

Minnesota Skills-Based Hiring Accelerator:

Comprehensive Workshops
&
Communities of practice



REWORK AMERICA
ALLIANCE
— A MARKLE INITIATIVE

Skills-Based Hiring Practices & Retention Solutions



Jobs for
the Future

GOODWILL

EASTER
SEALS



MPLS
REGIONAL CHAMBER



Urban League
Twin Cities

ST PAUL
AREA CHAMBER

A NATIONAL MODEL WITH NATIONAL PARTNERS!



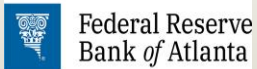
Filling a gap in their design
Ties into the North Star Goal!

In 10 years, 75 million people facing systemic barriers to advancement will work in quality jobs.

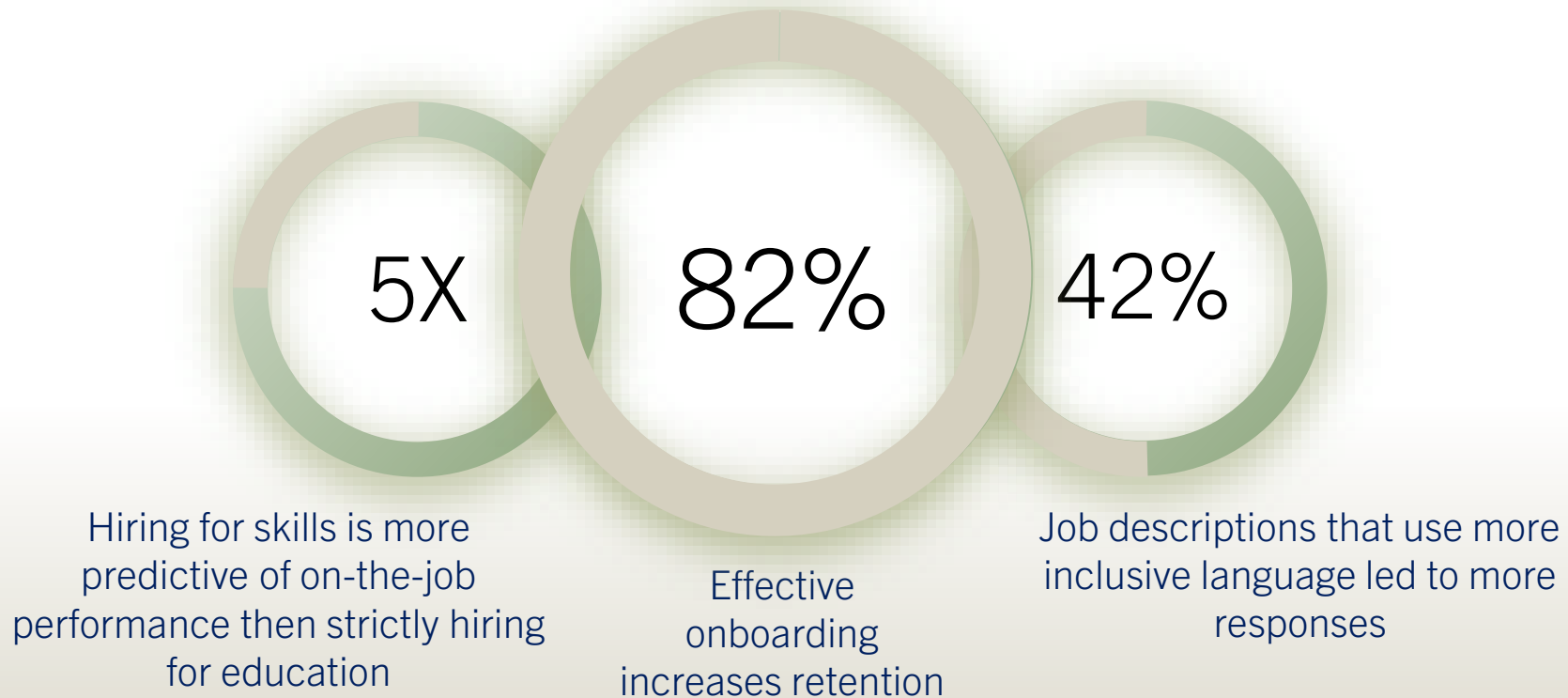




GRADS of LIFE



Skills Based hiring **Statistics**



IN 2023, WE TRAINED 30+ EMPLOYERS IN
SKILLS-BASED HIRING AND RETENTION
PRACTICES

Expanded offerings in 2024!

