

Minnesota Skills-Based Hiring Accelerator: Comprehensive Workshops

& Communities of practice

EASTER SEALS

GOODWILL

Skills-Based Hiring Practices & Retention Solutions





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.





Skills Based hiring Statistics

5X

82%

Hiring for skills is more predictive of on-the-job performance then strictly hiring for education

Effective onboarding increases retention Job descriptions that use more inclusive language led to more responses

42%

IN 2023, WE TRAINED <u>30+</u> EMPLOYERS IN SKILLS-BASED HIRING AND RETENTION PRACTICES

Expanded offerings in 2024!

In-person workshops Online communities of practice

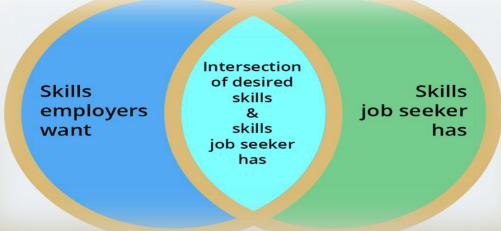
Skills-Based Hiring Practices

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!



Upscaling hiring practices Company wide/systems change

Upskilling / Professional Advancement

Onboarding

Interviewing and Assessments

Job Descriptions and Postings

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

(Workbook primer)

Define Competencies

Required or Preferred?

Occupational or Foundational?

Employer Able To Train?

Rank them in order of importance

Job Competencies & Associated Skills

INNOVATION & CREATIVITY

- Brainstorming
- Conceptualizing
- Problem Solving

FLEXIBILITY & ADAPTABILITY

- Open to Change
- Collaboration
- Inclusiveness

CRITICAL THINKING & PROBLEM SOLVING

- Research & Analysis
- Decision Making
- Communication

QUANTITATIVE REASONING

- Computational Fluency
- Quantitative Literacy
- Data Interpretation

VERBAL COMMUNICATION

- Articulate Ideas
- Interpersonal Skills
 - Use Active Listening

WRITTEN

COMMUNICATION

- Create Succinct Messages
- Use Correct Grammar
- Use Appropriate Message Medium

TEAMWORK & COLLABORATION

- Establish Relations
- Share Ideas
- Build Trust

GLOBAL FLUENCY

- Respect Diversity
- Inclusiveness
- Collaborate

PROFESSIONALISM &

WORK ETHIC

- Manage Time
- Focus on Customer
- Be Accountable

DIGITAL LITERACY

- Leverage Technology
- Navigate Online Resources
- Social Networking

TECHNICAL APTITUDE

- Technical Ingenuity
- Application of Technology
- Innovative Thinking

PROJECT MANAGEMENT

- Plan & Organize
- Prioritize
- Implement Plan

LEADERSHIP

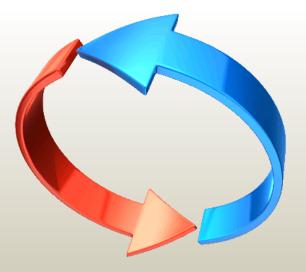
- Mentor
- Set Goals
- Motivate Others

INITIATIVE

- Action Oriented
- Self-Starter
- Resourceful

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.

SKILLS-BASED INTERVIEW



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



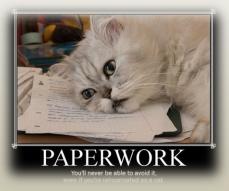
Formal skill development



Coaching/mentorship



Interpersonal



Administrative

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



Competency	Competency definition	Onboarding Required

Upskilling: Professional Development

Target Occupation

Gateway Jobs

Origin Jobs



Socio-economic Freedom

DEVELOPMENT OPPORTUNITIES TO ADDRESS SKILLS GAPS WHEN ADVANCING.



Development Options

External development options

Internal development options

E-learning Local training institutions Sector-specific training 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

Rework America Alliance

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





Jobs for

the Future

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