



Stronger by Design

Building the Intelligence,
Readiness, and Precision
Skills-First Transformation
Requires

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* This report describes work completed in 2025, when the organization operated as OneTen. References to SkillsRight relate to the organization’s current name and future direction.

Letter From Our Board Co-chairs

Five years after the founding of OneTen, the purpose that brought this coalition together remains clear: to help unlock career opportunities for America’s skilled talent and to show how skills-first hiring could deliver meaningful impact for employers, workers, families, and communities.

At the outset, we intentionally defined progress through concrete actions: the number of companies committed to change, the talent they hired, the promotional opportunities they created, and the family-sustaining wages they provided. Those measures remain essential. Over time, however, we have learned that lasting change depends on more than removing degree requirements or opening new pathways. It requires companies to clearly understand the skills they need, redesign the systems that shape hiring and advancement, and build the internal commitment necessary to sustain new practices over time.

That is the work OneTen advanced in 2025. Across the coalition, companies were not simply asking whether skills-first mattered; they

were asking how to make it work inside complex organizations, across roles, systems, managers, and markets. They wanted better data, clearer tools, stronger implementation support, and more precise ways to connect talent to opportunity. OneTen listened, learned and evolved in response.

This matters because talent is still too often overlooked for reasons unrelated to ability. A degree may signal access, persistence, or opportunity, but it does not guarantee a successful fit. A skills-first mindset allows employers to recognize what traditional degree filters all too often miss: experience, judgment, resilience, curiosity, and the capacity to keep learning.

That lesson is especially important now in a labor market in which technology is rapidly accelerating the pace at which skills become valuable, evolve, and, in some cases, become obsolete. In this environment, the organizations that thrive will be those that know how to identify capability, develop it continuously, and match

it to business needs with greater precision. As we have known since the beginning, expanding opportunity and strengthening business performance are not competing goals. They are mutually reinforcing.

As OneTen’s work continues under the SkillsRight name, we are proud of what this coalition has built together. The name has evolved, but the responsibility endures: to keep building a labor market that recognizes skill, expands opportunity and rewards potential wherever it is found.



**KEN
FRAZIER**

SkillsRight Co-chair
and former Chairperson
and CEO of Merck



**GINNI
ROMETTY**

SkillsRight Co-chair
and former Chairperson
and CEO of IBM

Letter From Our CEO

Earlier this year, OneTen evolved into SkillsRight to reflect the next phase of our work: helping employers operationalize skills-first workforce strategies with greater precision, flexibility, and scale. Our story told here is a 2025 story—one of what we built, tested, learned, and strengthened alongside our coalition in order to set the stage for 2026 and beyond.

2025 was a year of pressure and possibility. Employers were navigating a slower, more selective labor market, persistent cost concerns, longer hiring cycles and fast-changing workforce needs. At the same time, artificial intelligence shifted from a future concern to an immediate business imperative. Across industries, leaders were asking urgent questions: How will AI reshape roles? Which skills will matter most? How do we prepare our people? And how do we ensure that technology enhances, rather than diminishes, human capability?

The question is not whether AI will change work, but whether employers can identify the skills being displaced,

transformed, and created—and build systems to develop and strengthen them. That is why skills-first matters more, not less, in this moment.

As AI absorbs more routine, administrative and even technical tasks, the value of durable human skills increases. Critical thinking, communication, adaptability, collaboration, emotional intelligence, and sound judgment are central to how people contribute and how organizations compete. These capabilities are not guaranteed by a degree, nor are they absent without one. They are built through experience, learning, practice and opportunity.

In 2025, we concentrated on building the capabilities this next phase of skills-first requires. We sharpened our ability to identify roles where degree requirements create unnecessary barriers. We advanced SkillWriter™, our AI-powered job description tool, to help employers rewrite roles around the skills the work actually requires. We improved our sourcing,

screening, and matching process so employers could see candidates not just by where they have been, but by what they can do. And we strengthened the talent experience through a new dashboard and career readiness resources designed to help candidates prepare, engage, and move forward with confidence.

We also invested in stronger intelligence. Our hiring manager research confirmed that belief in skills-first hiring is strong but implementation remains uneven, so we expanded our research, change management support, Company Scorecards, and Workforce Intelligence capabilities to help employers turn information into decisions and decisions into action.

