



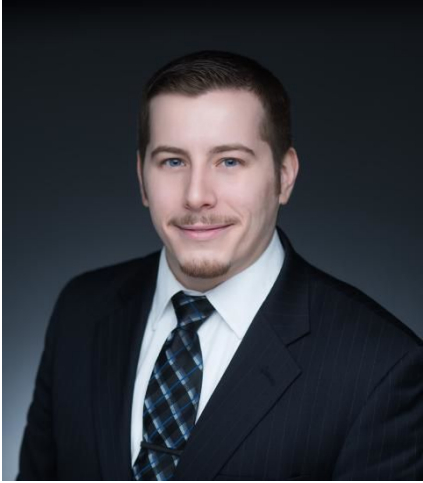
ACCT CENTER

FOR POLICY & PRACTICE

Serving as a Bridge: Community College Skills-Based Hiring Playbook

August 15, 2024

Meet Our Panelists



Sean Robins
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*Association of
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Kelly Koermer
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Agenda

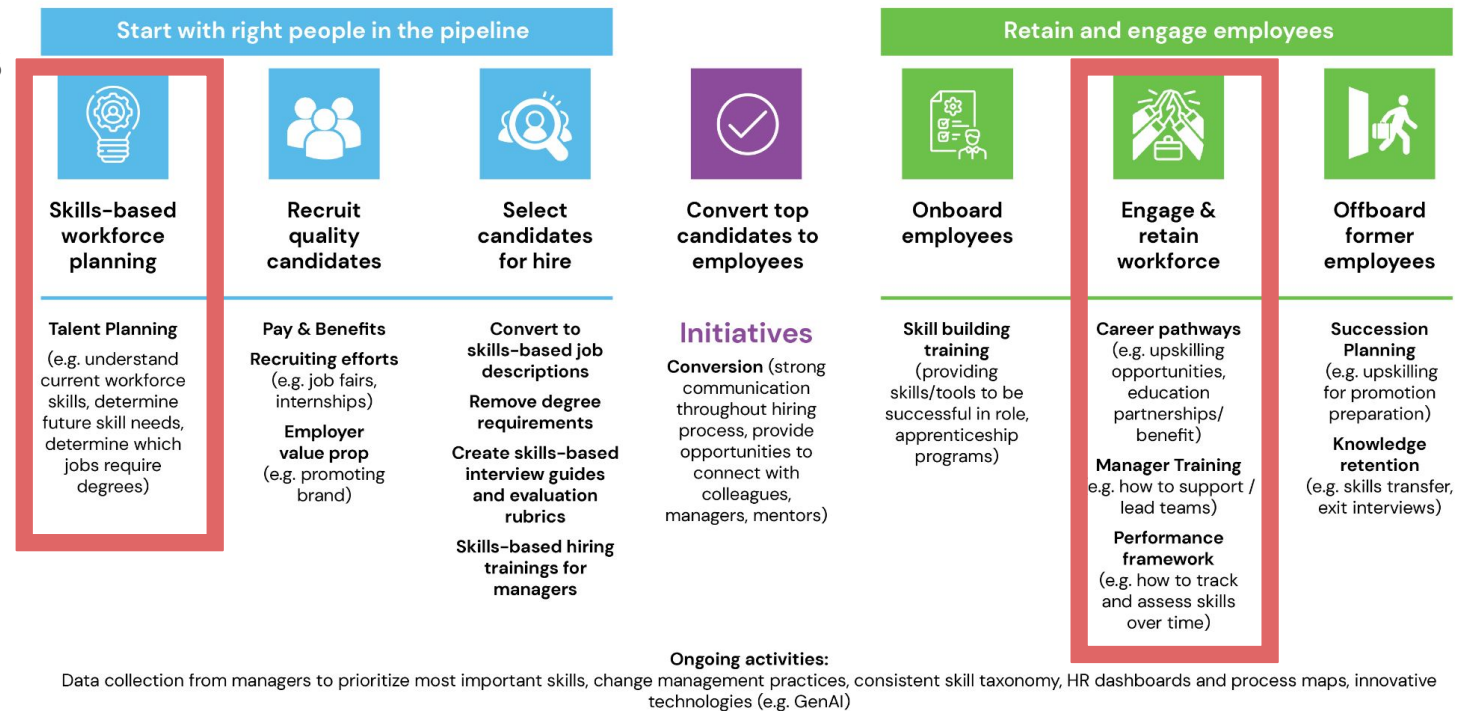
- ▶ Overview of Skills-Based Hiring Landscape
- ▶ Charting New Career Pathways: Lessons learned from ACCT's Skills-Based Hiring Initiative
- ▶ Community College Skills-Based Hiring Playbook
- ▶ Utilizing the Playbook: Insights from a community college leader
- ▶ Q&A's

Skills-Based Hiring Landscape

Overview of Skills-Based Hiring Landscape

- ▶ Shift in utilization by employers
- ▶ Not something unfamiliar
- ▶ Why leverage community colleges
 - ▶ Existing pool of candidates
 - ▶ Professional educators
 - ▶ Economic development
 - ▶ Training development
 - ▶ Existing pathways
- ▶ When to engage
 - ▶ Earlier the better
 - ▶ Critical at different points

Skills-based hiring in the Public Sector: Skills-based practices can be implemented across the entire employee journey to hire, retain and grow talent



Source: Inspired by presentation by BCG at National Governors Association Skills in the States National Summit on April 24, 2024

Why Skills-Based Hiring and Why Now?

