



Employing Skills to Create Opportunities for All

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Skillful Indiana

Working with local partners, our goal at Skillful is to **transform the labor market** so workers can again pursue the American Dream – this time in the digital era.

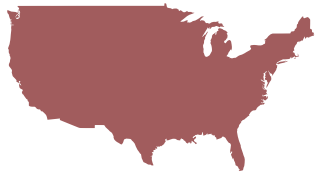
Skillful Indiana launched in late 2018



Creating Pathways to Opportunity



We are working to **unlock opportunities**



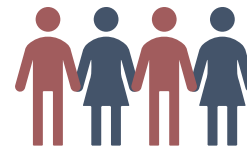
for more than two-thirds of Americans



without a four-year college degree.

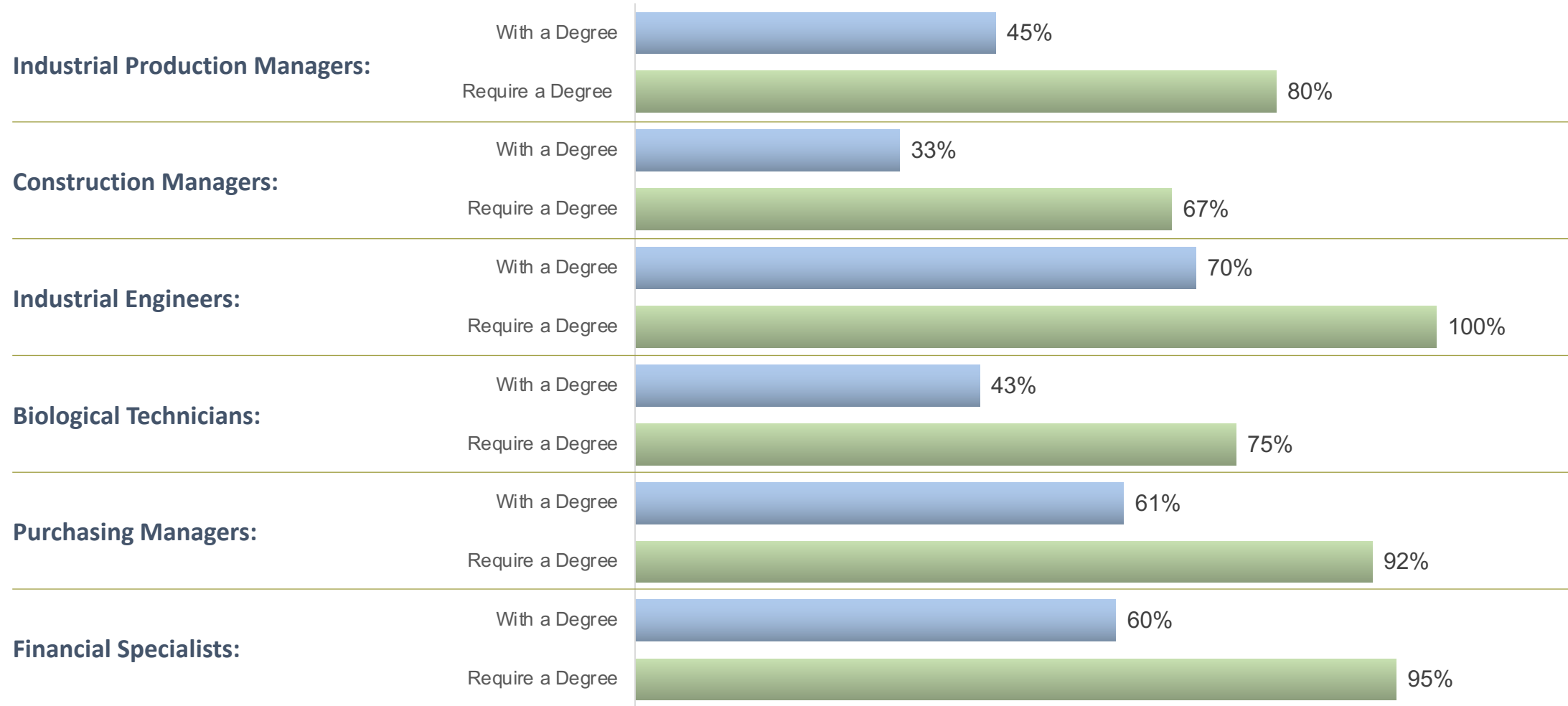


Placing more value on skills and supporting workers throughout their entire careers.