Just as importantly, we continued to learn directly from our coalition. Our Community of Practice brought leaders together to share what is working, surface what is hard, and help shape the solutions needed for real-world implementation. That feedback loop is central to our work. Skills-first transformation cannot be

imposed through a single model. It must meet employers where they are, reflect on their business realities and adapt as the labor market changes.

Looking back, I see 2025 as a year of disciplined progress and capability-building. We learned how to make skills-first more precise, more actionable and more scalable. We learned that better decisions require better intelligence. And we learned that the future of work will require employers to invest not only in technology, but in the people, skills and systems that allow technology to create shared value.

I am deeply grateful to every coalition member, partner, and colleague who helped shape this work. Because of you, we enter this next chapter as SkillsRight with clarity, humility and determination to remain a trusted transformation partner in a period of rapid change.

“ The question is not whether AI will change work, but whether employers can identify the skills being displaced, transformed and created—and build systems to develop and strengthen them.”



**DEBBIE
DYSON**

CEO, SkillsRight

Our Impact

BY THE NUMBERS



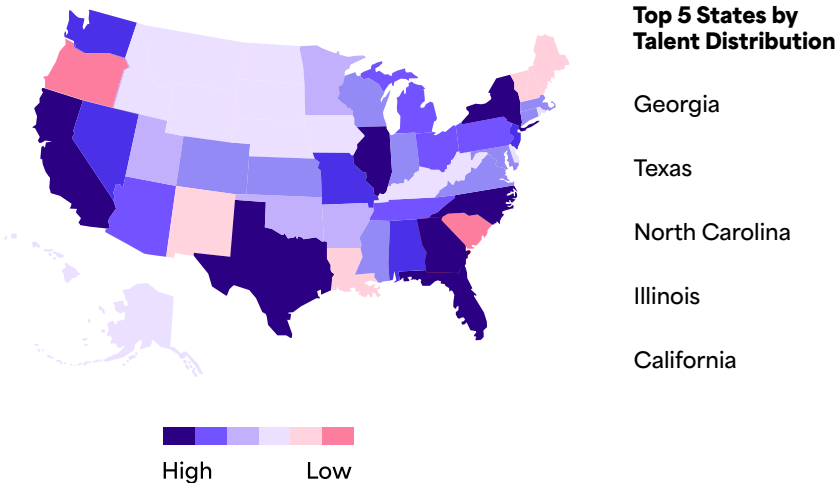
*Cumulative as of December 31, 2025.

SKILLSRIGHT TALENT

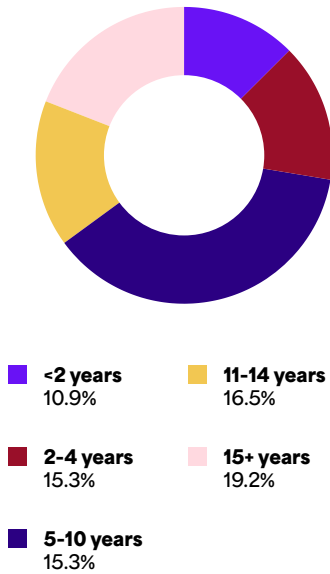
Our community of skilled talent spans a wide range of backgrounds, industries, and levels of experience.

GEOGRAPHY

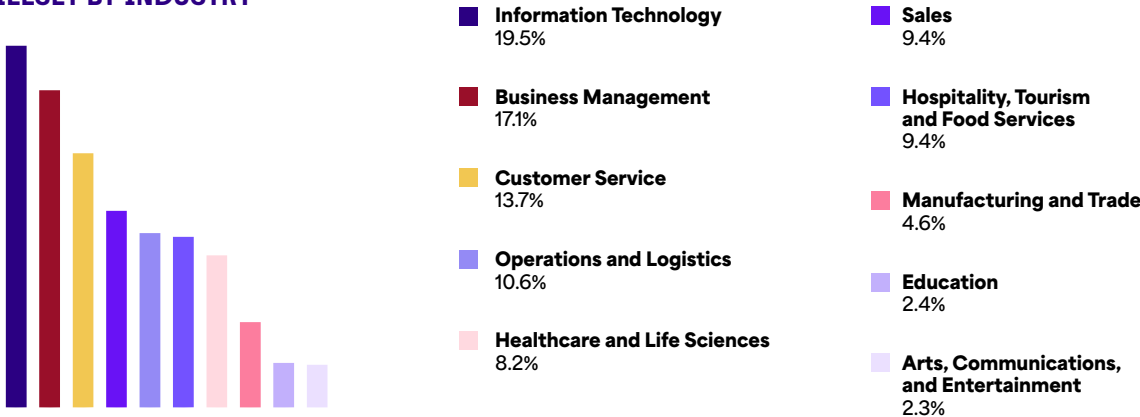
(Distribution of talent by state)



