

GETTING TO SKILLS FIRST AT WORK

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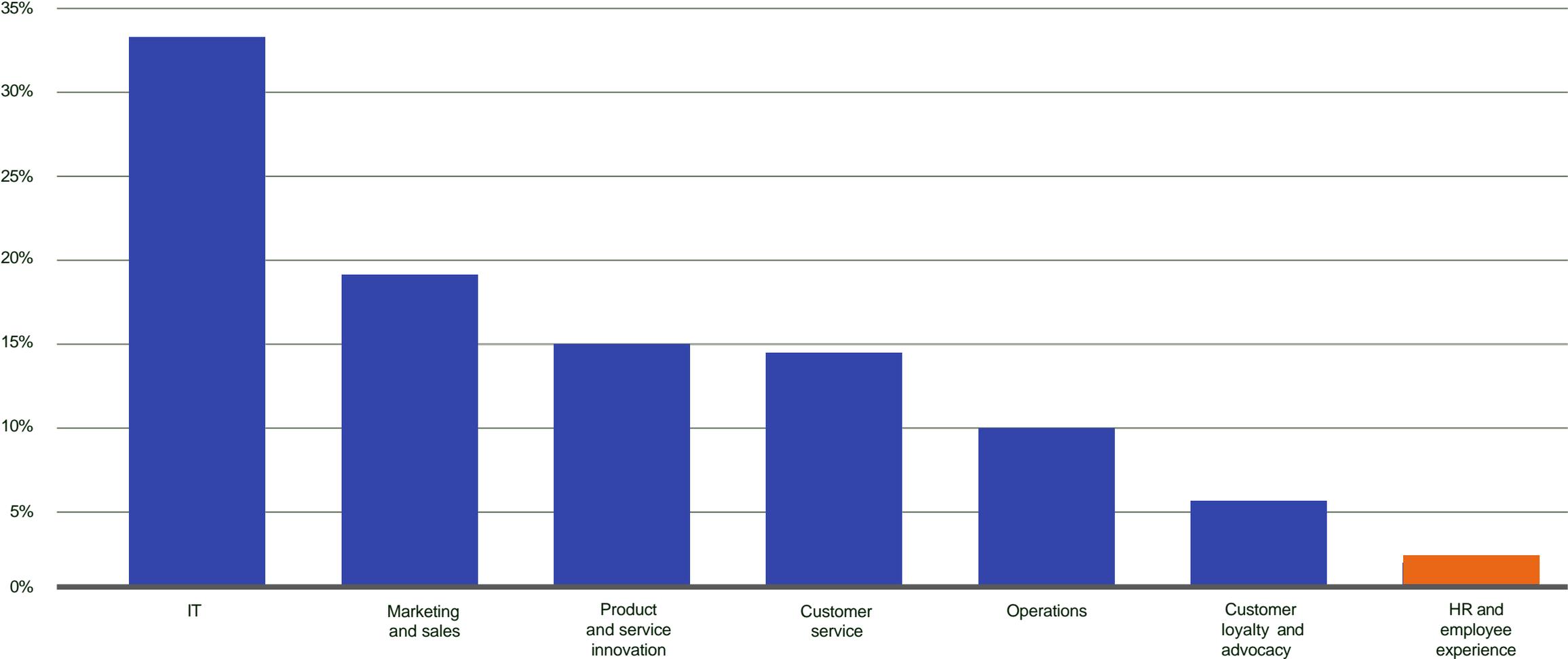




**“We won’t be ready
for the future
if we hire the way we
have in the past.”**

THE JOB IS CHANGING, BUT WE RESIST CHANGE.

■ % interested in learning new digital skills



THE JOB IS ALREADY HARD.