Helping those within our communities that face the most barriers to economic opportunities.

Degree Inflation is a Core Barrier



Building a Skills-Based Labor Market

Employers •



Career Coaching •

Workers



More than **two-thirds of American adults** do not have a college degree

• Education & Training



• Government

Employers Unlocking Talent



- Hire and train workers based on skills
- Focus on skills to support workers throughout their careers
- Open opportunities in local communities

Example Pedigree Qualifications - Recruiter

QUALIFICATIONS:

- ◆ Requires a BA/BS in Related Field
- ◆ Minimum of 1 year of experience working in a recruiting environment
- ◆ Exceptional interpersonal and communication skills; friendly, tactful, good negotiator, ability to influence others
- ◆ Analytical skills
- ◆ Proficient using the Internet as a recruitment source
- ◆ Managing the entire hiring process (from sourcing to offer stage) in an efficient and effective manner
- ◆ Experience with Workday ATS (Applicant Tracking System) application
- ◆ Building dynamic relationships with hiring managers
- ◆ Sense of urgency is helpful
- ◆ Financially driven, energetic, confident go-getter who can maintain integrity
- ◆ General knowledge of various employment laws and practices

Example Skills-based Qualifications - Recruiter

REQUIRED COMPETENCIES:

- ♦ **Interview and Assessment Techniques** - Develop structured interview guides and use assessments to evaluate skill sets of applicants.
- ♦ **Process Improvement** - Monitor and evaluate recruiting processes and update recruiting and sourcing methods to improve the quality of candidates and reduce time to hire.
- ♦ **Interpersonal Skills** - Guide conversations to assess applicants' eligibility and qualifications in person and over the phone; build relationships with community partners to hire their clients/students.
- ♦ **Judgment and Decision Making** - Assess eligibility and qualifications of applicants during recruitment, screening, and interviewing; partner with HR and hiring managers to decide on new hires.
- ♦ **Writing** - Communicate clearly in writing as appropriate in email, digital platforms, and hiring documents (e.g., job postings).

PREFERRED COMPETENCIES:

- ♦ **Employment Law** - Knowledge on legality for acceptable conduct and questions during interview and hiring process; understanding of employment eligibility.
- ♦ **Recruitment Software** - Use Application Tracking Systems to track applicants for multiple open positions.
- ♦ **Persuasion** - Persuade top candidates online and at job fairs to apply to our positions.

A skills-based approach can be applied across the talent system

Talent system practices and their differentiated skills-based approaches

Workforce planning

- Defining skills & roles
- Career-pathing

Hiring

- Sourcing
- Job postings
- Skills assessment

Engagement & retention

- Coaching & advising

Talent Excellence

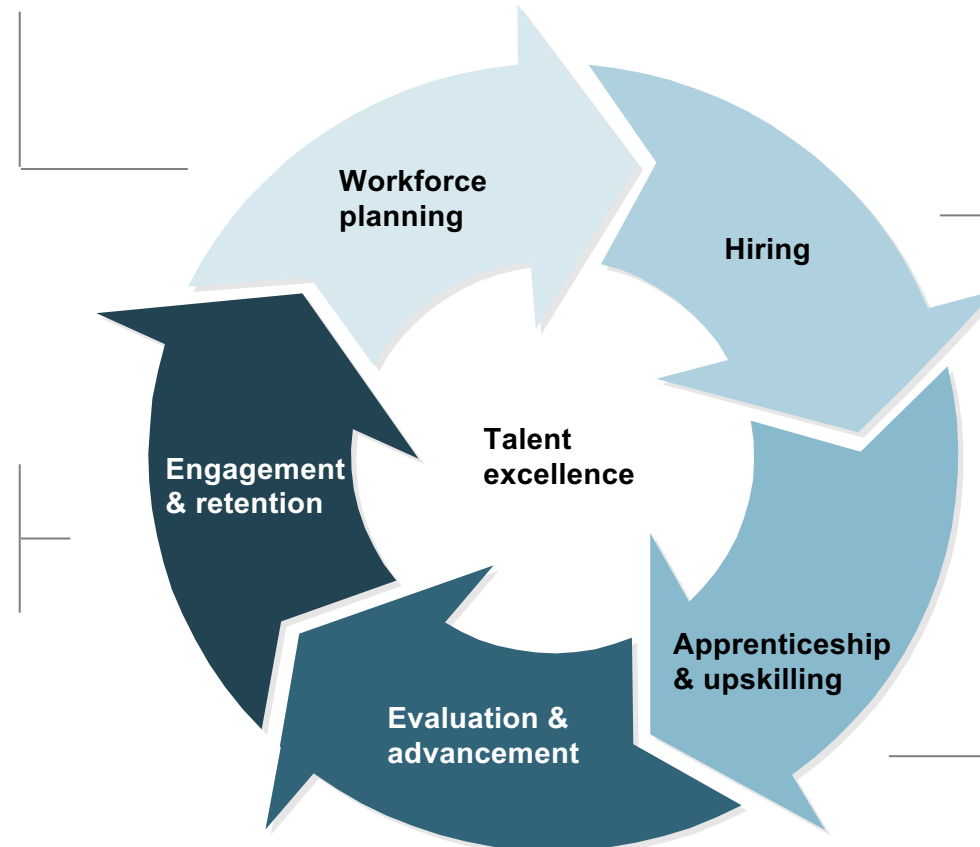
- Partnering with external education / training ecosystem