WORK EXPERIENCE



SKILLSET BY INDUSTRY



2025 Highlights

In 2025, we strengthened the tools, insights and operating practices needed to help employers move from skills-first commitments to execution and brought that work into the national conversation.

JANUARY

Launch of Talent Profile Cards

CEO Debbie Dyson featured on *Harvard Business School's Managing the Future of Work* podcast



FEBRUARY

Release of *Writing Skills-First Job Descriptions: A Best Practice Checklist*



MARCH

Release of *AI-Driven Skills Taxonomy Research Snapshot and Evidence-Based Guide*

Debbie Dyson joins *Bloomberg Businessweek's "The Broken Rung"* podcast episode



SEPTEMBER

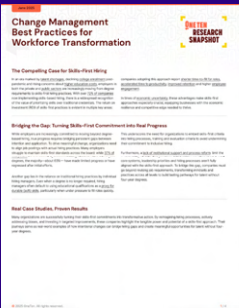
Pilot of proprietary recredentialing AI tool, SkillWriter™, with Illinois Tool Works



CEO Debbie Dyson leads The Conference Board's Human Capital Roundtable on skills-based talent strategies

JULY

Release of *Skills-First Success: Change Management Best Practices for Workforce Transformation*



Launch of a new Talent Dashboard on our Career Marketplace

APRIL

Introduction of enhanced Company Scorecards



OCTOBER

Release of *Skills-Based Workforce Strategies for a Changing Trade Landscape*



Executives from more than 20 coalition member companies convene for in-person Community of Practice forum in Dallas, Texas

NOVEMBER

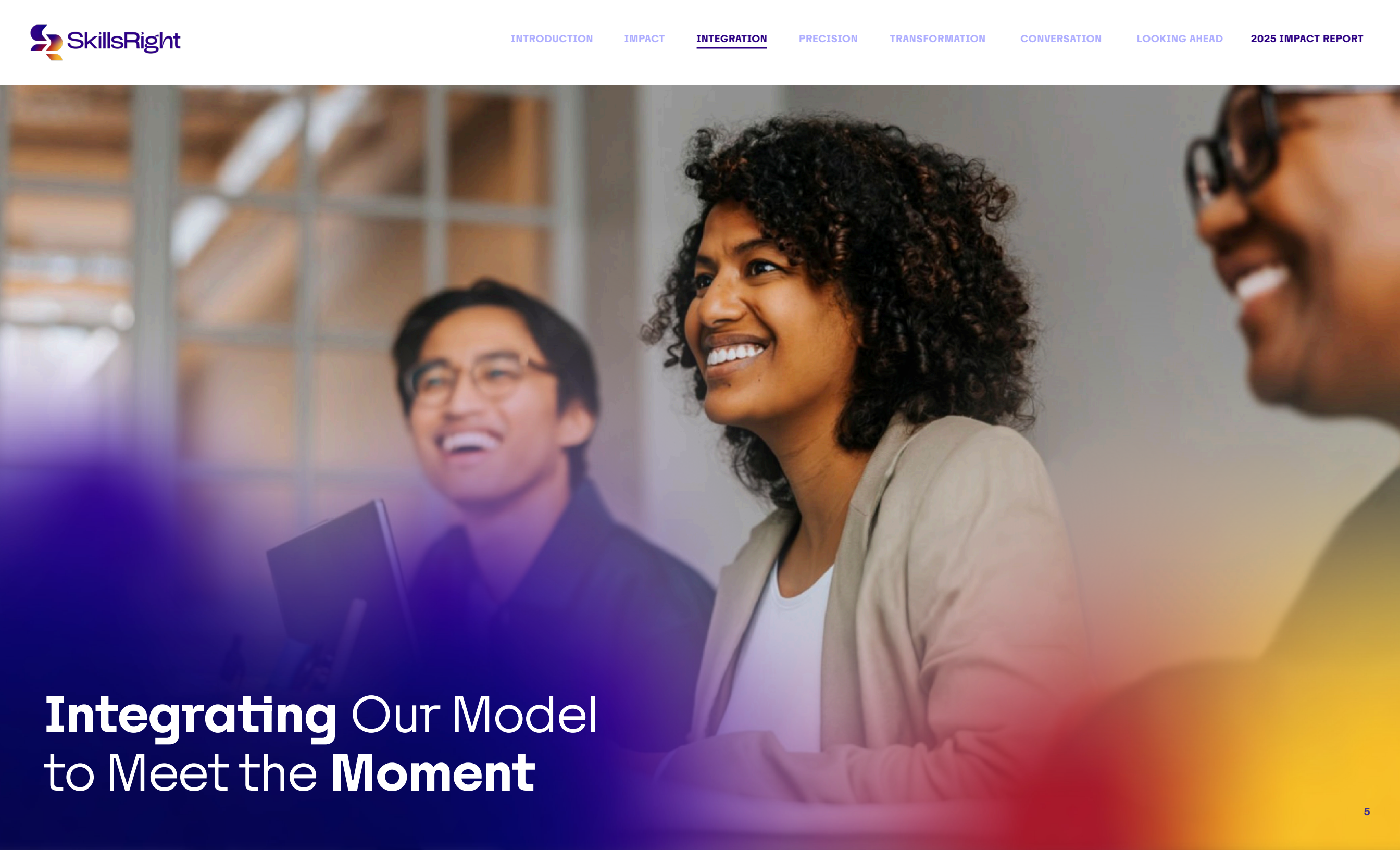
Joint report with The Conference Board urges leaders to treat skills-first as an enterprise transformation