In-person workshops 

Online communities of practice

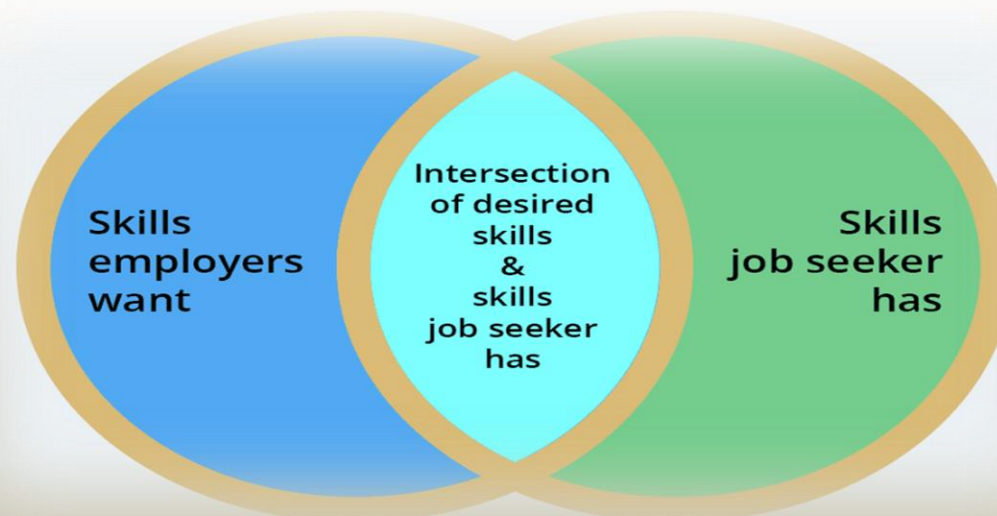
Skills-Based Hiring Practices

- Creating opportunities for workers who have built competencies through experience but do not have a higher education degree—particularly people who face systemic barriers to job opportunities.

Instead of relying on credentials and degrees,

Skills-Based Hiring practices focus on the **Knowledge, Skills, and Competencies** of the greater applicant pool!

DEI philosophy



Skills-based process: Throughout the entire employee experience!



Skills-Based Philosophy of Advancement

Origin Jobs

Lower-wage jobs that **do not** require **4-year degrees** (<\$37,000)

Gateway Jobs

A good job with greater pay and the **opportunity to build skills** (>\$42,000)

Target Occupation

Middle- to higher-wage occupations that are **less threatened by automation** (>\$42,000)

Socio-economic
Freedom



Defining job description needs

Identify Competencies

Define Competencies

Required or Preferred?

