

# Talent consulting for skills-based hiring

LEAD THE SHIFT TO A SKILLS-POWERED ORGANIZATION

Skills-based strategies are changing the way we hire. From identifying skills gaps to building talent marketplaces, the journey is challenging, but the rewards—greater organizational agility, talent mobility and business impact—are transformative. Whether you are just starting out or looking for a new perspective in your journey, our experts can help you every step of the way.

## EXPLORE

### Strategic skills-based workshop

Align internally on your opportunities and approach to moving towards a skills-based organization

 3-5 WEEKS

#### DELIVERABLES

- Shared understanding of your starting points and enablers including tech
- Alignment on the rationale, case for change, and strategic priorities
- Alignment on resources and cross-functional collaboration are required
- Recommendations and high-level roadmap

### Skills readiness diagnostic

Workshop report with a summary of activities, decisions made, initiatives identified, and priorities

 6-12 WEEKS

#### DELIVERABLES

- Discovery or current state playback report (executive summary plus detail)
- Detailed report to include roadmap and recommendations for key skills-based use cases and priority areas, integrating technology, skills data, talent process design, and change management and adoption considerations
- High-level roadmap, integrating technology, process, 'people' and change lens into holistic perspective, with dependencies clearly mapped and understood

## IMPLEMENT

### Targeted skills interventions

Targeted project solutions to inject an increased focus on 'skills' into the talent acquisition and talent management - delivered through one of AMS talent consulting specialist teams of: Brand & attraction, technology, insight, or assessment experts.

 VARIES FROM ORGANIZATION TO ORGANIZATION

#### DELIVERABLES

- Skills technology vendor review: Strategic & operational review of skills technologies to support your transformation
- Skills framework: Strategic review of your skills frameworks and data (online & offline) to achieve alignment across talent processes and technologies
- Skills assessment: Vendor selection review to enhance skills-based assessment & interview processes
- Skills-based attraction: Design of compelling attraction campaigns and candidate journeys
- Skills market intelligence: Actionable insights on talent supply and demand to refine sourcing strategies

## TRANSFORM

### Skills-based transformation

Supporting clients on their transformation journey towards skills-based talent acquisition and talent management.

 CUSTOMIZED PER PROJECT

#### DELIVERABLES

- Technology: Optimally deploy your technology ecosystem to enable skills-based hiring and talent management practices; drive user engagement and platform adoption
- Brand & attraction: From aligning your EVP messaging and attraction to reflect your skills-based talent strategy through to launching specific skills-based engagement campaigns to attract top talent
- Sourcing: Review and align your sourcing operations and approach to internal and external talent pooling to skills
- Process & experience: Re-design candidate and employee journeys and associated talent processes
- People & structure: Align and enable your teams to deliver and drive new skills-based talent practices
- Change, comms & adoption. Drive change with a robust approach to change management and comms, and an impactful training & adoption plan

A|M|S

Wherever you are in your journey, let us guide you towards a skills-based approach

BOOK A CALL WITH A TALENT CONSULTING EXPERT