DECEMBER

Release of *Insights from Hiring Managers: How Employers Can Turn a Skills-First Mindset into Sustained Impact* report, a follow-up to our 2023 hiring manager research study





Integrating Our Model to Meet the **Moment**

Integrating Our Model to Meet the Moment

For OneTen, 2025 was a year of integration. We listened closely to our coalition, studied the realities employers were facing, and used those insights to strengthen our model. We brought employer demand, role identification, skills definition, candidate sourcing and readiness, and employer change management into a fully connected approach.

What emerged was a more systems-oriented model for skills-first transformation—one built not around a single intervention, but around the practical supports employers need to move from intention to implementation and measurable impact.

CLOSING THE EXECUTION GAP

Skills-first hiring has entered the mainstream conversation. But 2025 made one thing clear: awareness alone does not change systems. That next phase of the work is execution—helping employers translate commitment into consistent practices across roles, teams, and hiring processes.

Our 2025 hiring manager research report, *Insights from Hiring Managers: How Employers Can Turn a Skills-First Mindset into Sustained Impact*,

conducted in partnership with Ipsos and released publicly in December, reinforced that challenge. The study found strong support for skills-first hiring: 86 percent of hiring managers viewed the approach positively, and 82 percent expressed personal interest in adopting it more fully. Yet only about one-third reported applying skills-first practices consistently across their teams.

The research also identified practical barriers, including limited training in



defining skills, difficulty assessing skills directly, unclear job requirements, inadequate tools, leadership resistance, and fear of making the wrong hire.

These findings reinforced a consistent theme: employers need practical ways to put skills-first practices to work inside real organizations.

That insight shaped our work throughout the year. We focused on helping employers identify where skills-first could create opportunity, act on those opportunities more effectively, and sustain progress through tools, training, and change management support.

Coalition members also helped clarify the solutions they needed most, including stronger workforce intelligence and employer data, improved job design tools, better candidate readiness resources, and more precise talent matching. In response, we continued refining how we supported employers across the full arc of transformation.

By integrating what we learned from research, coalition practice, labor market signals, and direct employer engagement, we strengthened the foundation for what skills-first requires now: not just belief, but the tools, systems, and support to turn commitment into sustained practice.



86%

of hiring managers
support skills-first hiring

1/3

apply skills-first
practices consistently

Closing this **gap** is the **work**.