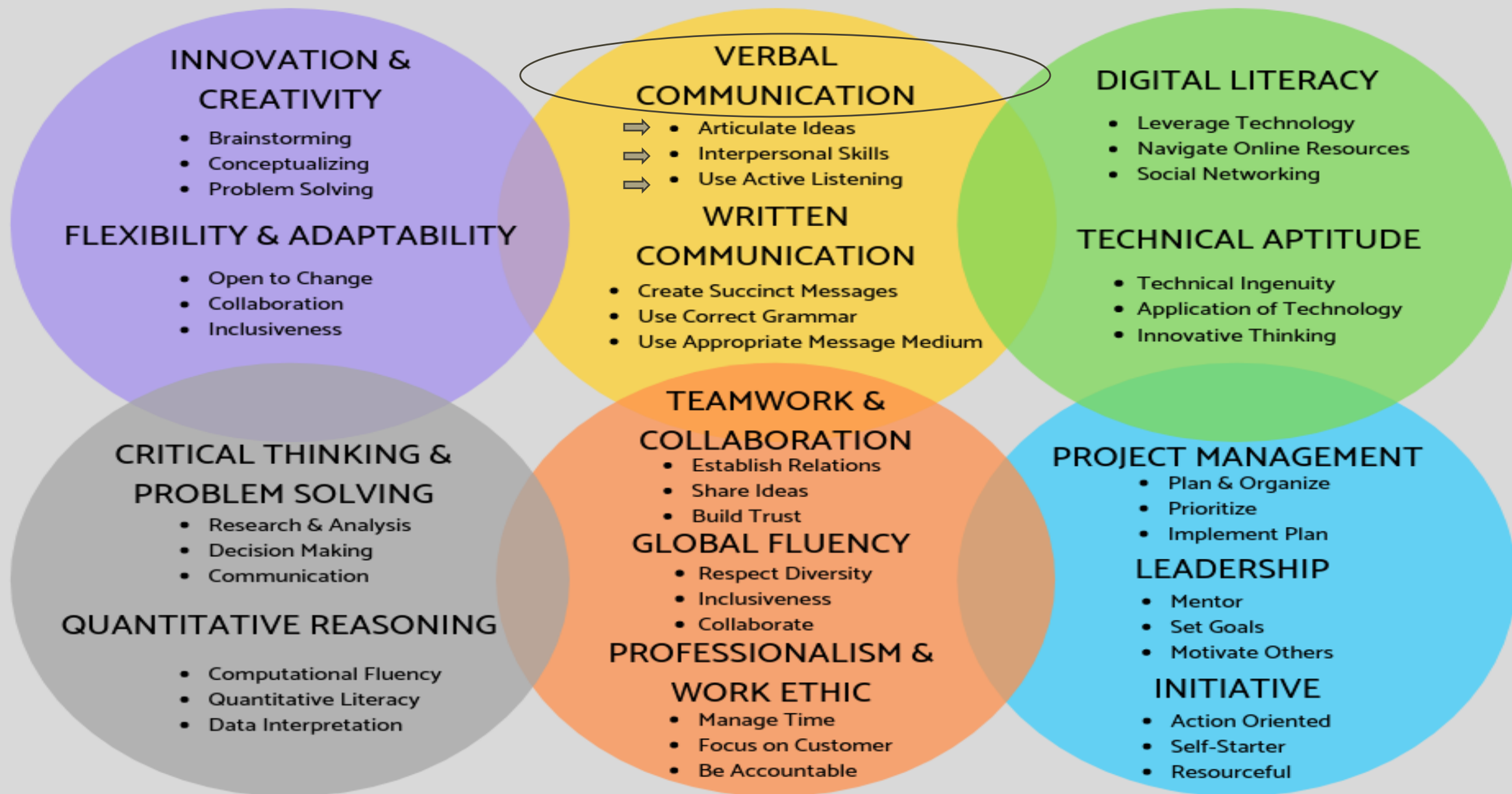
Occupational or
Foundational?

Employer Able To Train?

Rank them in order of importance

(Workbook primer)

Job Competencies & Associated Skills



Creating a sourcing plan to grow your candidate pool

Transferrable Competencies!



Hiring Bias

Accessibility bias

Age, gender, culture bias

Process bias (Silo bias)

Artificial intelligence bias

Looking for a cultural add, not a cultural fit.



Writing inclusive questions

Using behavioral and situational questions
that specifically have to do with the competency structure
of the position you are hiring for.

**Avoiding questions that evaluate
more than one competency**

SKILLS ASSESSMENTS

Resume screening

Interview

Post-interview

Required skills

Preferred skills

Equalizing the
playing field for all!

A case for powerful onboarding!

Structure and order is empowering and allows for the employee to feel included with a confident ownership of their position.

For each competency - Considering onboarding designs



Formal skill development



Coaching/mentorship



Interpersonal



Administrative

PAPERWORK

You'll never be able to avoid it,
even if you're reincarnated as a cat.

OUTLINE HOW THE COMPETENCY IS USED IN THE ROLE TO UNDERSTAND ONBOARDING NEEDS.



Competency	Competency definition	Onboarding Required
		<hr/> <hr/> <hr/> <hr/> <hr/>

Upskilling: Professional Development



DEVELOPMENT OPPORTUNITIES TO ADDRESS SKILLS GAPS WHEN ADVANCING.

Development Options

External development options

E-learning

Local training institutions

Sector-specific training

Internal development options

Coaching and mentorship

Cross-training options

Stretch assignments

Apprenticeship

Change management process



Defining the **opportunity** and **the change** needed

Getting **buy-in** from the business

Formalizing skills-based practices

Tracking and sharing **performance** over time

Further **scaling** of practices and incorporate into the “status quo”

Key Stakeholders

Organizational leaders

Hiring managers

Human resources

EXAMPLES FORMALIZATION OF SKILLS-BASED PRACTICES FOR ADVANCEMENT.

- **Establish a dedicated HR position or team**
- **Commit to looking to advance internally**
- **Create individual development plans for each new hire**
- **Create transparency of the skills required for different roles**
- **Commit to training employees on high-priority skills at certain tenure points**
- **Develop upskilling programs to fill areas where long-term talent gaps are forecasted**
- **Build intentional mentorship relationships between more experienced and less tenured employees**

2024 Expanded Rollout



- January 25 – kick-off event!
- 4-hour workshops across the Metro every month, Feb – Dec 2024
- Monthly virtual communities of practice, Feb – Dec 2024





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