Scope of Project

- ▶ Address how community colleges could support skills-based hiring with public-sector employers as bachelor's-degree requirements are eliminated.
- ▶ Demonstrate the effectiveness of skills-based hiring by designing and/or enhancing existing training programs at four community colleges around the critical skills most needed for specific occupations identified by the state, creating a pipeline of skilled and career-ready job candidates for open roles.
- ▶ Intentionally include individuals Skilled Through Alternative Routes (STARs).
- ▶ Pivot due to challenges encountered during project.

Charting New Career Pathways

Partnering with Community College in Maryland on Skills-Based Hiring

A Case Study of Maryland

Challenges

- ▶ Timing
- ▶ Partnerships/Identifying Champions
- ▶ Removing Degree Requirements and Discovery Process
- ▶ Understanding the Scope of Removing Degree Requirements

Lessons Learned

- ▶ Early Engagement with Employers
- ▶ Training Hiring Managers
- ▶ The Importance of Partnerships
- ▶ Support for New Hires

Community College Skills-Based Hiring Playbook

A toolkit for community colleges partnering with the public sector to create career pathways for STARs.

Strategic Implementation of the Playbook

- ▶ Building Foundational Knowledge
- ▶ Establishing Key Relationships
- ▶ Conducting Skills Analysis
- ▶ Implementation of New Hiring Strategies
- ▶ Community Colleges Serving as a Bridge

Discovery & STARSight

STARSight.. Help Center Hire STARS K

Stellarsight is now STARSight
We're updating the name in an effort to streamline our portfolio of tools and make them easier to understand. [Read more here.](#)

Explore Get insights into talent landscapes | **Compare** Discover skills across jobs | Assess Review your job requirements

Find states, metros, or counties...

Hover to discover how many workers transition between each job and where wage gains are most likely.

Sourcing Job | **SELECTED JOB** | Destination Job

To compare skills between jobs, click on a transition path in the chart to the left.

90 % Skill Match
36 K National number of workers transitioning annually

Hourly wage levels
■ Low (< \$15) ■ Medium (\$15 - <\$20) ■ Upper (\$20 - <\$44) ■ High (\$44+)

View Data Sources & Information >

Adobe Acrobat Reader

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Explore Get insights into talent landscapes | **Compare** Discover skills across jobs | **Assess** Review your job requirements

Find states, metros, or counties...

What skills are most frequently required for Retail Salespersons?

Larger boxes indicate greater numbers of job postings that require this skill.
Hover to see how frequently each skill appears in job postings.

Most required Least required

View Data Sources & Information >

Maps

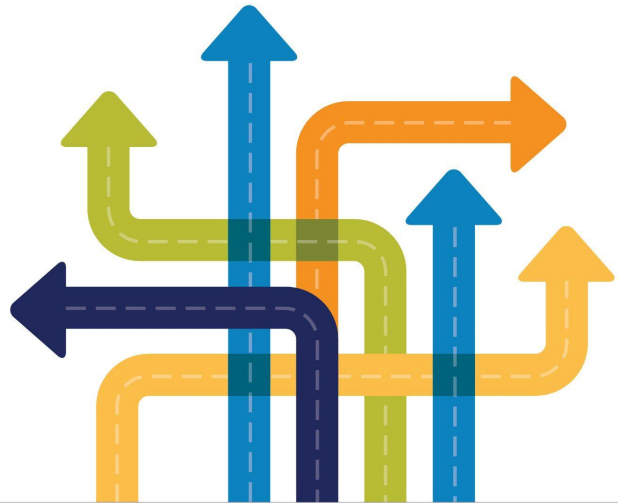
Leveraging the Playbook

Access the New Resources

CHARTING NEW CAREER PATHWAYS: Partnering with Community Colleges in Maryland on Skills-Based Hiring

Lessons learned from ACCT's Skills-Based Hiring Initiative

By Sean Robins



COMMUNITY COLLEGE SKILLS-BASED HIRING PLAYBOOK

A toolkit for community colleges partnering with the public
sector to create career pathways for STARS.

By Sean Robins, CiCi Flanagan, and Steve Jurch





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Thank You!

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