Precision Matching: From Role Requirements to Candidate Opportunity

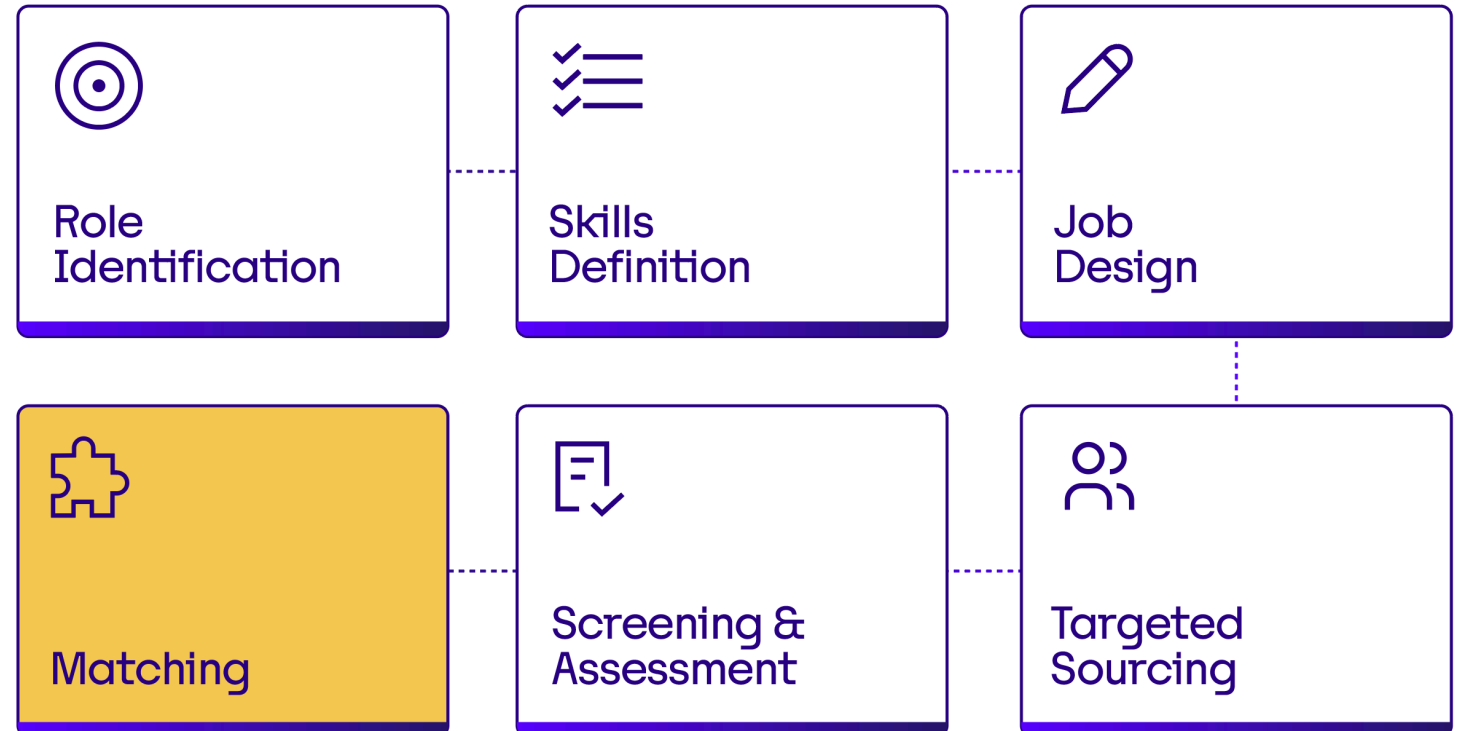
Precision **Matching**: From **Role Requirements** to Candidate **Opportunity**

If 2025 showed that skills-first transformation requires stronger implementation, it also showed that implementation depends on precision.

For employers, the challenge is not simply finding more candidates—it is finding the right candidates for the right roles, with the skills and readiness to succeed. For talent, it is being recognized for what they can do. In 2025, we linked every step between employer demand and candidate opportunity into one connected sequence.

The result was a more precise matching model designed to reduce friction, strengthen hiring confidence, and help employers move from broad interest in skills-first strategies to results-oriented execution.

Each step in our process reinforces the next: better role data clarifies the skills required, clearer skills improve sourcing and screening, and stronger screening surfaces best-fit talent for more confident hiring decisions.

