

## **Skill-Based Quantification for Modern Hiring**

### **1. Executive Summary**

The contemporary hiring ecosystem is increasingly inefficient. Traditional resumes fail to accurately represent candidate capability, Applicant Tracking Systems (ATS) reward keyword manipulation over substance, and recruiters are overwhelmed by the volume of low-signal applications. As a result, hiring outcomes are often influenced by chance rather than merit. This proposal outlines a skill-quantification platform designed to restore transparency, reliability, and efficiency to talent discovery.

### **2. Problem Statement**

#### **2.1 Unreliable Resumes**

Resumes no longer serve as trustworthy indicators of competence. A significant percentage of employers report that CVs underperform and frequently contain exaggerated or unverifiable information. The absence of standardized skill validation undermines credibility and complicates the screening process.

#### **2.2 ATS Over-Optimization and Loss of Authenticity**

ATS systems were introduced to streamline hiring but instead shifted the focus from skill demonstration to keyword optimization. Candidates increasingly tailor their resumes to satisfy automated scanners rather than reflect real capability. This practice reduces the overall quality of the talent pool and obscures genuine merit.

#### **2.3 Recruiter Overload**

Recruiters face a constant influx of cold messages, emails, and mass-produced resumes. Limited bandwidth prevents thorough evaluation at early stages. Skill assessments are postponed until late in the funnel, by which time bias, time constraints, and noise have already influenced the selection.

#### **2.4 Luck-Based Discovery**

Visibility in the current system depends heavily on formatting, submission timing, and keyword presence. Candidates who invest in developing their skills lack a reliable path to discovery, while less qualified applicants may pass through the filters due to resume engineering. This creates low transparency and an uneven playing field.

### **3. Proposed Solution: Skill Quantification Platform**

#### **3.1 Overview**

The proposed platform introduces an objective and verifiable framework for measuring candidate ability. Each candidate undergoes a high customized assessment relevant to their job role, designed to evaluate relevant skills. Performance is then quantified into a numerical score that reflects capability, experience, and applied knowledge.

#### **3.2 Key Advantages**

### **Objective Ranking System**

Numerical skill scores minimize subjective interpretation, reduce bias, and provide recruiters with a transparent talent hierarchy.

### **Elimination of Resume Dependency**

Skill profiles replace traditional keyword-based filtering, reducing the relevance of resume formatting and storytelling techniques.

### **Reduced Recruiter Workload**

Curated, pre-validated candidates significantly lower the time required for initial screening and follow-up communication.

### **Reliable Talent Discovery**

Merit becomes the primary driver of visibility. Candidates are surfaced based on demonstrated ability rather than luck, timing, or resume design.

### **3.3 Impact on Hiring Efficiency**

By quantifying skills early in the process, organizations gain immediate access to trustworthy and comparable candidate data. This enables faster decision-making, improved accuracy in role matching, and a measurable increase in hiring quality.

### **4. Conclusion**

The current hiring landscape is constrained by unreliable resumes, keyword-driven ATS systems, and recruiter overload. A skill-quantification platform provides a structural solution by shifting the emphasis from narrative to capability.

This model enhances trust, accelerates hiring, and creates a transparent environment where qualified candidates are recognized on merit.

Adopting this approach positions organizations to build stronger teams with greater efficiency and significantly reduced error in talent selection.

## **Platform specifications:**

Candidates are ranked by a metric - called the Hireability Index ( a number that puts the quantifies level of candidates to be hired) The Hireability index is calculated by adding two separate scores:

1. The Skill Index - calculated when the candidate takes a comprehensive test assessment to quantify their skills (such as Product Management Assessment Test, Venture Capital Assessment, Software Development Test, etc). This score is out of 350.
2. The Experience Index - This is calculated based on the users:
  - a. Degrees (all)
  - b. Work Experience
    - i. Full time
    - ii. Internships
    - iii. Contract Roles
  - c. Certifications such as
    - i. Course certifications
    - ii. Skill certifications (CPA, CFA, PMP etc)
  - d. Extracurriculars
    - i. Medals, awards, etc
    - ii. Hackathons participated
    - iii. Projects
  - e. Courses completed (for later, growth stage, not to implemented now)
  - f. Interview Preparations completed (for later, growth stage, not to implemented now)
  - g. Case studies read (for later, growth stage, not to implemented now)
3. Together, both the Skill Index (65% weightage) + Experience Index (35% Weightage) form the Hireability Index

Target Market - Primarily all students looking for entry level roles, 3rd year, 4th year university students.