81%

“I’m personally
burnt out”

62%

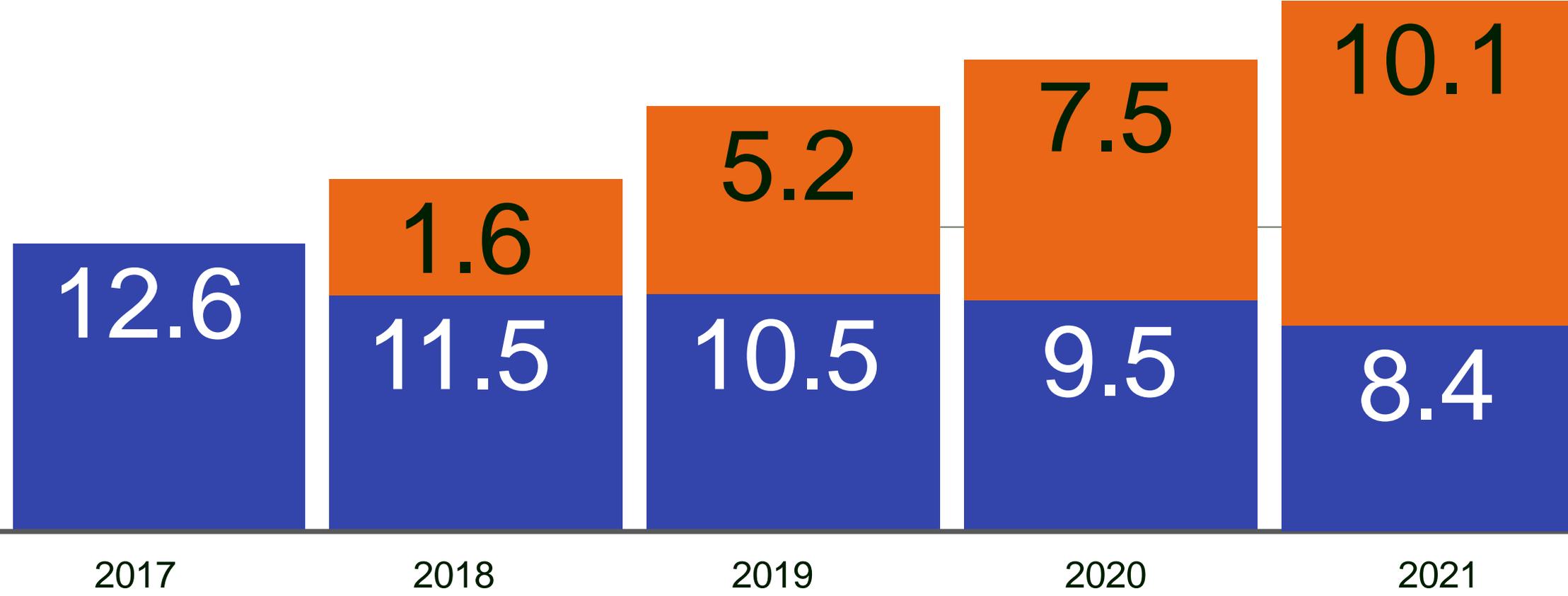
“I’m considering
leaving HR”

95%

“HR is too much
work and stress”

THE ATOMIZATION OF SKILLS IS ALREADY HAPPENING.

New skills 2017 skills





**It's not about desire.
It's about perceived
ability to shift.**

HR UNDERSTANDS WHAT'S SHIFTING.

95% of executives and HR leaders say STARs perform the **same as or better than** degreed workers.



15% of HR professionals say they can **highly consider** skilled credentials in hiring.

BUT THEY ARE NOT CHANGING PRACTICE.

HR professionals are **2-3x**
more likely to say someone **with a degree** is very qualified vs. with a credential, depending on position and stated credential requirements.



Barriers to action.

BARRIERS TO ACTION.

1

The ROI of skills-based strategy does not work.

5 minutes
200 resumes
top 5
candidates

BARRIERS TO ACTION.

2

HR pros lack trust, awareness, and knowledge.

1m credentials
60k providers
0 QC, structure, or guidance

BARRIERS TO ACTION.

3

Scaling is hard,
and the work is
lonely.

<5 hires/year

2.5 HR staff

\$, risk, time



Simple tech.

USE OF TECHNOLOGY

including
over 50%
of small
companies.

70%

talent acquisition

66%

onboarding

64%

learning
management

38%

upskilling/
reskilling

THE CONUNDRUM OF HR TECH

95%

believe that technology can bring good when successfully implemented.

42%

do not want to be the ones vetting and implementing workplace tech.