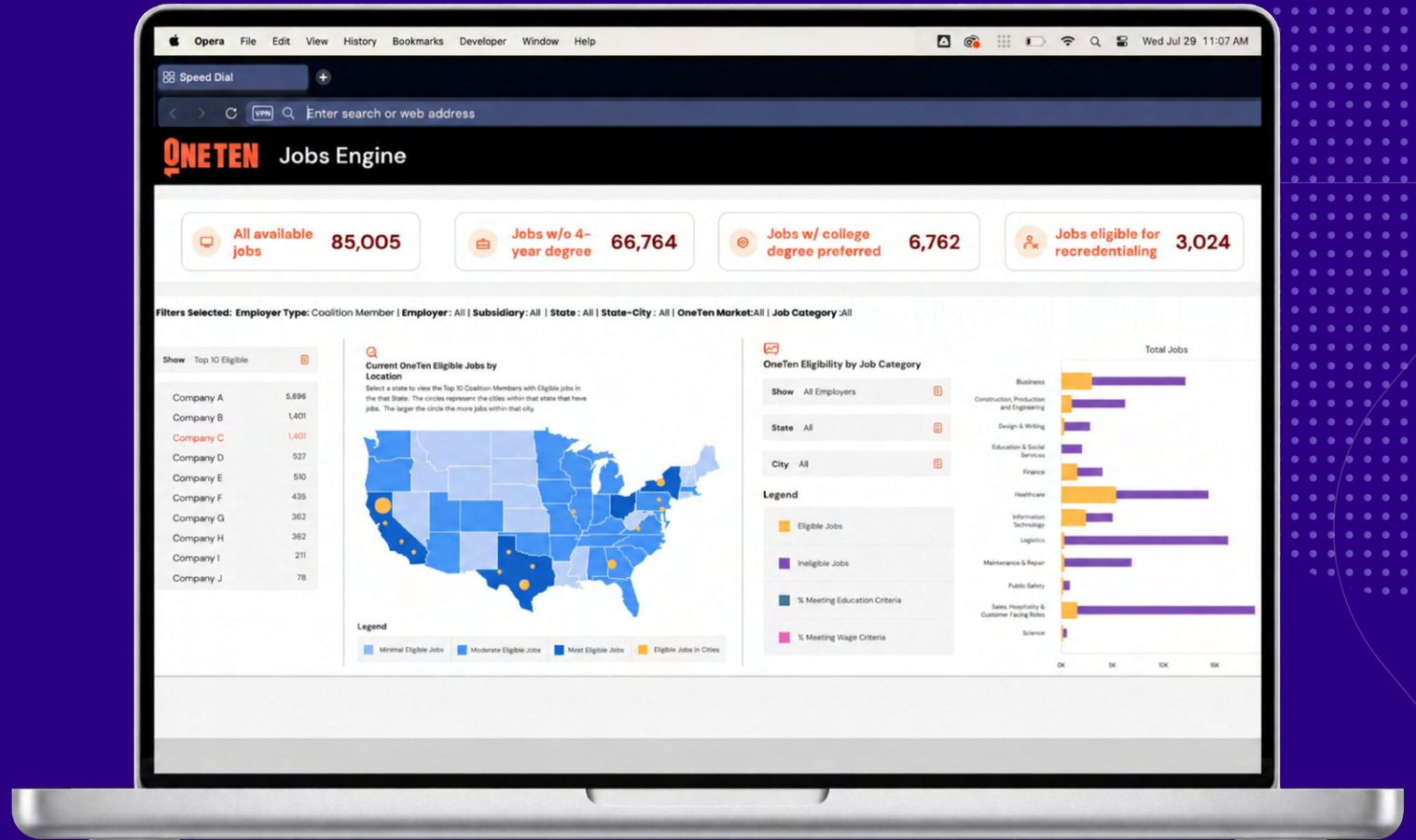


IDENTIFYING ROLES WHERE SKILLS-FIRST CAN CREATE OPPORTUNITY

Precision matching begins with understanding where opportunity exists: which roles can be opened to skilled talent with or without traditional degrees, which requirements may create unnecessary barriers, and where employer demand aligns with available talent.

Using the OneTen Jobs Engine, first launched in 2024, we worked with coalition member employers to analyze job postings, identify roles for recredentialing, and surface patterns across skills, locations, and role types.

This role-specific analysis gave talent leaders a practical starting point for recredentialing and skills-first job design.



