



# 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

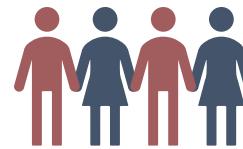
# Creating Pathways to Opportunity



We are working to  
**unlock opportunities**  
**for more than two-**  
**thirds of Americans**  
**without a four-year**  
**college degree.**

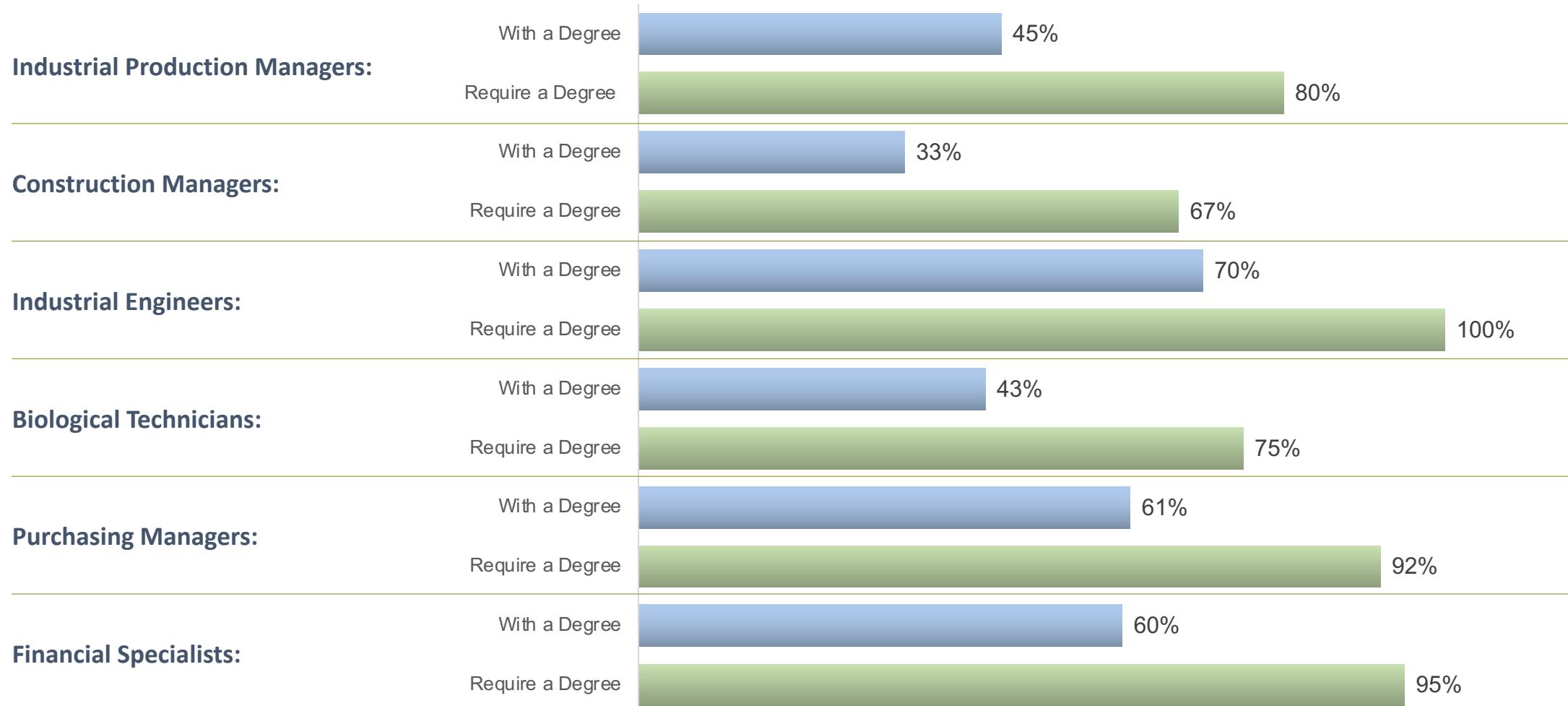


Placing more value on  
skills and supporting  
workers throughout their  
entire careers.



