



# Overcoming the Skills Gap

**What is the skills gap?** The skills gap in IT hiring is the mismatch between the technical skills that employers need and the skills that job seekers currently have. This happens because technology evolves faster than the workforce can adapt.

When it comes to hiring for new tech roles, it's all about focusing on adaptability, transferable skills, and a growth mindset. You want to balance the must-have skills with those that can be trained. Using practical assessments, offering internal training, and keeping communication strong are key to making sure new hires get up to speed and help the team adopt new technologies smoothly.

## What to evaluate internally

- ✓ **Acknowledge the Short Lifespan of Technologies**
  - Understand that many tech stacks evolve rapidly, so direct experience may be limited.
  - Prioritize adaptability over mastery of a single tool.
- ✓ **Balance Must-Haves vs. Trainables**
  - Identify which skills are critical from day one versus which can be taught internally.
  - Be flexible on niche tool experience if the candidate shows strong foundational knowledge.
- ✓ **Consider Adjacent Technologies**
  - A candidate may not know the exact tool but could excel if they have experience with a predecessor, competitor, or similar framework.
  - Leverage Internal Training & Mentorship
  - Pair new hires with senior team members for ramp-up.
  - Provide access to formal training platforms (LinkedIn Learning, Pluralsight, Coursera, vendor certifications).
- ✓ **Redefine Success Criteria**
  - Shift from "Can they do it now?" to "Can they do it soon?"
  - Align expectations with onboarding timelines and realistic learning curves.



## What to look for in a resume



### ✓ Focus on Transferable Skills

- Look for core competencies (e.g., problem-solving, analytical thinking, debugging skills) that can transfer across technologies.
- Assess familiarity with similar frameworks, platforms, or programming paradigms.

### ✓ Lean on Past Adaptability

- Review work history for signs of growth: promotions, cross-functional projects, or roles spanning multiple tech stacks.
- Note instances where they picked up new responsibilities outside of their original job scope.

## What to focus on in an interview

### ✓ Evaluate Learning Agility

- Ask candidates to describe times they had to learn a new technology quickly and how they approached it.
- Look for evidence of self-teaching (online courses, certifications, personal projects, GitHub contributions)
- Consider how often the candidate has pivoted to new tools in past roles.

### ✓ Check for Curiosity & Growth Mindset

- Ask behavioral questions like, "What technology have you taught yourself recently?"
- See if they follow industry blogs, attend meetups, or engage in continuous learning outside of work.

### ✓ Use Practical Assessments

- Instead of only testing current knowledge, provide scenario-based exercises that measure problem-solving and resourcefulness.
- Give "open book" tasks to see how they find and apply information.

### ✓ Evaluate Communication & Collaboration Skills

- New tech adoption is smoother when candidates can collaborate and seek help effectively.
- Strong communicators ramp up faster because they leverage team knowledge.



**Tell me more!**

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