



Minnesota Skills-Based Hiring Accelerator

SHRM Accredited
3.5 hours PDC



Skills-Based Hiring and Employee Development Practices

First Jobs, Everyone!





Minnesota Skills-Based Hiring Accelerator

Partners



Hennepin-Carver



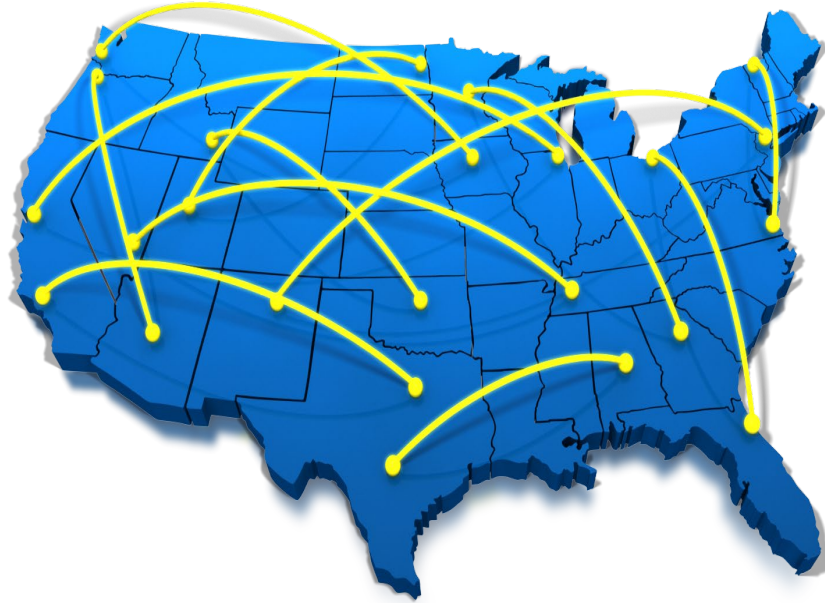
History and Background:

A National Model with National Partners, Tools, and Resources



Regional / National

Atlanta
Austin
Denver
New York
Twin Cities
Detroit
Houston
Los Angeles
New Orleans
Philadelphia



Skills-Based Hiring Accelerator Workshops

Employer Attendance

135 total Employer's attending 2022-2024

Human service
Workforce development orgs.
Banking and finance
Hospitality and event
Colleges
Secondary education districts
Staffing agencies
Electronics manufacturing
Warehousing and distribution
Construction
Automotive shop and tech
Medical manufacturing
Apprenticeships



Skill-Based Hiring/Development Practices

Holding a bedrock philosophy that is **skills and competencies** to create opportunities throughout the entire employee experience from **interview to advancement**, for those who have built competencies through experience versus advanced education particularly people who face systemic barriers to job opportunities.

Instead of solely relying on degrees /certs.

Skills-based hiring practices focus on the competencies of the greater applicant pool for hiring, developing, and advancing.



Skills-Based Hiring Practices:

Throughout the entire employee experience!



Skills-based philosophy of advancement

Skills based design does for employers what apprenticeships do in bridging the educational system with the workplace. Provides a clear path of development with precise timing and resources.

Defining Potential & Pathways

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

Throughout the employee experience!
Retention Connection!



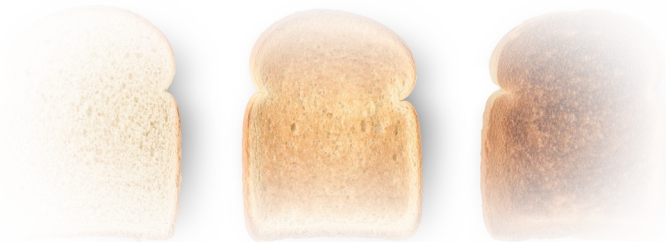
Skills And Competencies

Same thing
or
Different?



