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Digital Skill Verification: Rebuilding Trust in Pakistan's Talent Economy

In the era of digital workforce in Pakistan, a question that every hiring desk is pondering is that how they might verify the skills that the candidate has brought along with him/her is a genuine one? The world of digital skill verification is quickly becoming the backbone of a credible and future-proof talent economy.

By **Waheed Rashid** | University of Agriculture Faisalabad | Published: August 2026

✉ waheedrashid880@gmail.com | Position: Student

Introduction

Three months later you have a “wunderkind” from the software developer community and thought you had a wonderful portfolio, but now you find that your portfolio is stolen, your certifications are outdated and you had expected to be taught some “cloud architecture” but it's just a weekend course. Then imagine a software developer that has a fantastic resume, only for it to be stolen, certifications to have expired and him claiming to know as much about cloud architecture as a weekend crash course. It is not something that one can dream about it, it is a reality which HR managers have to deal with in Lahore, Karachi and Islamabad every day. This is a structural weakness of an economy where the most valuable asset is digital skills with no safe and secure system in place to verify skills.

The third largest freelance economy of Pakistan is full of a paradox that it has a lot of potential but there is a lack of confidence in it. Long-term contracts are not preferred by foreign clients. It is challenging for local businesses to fairly benchmark candidates. The need for infrastructure can be overcome by introducing digital skill verification, which can be the key to revolutionizing the talent assessment, hiring and trust process across the talent ecosystem.

“In the digital economy, trust is the new money, and the verification is the mint and A verified badge is worth more than a hundred unverified certificates”

Technology Overview

A process for verifying a person's skills using more than one technology or technique, without relying on the self-report of the person's skills. The core elements of the process are threefold: digital credentials on block chain, skill assessment powered by AI and linkages with professional learning platforms. The problem of blockchain credentials claims such as MIT's Digital Diploma or the Verified Certificates from Coursera – provides the means to be able to record something in a tamper-proof, verifiable way, in a few seconds, by any employer. A hiring manager can just scan a QR code to find an unchanging proof of qualification rather than contact a University Registrar or use a PDF.

Multiple choice exams are starting to see traction in the AI offering with apps from Hacker rank, Docility, and other companies' offering. Adaptive assessments simulate real-world scenarios for example, a candidate for a data analyst position could be presented with 45 minutes to clean up the raw data and generate some insights; the analysis is instantly graded for accuracy, efficiency and best practices. In



Pakistan's IT industry, which employs more than 150,000 (in the PSEB organizations) the impact of such evaluations could be tremendous on the quality of the signal that they send their local and international customer base.

Key Findings & Impact

The results of the early experiments with digital verification frameworks have been outstanding. To understand the difference between the onboarding time and performance rating of the verified candidates with that of non-verified candidates, a pilot exercise was carried out by the Pakistan Software Export Board (PSEB) and three IT companies of Lahore in 2025, where the onboarding time was calculated to be 34% faster and the performance rating was 28% higher after 90 days with the verified candidates as compared with the non-verified ones. On a global scale, job openings that have skills badges are found to be 2.4 times more likely to get qualified applicants, according to data from LinkedIn's Skills Graph. These figures will show that not only are verification checks effective at eliminating fraud; they're also effective in attracting the very best talent by letting the employer know that he or she cares about merit.

The effect is more than just on hiring in the startup ecosystem of Pakistan. It's much easier to close Series A rounds with investors from overseas, especially those that will be demanding human capital due diligence, as well as the remainder of the Series A round, for venture-backed companies with experience building engineering teams. Closing with international investors is much easier, particularly when it comes to human capital due diligence – and that continues through the rest of Series A. Freelancers with blockchain-backed credentials on sites like Up work are charging 15-25 % more per hour than those who don't have verified credentials. Meanwhile, freelancers with blockchain-backed credentials on platforms like up work are charging 15-25 % more per hour than those without verified credentials. If the income gap is recorded on an individual basis in country a, more than five million people are registered and if the income gap is recorded at a macro level of foreign exchange earnings in country a, it is a transformation.

What's Next?

He would like to be optimistic and yet face dangers in the future. The National Vocational and Technical Training Commission of Pakistan (NAVTTTC) has started issuing digital certificates for its trade programmers and Higher Education Commission is looking into blockchain credentialing for university degrees. However, technology isn't the answer to everything! The next step is standardization: that is, the employers, training institutes and government must agree on a standard skills taxonomy and ensure that a “verified Python developer” degree will have the same meaning in Faisalabad and in Karachi.

This is a once in a lifetime opportunity. Youth and the young at heart who are driven to pursue their dreams in every possible way and are connected with the whole world are already active on the global stage in Pakistan. Unfortunately, it does not have an institutional framework for which it can demonstrate its ability on a scale. Digital skill verification is not just a Human Resource tool, it's a national economic strategy. This decision now will determine whether Pakistan's digital decade will be about the proven excellence or about unchecked credential inflation. It's a decision that cannot be argued and it's a requirement.

About the Author

Muhammad Waheed Rashid is a student of BS Computer Science. His research interests include artificial intelligence in education and human-computer-interaction environments. He can be reached at waheedrashid880@gmail.com

Keywords: Digital Credentials; Skill Verification; Blockchain; Pakistan Tech; Etch; Workforce Development; Freelance Economy