Evaluation & advancement

- Evaluation
- Succession Planning

Apprenticeship & upskilling

- Pre-employment training
- Youth Apprenticeships
- Employee training

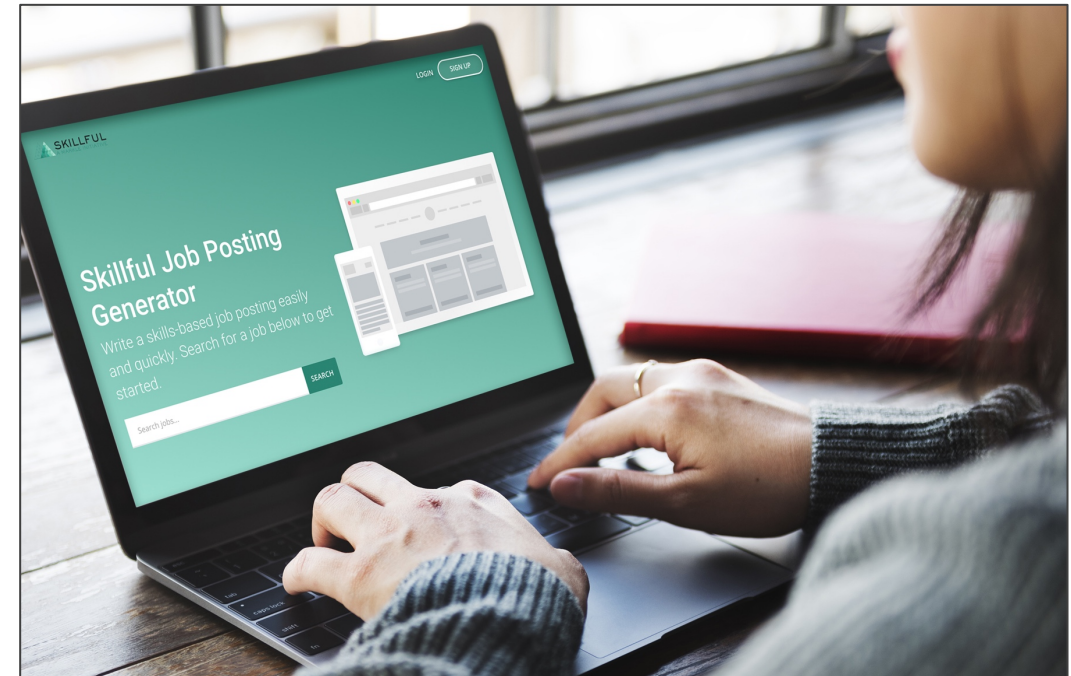


Working with Employers: Tools for Skills-Based Practices



Skillful Talent Series

[skillful.com](https://www.skillful.com)



Skillful Job Posting Generator

[Generator.skillful.com](https://generator.skillful.com)

Career Coaches Building New Pathways

- Leverage the crucial role that career coaches hold
- Enhance the skills of coaches to better support job seekers
- Help jobseekers develop pathways to higher wage jobs