DEFINING THE SKILLS THE
WORK ACTUALLY REQUIRES

Too often, job descriptions rely on vague requirements, inflated experience expectations, or degree preferences that do not reflect the skills needed to perform the work. These signals can discourage qualified candidates and make it harder for hiring teams to assess talent consistently.

In 2025, we continued strengthening our skills taxonomy and mapping capabilities to help employers define

role requirements more clearly. By mapping technical and durable skills to specific job archetypes, we created a more consistent way to understand what success requires across roles and industries.

This approach also helped employers distinguish between skills candidates need on day one and those that can be developed on the job—widening the pool of qualified talent without lowering standards.

REWRITING JOB DESCRIPTIONS
FOR SKILLS-FIRST HIRING

In 2025, we advanced SkillWriter™, an AI-powered job description enhancement tool that helps employers translate role requirements into clear, skills-first job descriptions.

SkillWriter™ removes unnecessary degree requirements, leads with skills, simplifies language, recommends relevant credentials, and flags wording that may limit applicant

appeal. Grounded in our research and talent insights, the tool makes job description rewriting more practical, consistent, and evidence-based.

It also helps employers complete recredentialing work with greater speed and efficiency, reducing a process that once took days to a matter of minutes.

OneTen SkillWriter™

Remove degree barriers and focus on skills

1

Search Company

2

Select Job

3

Verify Description

4

Compare Results

Search Company

Start typing to search for companies with job listings that require degree credentials

Enter company here...

Database Statistics



With speed and at scale, our SkillWriter™:



Reviews eligible roles for recredentialing



Selects a job description to enhance



Removes degree requirements



Reviews and simplifies responsibilities for clarity



Enhances required skills and experiences



Exports rewritten skills-first job description

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SOURCING, SCREENING AND MATCHING WITH GREATER CONFIDENCE

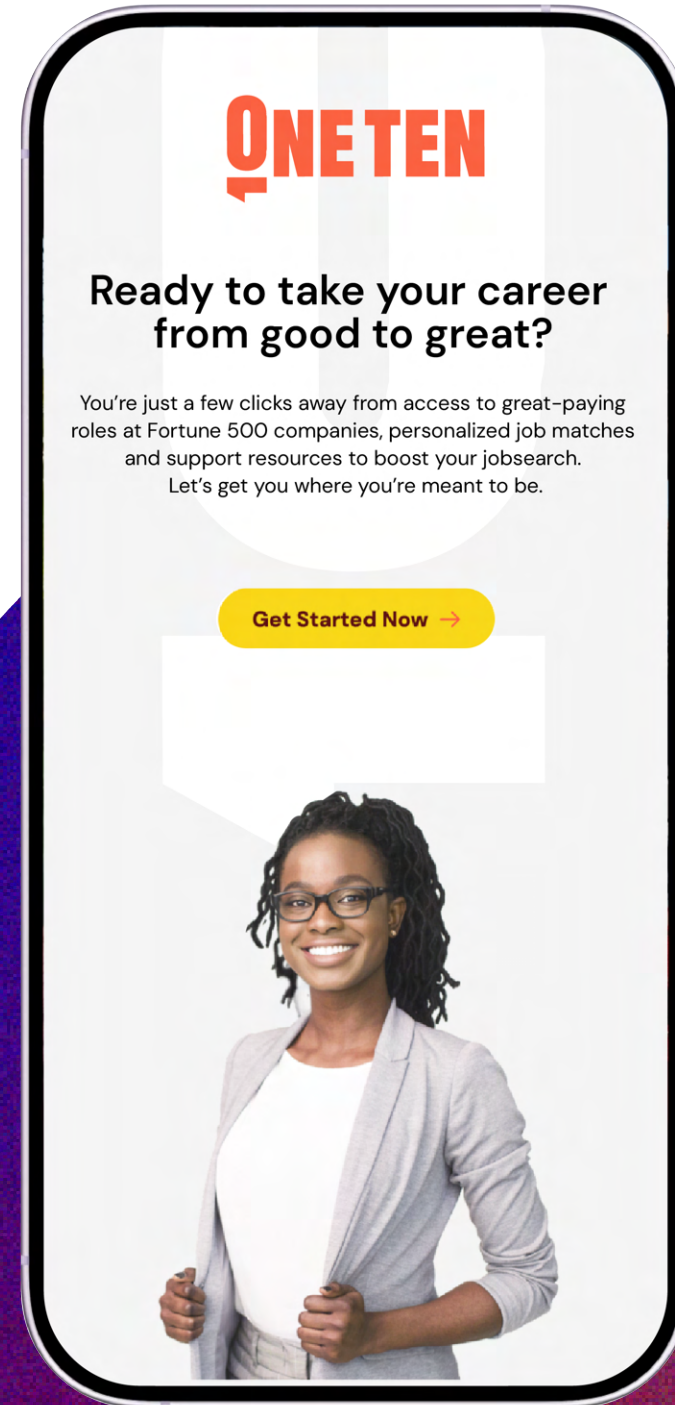
On the talent side, precision requires more than attracting candidates. It requires understanding who they are, what they bring, and where they are most likely to succeed.