50%

have significant influence over vetting, planning, evaluation, and approval of tech.

<10

%

are final decision-makers over what tech is adopted.

THE CONUNDRUM OF HR TECH

3-in-4

want to be part of a community that receives access to new workplace tech and can provide feedback.

IF WE BUILD IT...

easy

as easy or easier than the current tech/paradigm.

trusted

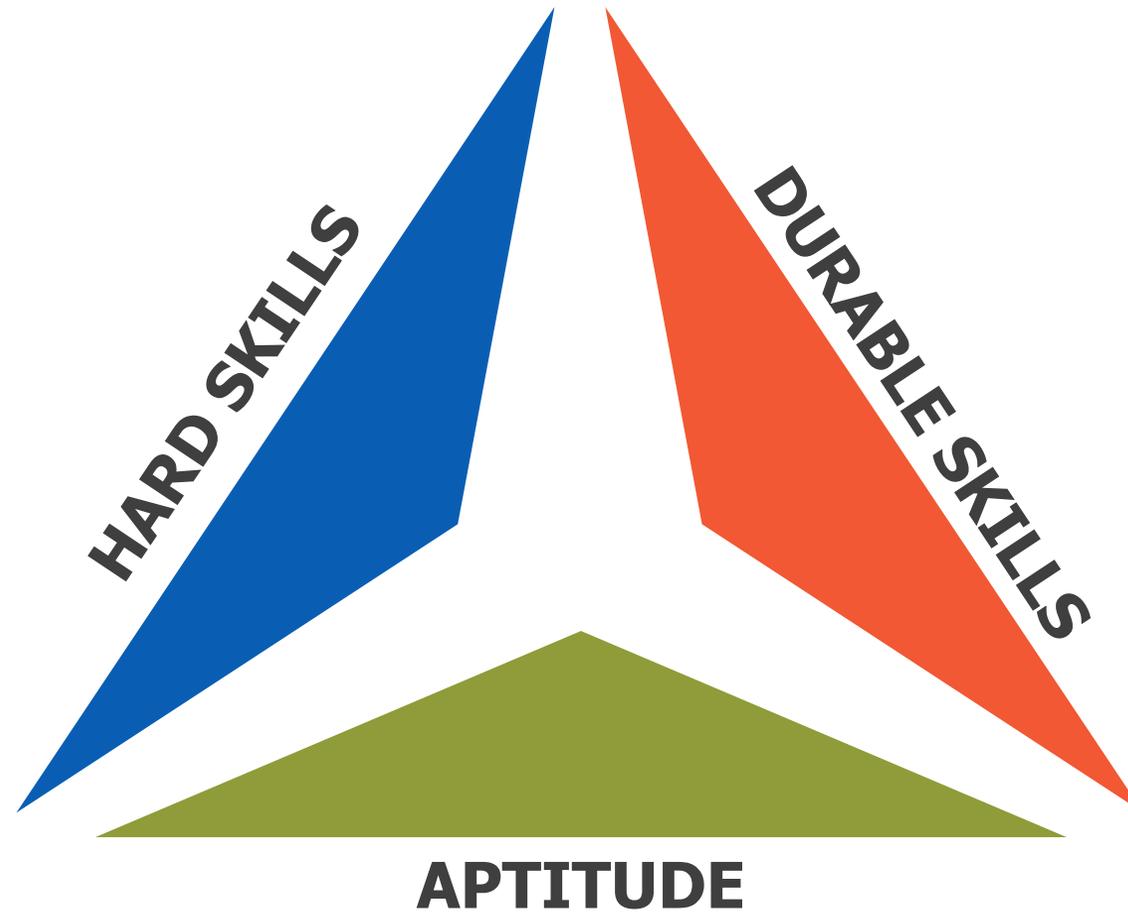
proven quality, familiar experience, confidence in its stability/longevity.

useable

informed by practitioners (them), non-technical, simple.



Proxy replacement.