Skills Versus Competencies

Skill

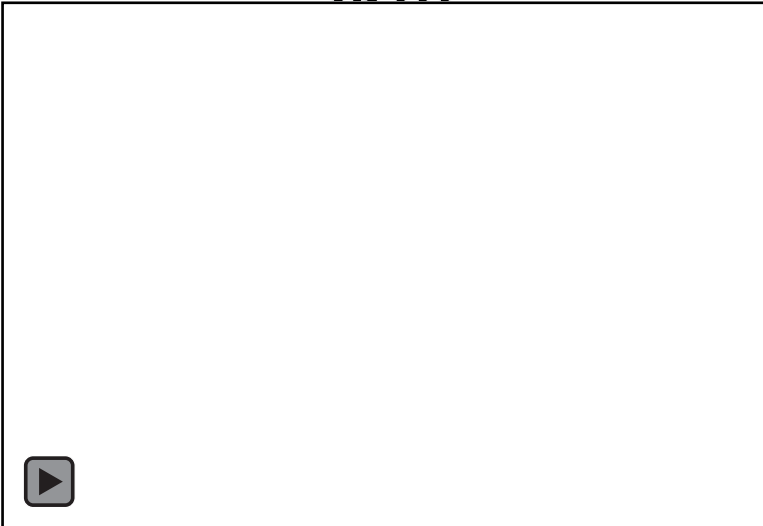


Competency



Skills Versus Competencies

Skill



Telling time

Competency

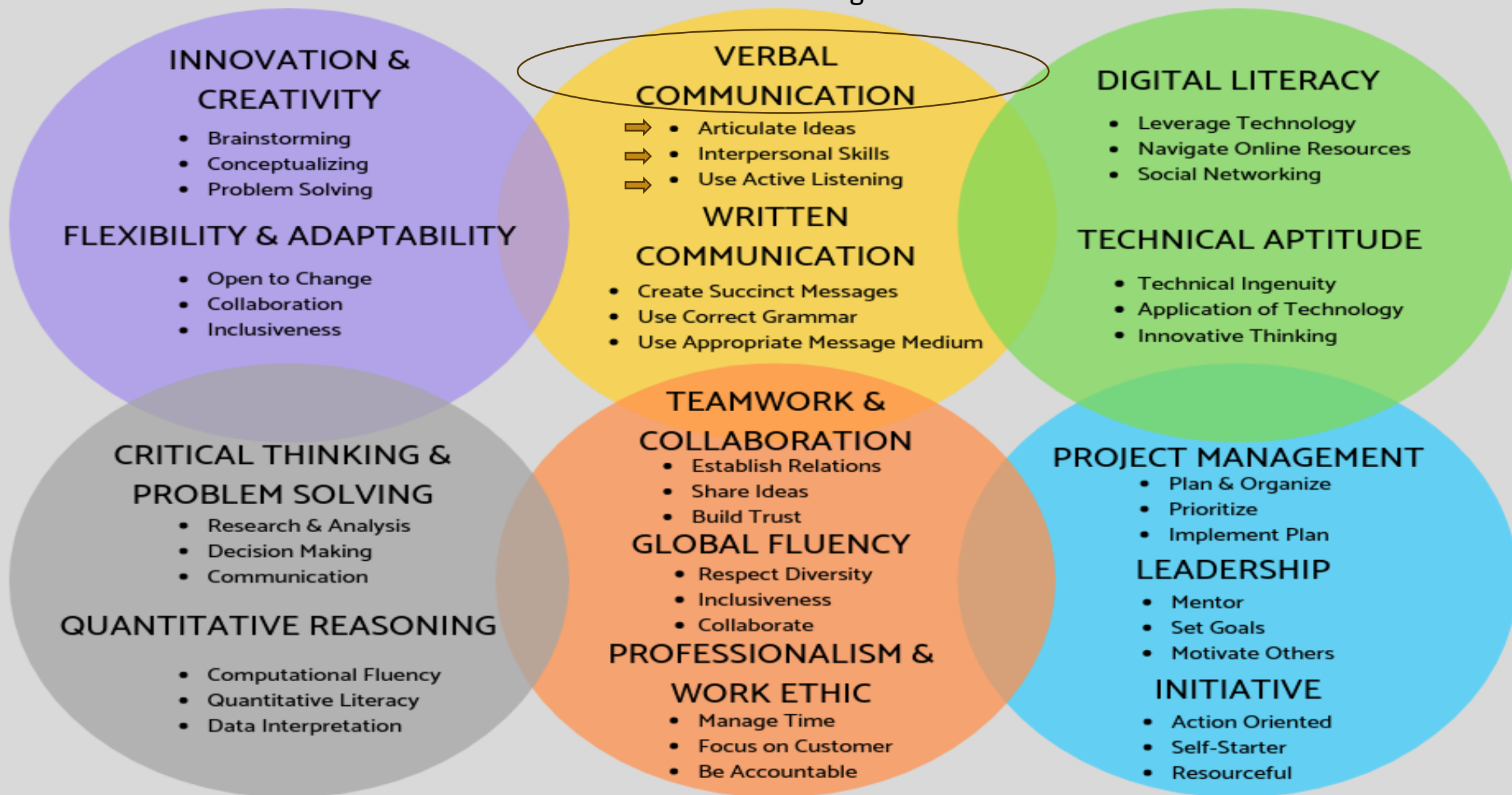


Time management



Job Competencies & Associated Skills

Bowdin College



What are they looking for?

Conflict resolution

Effective listening

Problem solving

Analytical thinking

Creative thinking

Compassion

Results and outcomes driven

Diplomacy

Resiliency

Ethics

Communication

Writing ability across platforms

“...An inclusive approach with your colleagues and customers to forge strong relationships and foster collaboration to resolve issues.”

Highly collaborative and largely self-directed...