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 •

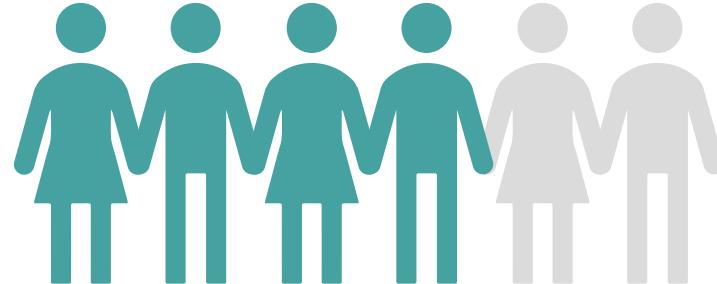


• Education & Training



Career Coaching •

Workers



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



• 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

## Workforce planning

## Hiring

## Hiring

- Sourcing
- Job postings
- Skills assessment

## Engagement & retention

- Coaching & advising

## Engagement & retention

## Talent excellence

## Talent Excellence

- Partnering with external education / training ecosystem

## Evaluation & advancement

- Evaluation
- Succession Planning

## Evaluation & advancement

## Apprenticeship & upskilling

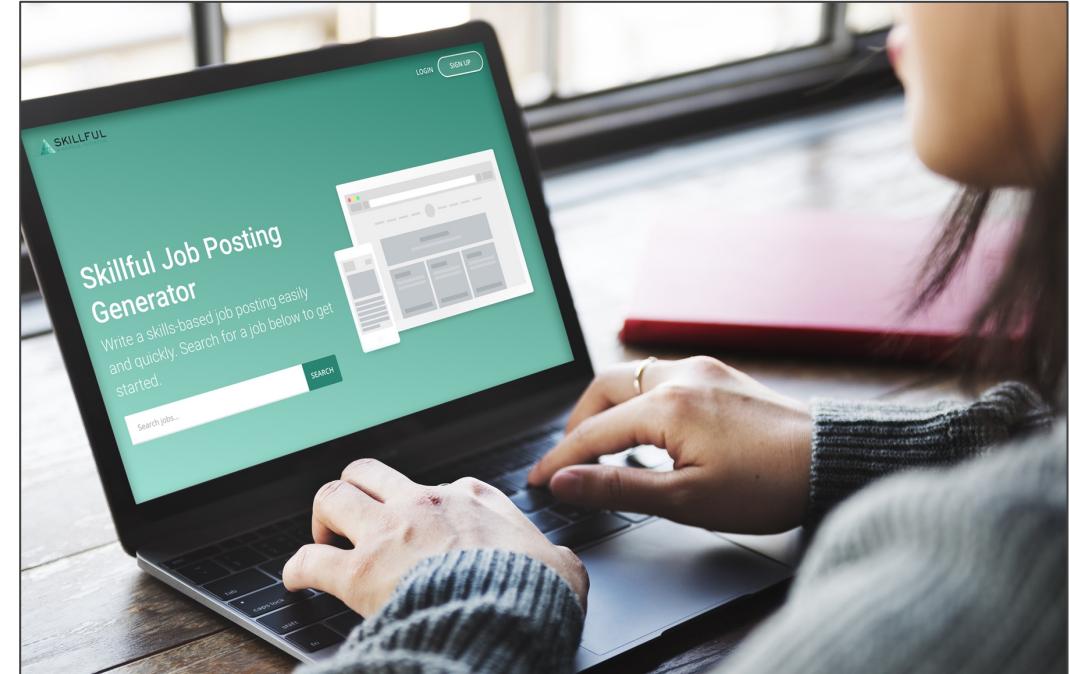
## Apprenticeship & upskilling

- Pre-employment training
- Youth Apprenticeships
- Employee training

# Working with Employers: Tools for Skills-Based Practices



**Skillful Talent Series**  
[skillful.com](http://skillful.com)



**Skillful Job Posting Generator**  
[Generator.skillful.com](http://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



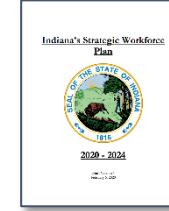
## Skillful Talent Series Facilitator Training

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



Collaborating with leading state players

Skillful included in State Workforce Plan



## Skillful Governor's Coaching Corp

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



Skillful Community of Practice launched



# Thank you

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Opportunities for All

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