

Handshake Early Talent Awards

**Recruiting for skills with a
school-agnostic strategy**

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A conversation with Goldman Sachs



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Pillars of Goldman's strategy that we'll cover today



Engaging target groups

60 people across teams use Handshake every day, especially for targeted messaging campaigns and events



School-agnostic recruiting

Results include 1,160 schools represented across referred applications, and a 5% increase in school connections



Using skills-based hiring

Early career job seekers with up to 5 years of experience apply to a relevant skill instead of a specific role and are considered for multiple teams and roles

Why skills-based hiring is effective for early talent acquisition

Goldman Sachs applicants with 0-5 years of experience can apply to a skill, instead of a role

| Rank | % of resp. | I am more likely to apply to a role if... |
|------|------------|--|
| 1 | 63% | The job description includes the essential skills |
| 2 | 57% | The job title and description clearly outline the role and responsibilities |
| 3 | 55% | The job description includes the anticipated salary range |
| 4 | 45% | The company is responsive when I reach out with questions or recommendations to improve my candidacy |
| 5 | 41% | The job description includes the hiring process and expectations |
| 4 | 45% | I'll have the opportunity to meet with employees on the team I'll work with directly |
| 5 | 41% | I'll have the opportunity to meet with a leader from the team |

What is skills-based hiring?

9 in 10

Leaders think their organizations currently face skills gaps, or expect to in the next 5 years.

97M

New roles predicted as a result of the shift from human to machine labor.

2.5x

Skills-based hiring is 2.5x more predictive of future performance than hiring on work experience.