

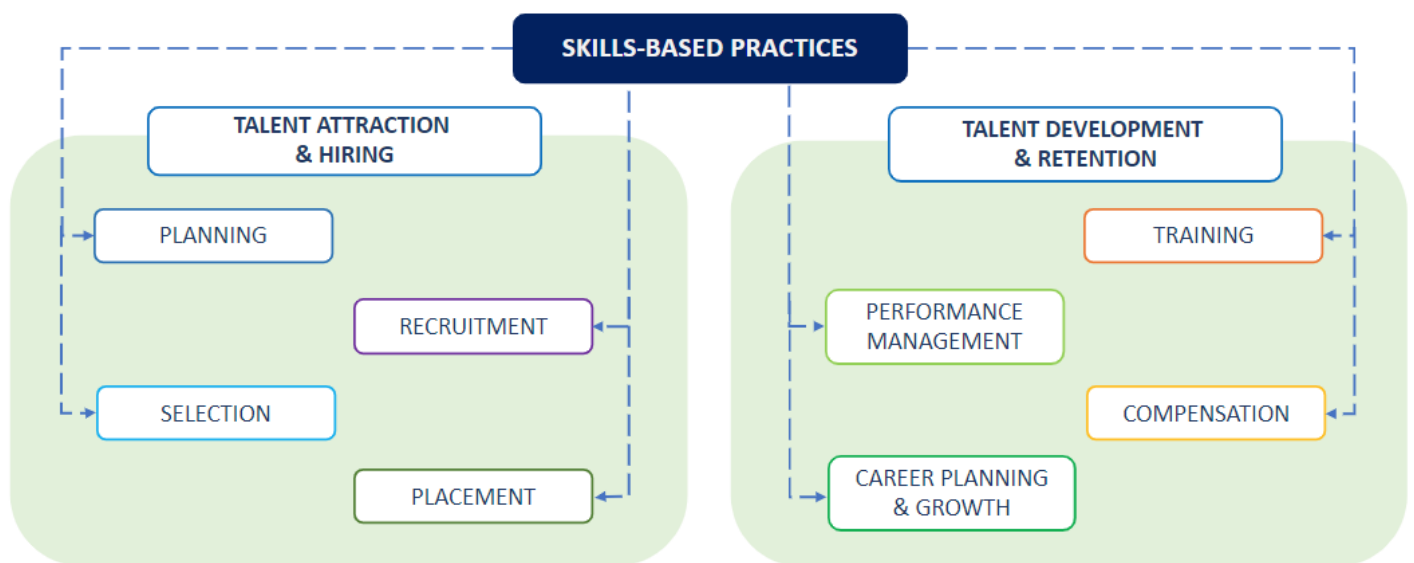
# Skills-Based Practices



## Our Work

Implementing a skills-based practices approach as a strategic workforce planning strategy focuses on the skills needed to successfully perform jobs and uses that lens to recruit, hire, develop, and promote qualified candidates. Today’s economy is marked by ongoing industry advancements and the rapid evolution of technology leading to labor shortages and continuously evolving skill needs in the labor market. Finding and retaining a skilled workforce is key to an organization’s growth and success and a priority for most employers.

Implementation of skills-based practices is a means of nimbly supporting organizational workforce needs and goals while opening up career opportunities for a broader range of people and improving organizational diversity. At AIR, we help our clients implement a variety of skills-based practices that span the human capital life cycle, from talent attraction and attainment to development and retention.





# How Can AIR Help You?

We partner with federal and state agencies, associations, nonprofit organizations, and private sector employers across industries. We work with our clients to accomplish the following:

- Identify skills and create skill inventories and matrices within jobs and across an organization.
- Identify and forecast employer workforce needs and skills gaps.
- Use rigorous methods to identify which jobs have valid degree requirements and which do not need to have this requirement.
- Reframe job descriptions to focus on skill requirements and align job requirements with the organization's hiring needs.
- Develop and implement assessments to measure skills.
- Identify tools to proactively detect and address skills-based training opportunities.
- Align learning objectives and curricula with the employers' forecasted skills needs.
- Develop a plan for stakeholder engagement, communication, and training to facilitate and scale the implementation of skills-based practices.
- Deploy a communication and change management strategy for implementing skills-based practices.
- Implement impactful employee development strategies, such as reskilling and upskilling.
- Evaluate outcomes and identify opportunities for improvement, and capture best practices and lessons learned in the implementation of skills-based practices.



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*Scan this QR code to learn more about AIR's Human Capital work*

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