## Ranking System:

Students will be ranked by:

1. Country rank [ across role]
2. State rank [ across role]
3. City rank [ across role]
4. University rank [ across role]

This makes it easier for recruiters to sort out through the ranking table and cherry-pick talent at a granular level.

## Scoring system:

Hireability Index = .65 (Skill Index) + 0.35 (Experience Index)

For experience index:

Each month of working / learning has some points associated with it. Here, learning also has experience points associated with it as it counts as effort

1. Education
  1. No degree - 0
  2. Associate degree/Diploma - 120
  3. Bachelors -
    1. If 3 years - 180
    2. If 4 years - 240
4. Masters -
  1. If 2 years - 120 points (exclusive of bachelor degree's points)
  2. If 1 year - 60 points (exclusive of bachelor degree's points)
5. PHD : 60 points per year completed

- We do not assign points to high school and before
- Any type of certifications/awards completed:
  - 50 points per certification, 25 point per project
  - This includes course certifications, skill certifications, past hackathons, all awards, (skill specific and extracurriculars such as music, sports, etc)
- From our platform, when a person completes a case study, interview prep, hackathon, course, they get the following points (added to experience index)
  1. Case study - 25 points
  2. Interview Prep - 50 points
  3. Hackathon - 250 points
  4. Course - 400 points

## Revenue Model

1. For candidates
  1. Basic Tier: INR 600 / USD 40/ annum -
    - Gives access to only ranking table and hackathons, and ability to retake skill test twice a month
  2. Premium Tier: INR 2000 / USD 80/ annum:
    - Gives access to hackathon, courses, case studies, interview prep

This should be marketed as account management fee and not a subscription fee, to keep account active

2. For recruiters
  1. Individual use license: \$200/month
  2. Yearly license - \$1000/annum
  3. Campus license - \$100/user/annum if more than 30, \$150/user/annum if less than 30

## User flow process for candidates

1. Candidate lands on homepage, he sees number of active recruiters hiring on the platform, how the platform works, how the scores and assessment work
2. He clicks on make a profile
  - a. Inputs all the components required for onboarding and experience index metrics and skill index metrics
    - i. Degrees
    - ii. Work Experience
    - iii. Desired job domain (PM, Software engineer) [ can be changed only once a week, ranking to be recalculated if this is changed]
    - iv. Other preferred domains
    - v. Skills [to be used for skill assessment test conducted by AI]
    - vi. Awards and extracurriculars
    - vii. Projects
3. Profile is completed, by this time, the user sees his/her Experience Index score.
4. Ask for payment, once payment is completed, then move to next step/ Dashboard
5. Next step is to schedule skill assessment test in order to get skill index score
6. User takes skill index assessment [all skills that the user put in the Skill section will be tested] - User gets skill index score, percentile rank

7. Users are then automatically sent to the dashboard where they see their hireability score, experience score, skill score, rankings in university, city, state, country. Data is added to ranking table
8. Users can also see what it will take to beat the score of the person immediately above them in ranking, and option. Sees that in order to increase ranking, users can participate in hackathon (if on basic tier plan), or take hackathon + case studies + interview prep, do courses to increase score and therefore ranking.
9. Log out

### **User flow for recruiters**

1. Onboarding - Asks for company email, name, phone number, password
2. How our platform works
3. Subscription payment
4. Access to full ranking table, select and message a candidate
5. Ability to post a job, kanban board, etc

### **Ranking Table - The most important part of our platform, its most valuable asset**

1. Can only be viewed by paid recruiters
2. Allows for filter to the granular level
3. Ability to message