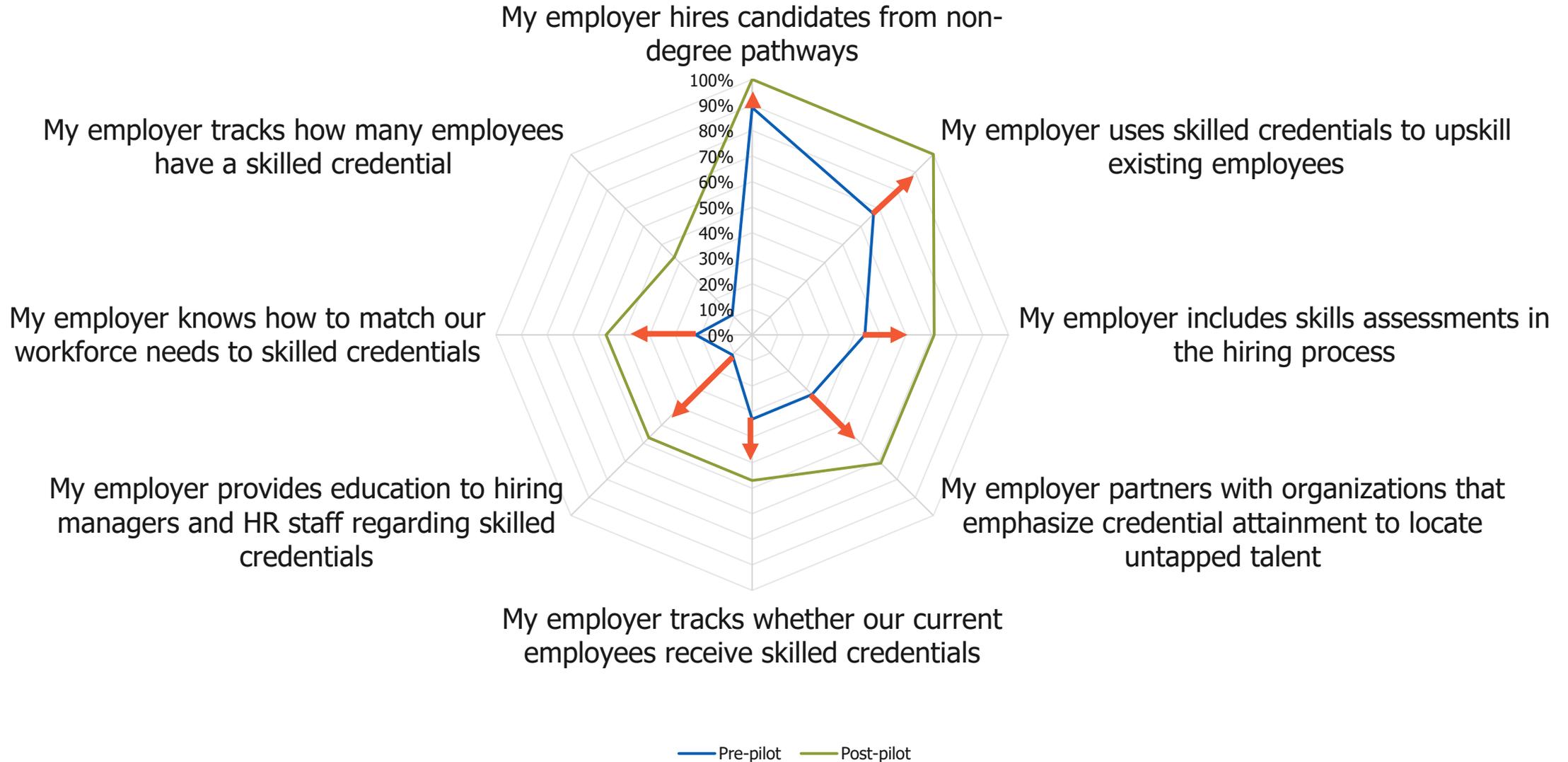
SOCIAL DRIVERS OF HEALTH

Healthcare access and quality | Education access and quality | Social and community context
Economic stability | Neighborhood and build environment



Driving change.

**Percentage of Pilot Employers Enacting Skills-First Strategies
(Pre- and Post-Pilot)**



**AI Navigator &
Maturity Model**

**Skills Tech
Clearinghouse**

Pilots

Toolkit & Action Planner

Research, Consulting, and Mentorship

**Skills
Credential**

Skills-First Library

