAWAY

Fortis & Peak does not optimize hiring processes. We build capability acquisition systems. The distinction matters: process optimization produces incremental gains within a broken model, while capability system design replaces the model entirely — creating structural, compounding advantage in talent acquisition and deployment.

Before	After
Hiring for credentials → hoping for performance. Reactive, slow, and misaligned with actual job demands.	Hiring for validated capability → scaling performance. Proactive, precise, and continuously self-improving.

Organizations that make this shift gain faster response to evolving skill demands, broader and more diverse talent access, and a talent strategy that is structurally connected to business performance — not just headcount planning. The Skills Intelligence System becomes a durable competitive asset.

Transform how you identify, validate, and deploy talent. Engage Fortis & Peak to build your Skills Intelligence System.



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Engage Fortis & Peak to build your Skills Intelligence System today

