

SKILLFULL INDIANA

HIRE BASED ON SKILLS, NOT DEGREE.

60% of American workers over the age of 25 do not hold a four-year degree.*

Why are more companies moving from degree-focused hiring to skills-based hiring? To find quality applicants for hard-to-fill roles. Make your move to skills-based hiring to increase the size of your talent pool and remove barriers for candidates that might not have the degree or network.

Learn how to make this shift through the **free SKILLFUL Talent Series**. You will receive step-by-step guidance on skills-based practices, how to identify the required skills, and how to recognize those competencies in candidates.

COURSES

101 | Attract the Right Talent

102 | Candidate Evaluation

103 | Selection & Onboarding

104 | Employee Retention

We've partnered with Skillful Indiana through the Markle Foundation, to help employers and workforce development entities across Indiana learn more about skills-based hiring and implement new ways of finding that talent they need."

- Eric Holcomb, Indiana Governor



*Source: <https://www.bls.gov/cps/cpsaat07.htm>

Center for Regional Development

<https://bit.ly/3mOWNos>



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WHAT YOU WILL LEARN

Each series is a two-hour interactive workshop which is eligible for 2.0 PDCs for SHRM-CP(r) or SHRM-SCP(r). Earn up to 8.0 PDCs by participating in all four workshops!

101 | Attract the Right Talent

- Learn skills-based hiring practices
- Design job descriptions around competencies needed for the job
- Broaden your talent pools to all qualified applicants
- Reduce hidden bias in your hiring process
- Source and recruit the right talent for your needs

102 | Candidate Evaluation

- Avoid filtering out qualified candidates in the screening process
- Create interview questions to uncover candidates' hard and soft skills
- Select and design an assessment to accurately evaluate candidates' skills

103 | Selection & Onboarding

- Create guidelines for your selection process to identify and reduce bias
- Select the best candidate based on their skills
- Design an effective onboarding program to decrease new hire training time
 - Onboard your new hire and equip them with the tools and skills they need to succeed

104 | Employee Retention

- Identify what skills your new hire has, and what skills they need
- Set up a training program to upskill new and current employees
- Create transparent and inclusive advancement opportunities for employees

