Introduction to
Skills-Based Practices

- Learn how to attract, recruit, and retain workers that have the right skills for the job.
- Help organizations to build a more diverse workforce.
- Gain a thorough introduction to skills-based talent management.
- Learn how to make the business case for skills-based practices.
- Become an advocate for more equitable and effective hiring practices.

Why focus on skills?

A skills-first approach provides is an effective way to attract, select and retain workers that bring in-demand skills to an organization.

Businesses adopting this approach can fill open roles more quickly, build a more diverse workforce and improve retention of staff.

Why take this course?

The Skillful Talent Series was developed by the Markle Foundation and the Rework America Alliance to drive more equitable access to good jobs in America.

HR experts, training specialists, career advisors, worker-serving organizations, and others contributed expertise and insights to create this training program.

Applying skills-based practices when hiring can reduce the time it takes to hire by up to 25 days

As with all resources from the Rework America Alliance, these courses are available free of charge.

Skillful Talent Series

Course Overview

Short, 30-minute courses, arranged in five modules, one for each stage of the talent management process. Take one course or complete them all.

After completing these courses
You'll be able to:

- Understand, apply and share skills-based practices.
- Recruit and retain people with the skills that are needed for a role.
- Be a champion for more equitable and effective hiring practices.

Learn more:
markle.org/skills-based-talent-management-training

Attract the Right Talent
You will learn:

- How to attract and retain applicants with the right skills for the job.
- What skills-based talent management means and why it is important.
- How to write a skills-based job posting.

Candidate Evaluation
You will learn:

- How to evaluate a candidate based on skills.
- Why skills assessments are important to evaluation.
- How to conduct a skills-assessment.

Skills-Based Candidate Selection
You will learn:

- How to develop skills-based assessments and determine the proficiency criteria for a role.
- How to conduct skills-based interviews.
- Techniques for identifying top candidates.

Skills-Based Onboarding
You will learn:

- How to develop an onboarding process that sets a new candidate up for success.
- How to align onboarding activities with job skills.
- Tips for developing skills-based management practices.

Skills-Based Development
You will learn:

- How to retain workers and reduce turnover.
- The principles of skills-based development practices.
- How to upskill and reskill workers, develop key competencies and create job. progression plans.

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