Working with Career Coaches



Skillful Governor's Coaching Corps

Skillful Community of Practice



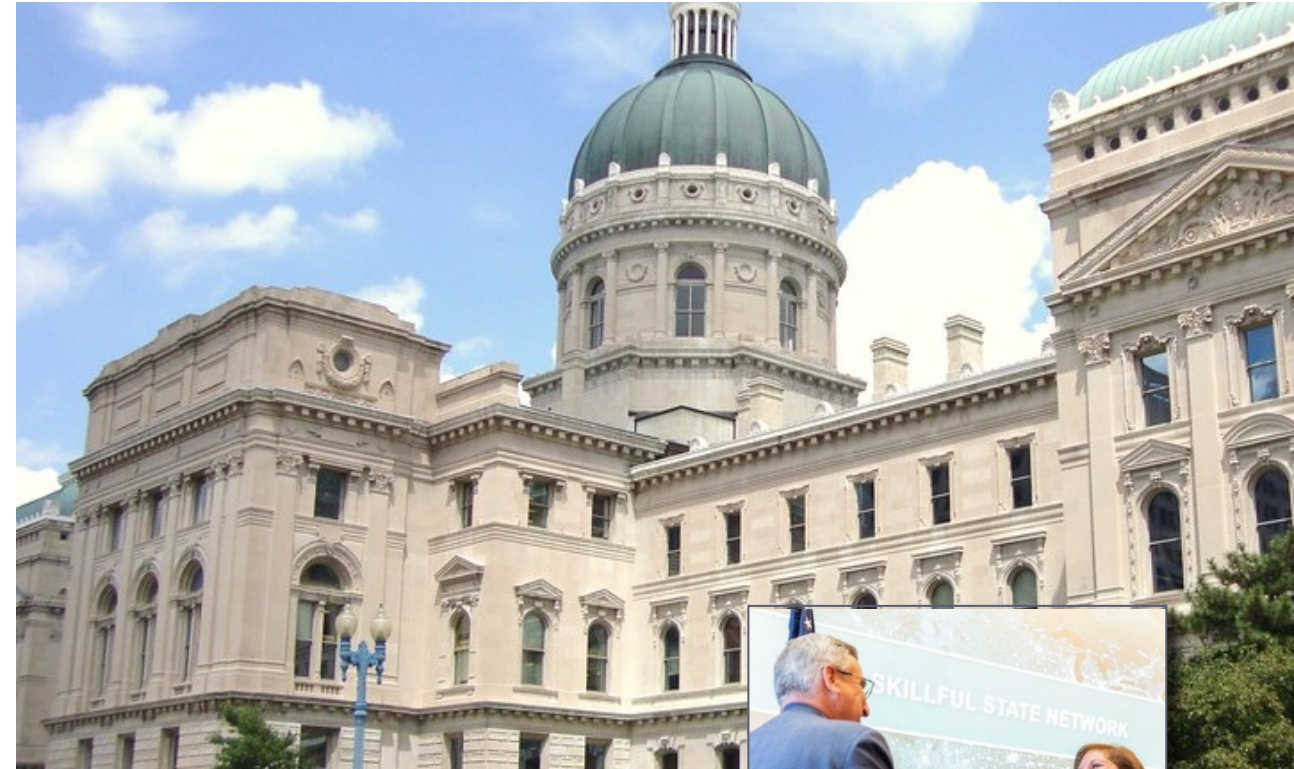
Education & Training for Lifelong Learning



- Align skills taught during training with employer needs
- Build awareness of alternative pathways to acquiring skills
- Help employers and educators create new talent pipelines

Working with the State

- Engaging state workforce leaders on skills-based solutions
- Building skills-based solutions into state workforce plans
- Sharing innovations and impact in Indiana with other states
- Developing policy recommendations to support the adoption of skills-based practices



“I worked hard to bring Skillful to Indiana because I’m passionate about skilling up our workforce.”

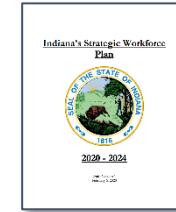
- Eric Holcomb, Indiana Governor

Skillful Indiana: Impact to Date



Partnering with all 12 workforce regions

Skillful included in State Workforce Plan



Skillful Talent Series Facilitator Training

- Delivered to 43 trainers
- Will deliver STS trainings to their networks



Skillful Governor's Coaching Corp

- 66 participants
- Will reach ~10,000 jobseekers per month



Collaborating with leading state players

Skillful Community of Practice launched





Thank you

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Opportunities for All

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