Designating Competencies: 5 categories

Occupational

Competencies that are specific to the occupation

Foundational

Competencies transferable from one job or experience to another

Required

Needed on day 1 @ 100% competitive level

Preferred

Essential / non-essential

Helpful, but not needed on day 1

Trainable or allowed to learn over time

Could be mandatory at some point

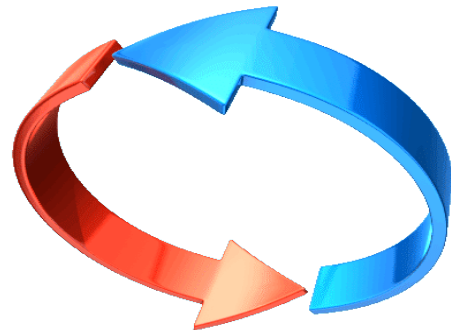
Internal or technical

Internal - Negotiation or Attention to Detail

Technical - Python Programming or Excel

Transferrable Competencies!

Once we know
exactly what is in
this job over here...



Competency overlaps
Competency gaps

We know what other jobs
might have those same
competencies to pull from!



Skills-based Interviewing and Assessment

Avoid questions that evaluate more than one competency

Distill your interview question down as far as you can and formulate a question that is powerful to ask and evokes a clear answer to listen for. - Allen Mavis



Step 1: create clear descriptions of what constitutes each increasingly competitive level of interview answer.

Rubric

Competency	Min	1 (lowest)	2	3	4	5 (highest)
Defined and Categorized	3	Least Competitive Answer	More Competitive	More Competitive	More Competitive	Most Competitive

- **Required competencies**
- **Preferred competencies**

Big joining of qualitative and quantitative data

Skills-based interview questions and rubrics

Don't deal in "vibes" and "intuition"

**Skills-based work gives us the language necessary
to give rationale to conceptual or vague words.**

LANGUAGE, DEFINITIONS AND TERMS GAINED FOR PERSPECTIVE AND CONVERSATIONS



Skills-Based Onboarding

Orientation...

Onboarding!



Competency	Competency Defined	Development required
		?

Specifics, objectives, goals, outcomes, next steps!

Competency	<div style="border: 1px solid orange; padding: 2px; margin-bottom: 5px;">_____</div> <div style="border: 1px solid orange; padding: 2px; margin-bottom: 5px;"></div>	<div style="border: 1px solid orange; padding: 2px; margin-bottom: 5px;">_____</div> <div style="border: 1px solid orange; padding: 2px; margin-bottom: 5px;"></div>	<div style="border: 1px solid orange; padding: 2px; margin-bottom: 5px;">_____</div> <div style="border: 1px solid orange; padding: 2px; margin-bottom: 5px;"></div>	<div style="border: 1px solid orange; padding: 2px; margin-bottom: 5px;">_____</div> <div style="border: 1px solid orange; padding: 2px; margin-bottom: 5px;"></div>	<div style="border: 1px solid orange; padding: 2px; margin-bottom: 5px;">_____</div> <div style="border: 1px solid orange; padding: 2px; margin-bottom: 5px;"></div>

Skills-based philosophy of advancement and professional development

Defining potential

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Retention Connection!



Career development impact on turnover

Gallop found that only 7% of workers received career advancement within a company.

Ranstad found that 26% of turnovers were due to Lack of career growth opportunities.



Competency mapping: Identifying upskilling needed to advance into next position.

Competency Overlaps and Competency Gaps

Existing competencies:

Organization
Communication

Competencies needed for advancement:

Multi-level collaboration
Presentation / Facilitation



Business Management Process Of A Skills-Based hiring & Employee Development Design



Minnesota Skills-Based Hiring Accelerator

Facilitated by



In Partnership With



Skills-Based Talent Practices For Employers



Talent acquisition and development strategies that focus on a set of objectively defined **skills**, rather than more broad **credentials** such as college degrees, years of experience, or past job titles.

Strategies include:

- Updating job postings to emphasize skills, not degree requirements
- Assessing and interviewing candidates based on knowledge and skills
- Creating training programs to onboard and retain workers
- Defining career pathways and making them accessible to all

Employers who use skills-based strategies



- Find qualified candidates and fill open positions faster
- Increase workforce diversity
- Improve employee retention.

5x Better Hiring

Hiring for skills is five times more predictive of job performance than hiring for education and two-and-a-half times more predictive than hiring for work experience.

42% More Responses

Job descriptions that used more inclusive language led to 42% more responses and a two-week faster hiring time than those with less inclusive language.

More than 70% Savings

Businesses save 70-92% per employee when they use skills-based practices to build emerging skills in existing employees rather than hiring new talent.

Accelerator Workshops



- 4-hour – SHRM Accredited
- Attendees receive knowledge, tools and tactical resources to immediately begin rebuilding hiring practices
- Hosted monthly at locations across the MSP region
- Relevant for all industries
- Recommended for human resource managers, generalists, talent acquisition, hiring managers, CHRO's
- Employers who hire for at least 10 open positions a year
- Employers with entry-level openings they find difficult to fill

Next Steps



Visit www.mnskillsbased.com to sign up for workshops, learn more about Skills-based hiring, or connect with the team.

