

# Ron Harding, Esteemed Author and Businessman, Highlights the Importance of Skills-Based Hiring Over Credentials

LOS ANGELES, CA, UNITED STATES, October 8, 2024 /EINPresswire.com/ -- [Ron Harding](#), esteemed businessman, life coach, and author of "[Hidden Talent: How to Build a Six-Figure Career Without a College Degree, Professional Certifications, or Even the Slightest Experience](#)," is challenging the traditional hiring model that prioritizes credentials over skills. Harding emphasizes that in today's rapidly evolving job market, the future of hiring lies in recognizing the value of practical experience, adaptability, and hands-on skills. According to [Merit America](#), skills-based hiring is a recruitment strategy emphasizing a candidate's practical abilities and competencies over their formal educational background.

"As the workforce continues to change, companies that focus solely on credentials risk overlooking talented individuals who possess the skills necessary to thrive in dynamic environments," Harding says. "Skills-based hiring opens doors for people who have learned through experience, hustle, and determination—qualities that can't be measured by a diploma or certification alone."

Harding, who built his successful career without formal education, believes that while credentials



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have their place, they often fail to fully reflect an individual's capabilities. His book, *Hidden Talent*, serves as a roadmap for anyone seeking to prove that a college degree or professional certifications are not the only pathway to a rewarding career. Merit America says one of the critical benefits of skills-based hiring is that it broadens the talent pool by removing degree requirements, allowing employers to access diverse candidates with skills from non-traditional paths.

Harding elaborates, "In today's tech-driven world, where innovation and problem-solving are key, companies should ask, 'What can this person do?' rather than 'Where did this person go to school?' Companies can foster a more inclusive and diverse workforce by focusing on demonstrated skills while filling roles with candidates who bring real-world solutions and creativity."

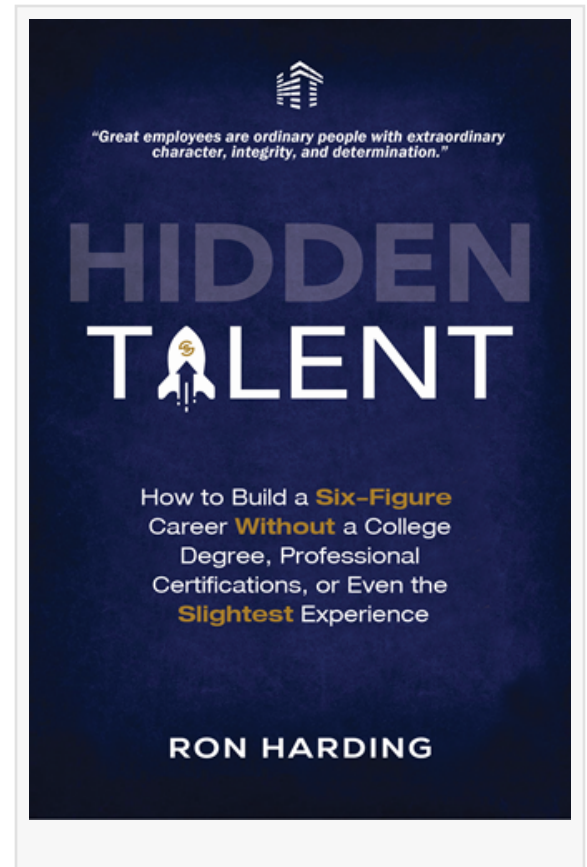
Harding also calls business leaders to reassess their hiring processes and prioritize potential over pedigree. "The shift toward skills-based hiring is not just a trend but a necessity for businesses that want to remain competitive. It's time to invest in people with proven ability to perform rather than limiting opportunities to those with traditional credentials."

As industries increasingly recognize the value of practical knowledge and hands-on experience, Harding's insights offer a compelling argument for rethinking hiring practices and prioritizing skills over degrees. His message is particularly resonant in fields such as technology, trade, and entrepreneurship, where adaptability and innovative thinking are paramount.

Ron Harding is a renowned author, businessman, and life coach who has made it his mission to help individuals achieve success without needing formal degrees or certifications. A former professional drag racer, Harding applies the principles of hard work and dedication he learned from his father to his business ventures and coaching practice. His book, "Hidden Talent: How to Build a Six-Figure Career Without a College Degree, Professional Certifications, or Even the Slightest Experience," has inspired countless individuals to pursue their dreams on their terms.

For more information about Ron Harding and his book "Hidden Talent," visit <https://www.ronharding.com/>

Amanda Kent  
Boundless Media USA  
+1 313-403-5636



[email us here](#)

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