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Resources for Skills-First Transformation

In today's fast-evolving workforce, skills—not degrees—are the new currency of opportunity. OneTen has created the following suite of resources to equip organizations with best practices for adopting skills-first hiring. From recredentialing strategies to stakeholder engagement to change management recommendations, these tools support a seamless transition, enabling companies to realize the full benefits of a skills-first approach.

Resource	Resource Links
Change Management Assessment Provides a framework for assessing and enhancing change management efforts within organizations by focusing on key areas such as leadership empowerment, employee motivation and performance measurement, with the goal of ensuring smooth and sustainable transitions. It includes a Change Management Assessment Tool for evaluating current practices and identifying actionable steps for improvement.	View Resource
Recredentialing 101 Provides guidelines to help organizations kick-start the process of recredentialing job descriptions to prioritize skills over traditional degrees.	View Resource
Creating Effective Skills-First Job Descriptions - A/B Test and How-To Guide Provides research-backed insights on how skills-focused jobs descriptions attract a wider, more diversely skilled talent pool. Featuring A/B testing comparing skills-first and traditional job descriptions, this how-to guide provides actionable strategies for crafting effective job descriptions that prioritize skills over degrees, boosting both applicant engagement and hiring efficiency.	View Resource
Writing Skills-First Job Descriptions - A Best Practice Checklist Provides a practical, research-based checklist to craft skills-first job descriptions that attract qualified talent. This guide outlines essential steps to emphasize skills over credentials, clarify core competencies, promote inclusivity and remove bias, helping HR teams expand their talent pool and foster an effective skills-based hiring process.	View Resource
Cisco's Skills-First Success – A Powerful Playbook for the Private Sector A case study providing an inside look at Cisco's journey with OneTen to implement skills-first hiring at scale. It explores Cisco's transformation from degree-based hiring to a skills-first approach, offering key strategies and practical lessons for organizations aiming to foster inclusivity and agility within their workforce. Discover how Cisco has turned a public commitment into tangible, impactful change, achieving a 96% retention rate for skills-first hires and setting a powerful example for sustainable workforce transformation.	View Resource

OneTen empowers companies to move beyond traditional hiring models and embrace a skills-first approach that drives inclusivity, workforce agility and sustainable business success.

To learn how OneTen can power your skills-first strategy, visit:

oneten.org/skills-first

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