We refined our sourcing and pre-screening process to gather more useful information early in the candidate journey, and strengthened our targeted sourcing approach—talent developers, community colleges, workforce partners, and direct outreach—guiding candidates into a more structured experience that supports stronger matching from the start. Pre-screening questions

became more intentional and role-relevant, capturing the right signals about candidates’ experience, interests, and competencies.

We also expanded how we assess durable skills, pairing new assessment tools that surface capabilities often difficult to see on a résumé with human review that adds context, judgment, and confidence to the process. That human layer is critical to helping hiring managers move beyond relying on degrees as proxies for skills such as communication, collaboration, problem-solving, and adaptability.

With Allstate, OneTen worked closely with recruiters and hiring managers to clarify the skills, success profiles, and competencies associated with high-volume, business-critical roles. That alignment created a stronger foundation for more targeted sourcing, screening, and candidate evaluation.



It's not about **volume**; it's about **fit**.

FROM RESUME TO TALENT PROFILE

Another important advancement in 2025 was the introduction of Talent Profile Cards.

Traditional resumes often understate what skilled talent can do, particularly when experience has been gained through nontraditional pathways. Talent Profile Cards present candidates' skills, experience, qualifications, and readiness in a digestible and systematized format.

For hiring managers, they simplify review and comparison. For candidates, they create a stronger opportunity to be evaluated for

their capabilities rather than filtered by credentials.

Precision matching is both technical and human. AI accelerates role analysis and skill mapping. Data reveals patterns. Assessments surface strengths. Human judgment ensures candidate recommendations are thoughtful and aligned with employer needs.

This combination is what makes precision matching different from traditional sourcing. It's not about volume; it's about fit.



Tanya Jessup

Insurance Agent

Sanford, FL

Personal Trainer

Remote Ready

Assistant Manager

tjessup8873@gmail.com

Meet Tanya

- Has 13 years of related and 16 years of total experience.
- Is pursuing a career in customer service.
- Resides in Sanford, Florida, and is not willing to relocate but is open to remote opportunities.

Skills

Acquired Skills

- Customer Services
- Data Analysis
- Sales Strategy

Assessed Skills

- Communication

Assessed Skills

- Retail Technology
- Multilingual (Spanish/English)

Relevant Qualifications

- Associates, Psychology, Monroe Community College

OneTen Verified: An individual who has completed a set of pre-screen questions, a durable skills assessment, and whose technical skills have been reviewed as noted within their resume

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Employer Transformation and Talent Readiness

Employer Transformation and Talent Readiness

Skills-first transformation requires employers that can recognize and act on candidates' capabilities, and candidates who are prepared to demonstrate what they can do. In 2025, we strengthened both sides of that equation—reinforcing that employers need the systems, tools, and confidence to act on talent's skills, just as candidates need the preparation to communicate them effectively. These advancements underscored a central lesson: precision matching is only as strong as the systems and readiness behind it.

BUILDING EMPLOYER CAPABILITY

On the employer side, readiness means creating the internal conditions for skills-first practices to take hold and endure. In 2025, we expanded our change management work—hiring manager training, skills-first advisory services, stakeholder engagement, apprenticeship planning, and peer learning—to help employers move from interest to implementation.

This support directly addressed the barriers our 2025 hiring manager research surfaced. While support

for skills-first hiring remained strong, many hiring managers reported lacking the tools, training, and confidence needed to apply these practices consistently.

They cited challenges in defining and assessing skills, as well as moving beyond legacy systems that still rely on degrees as proxies for capability.



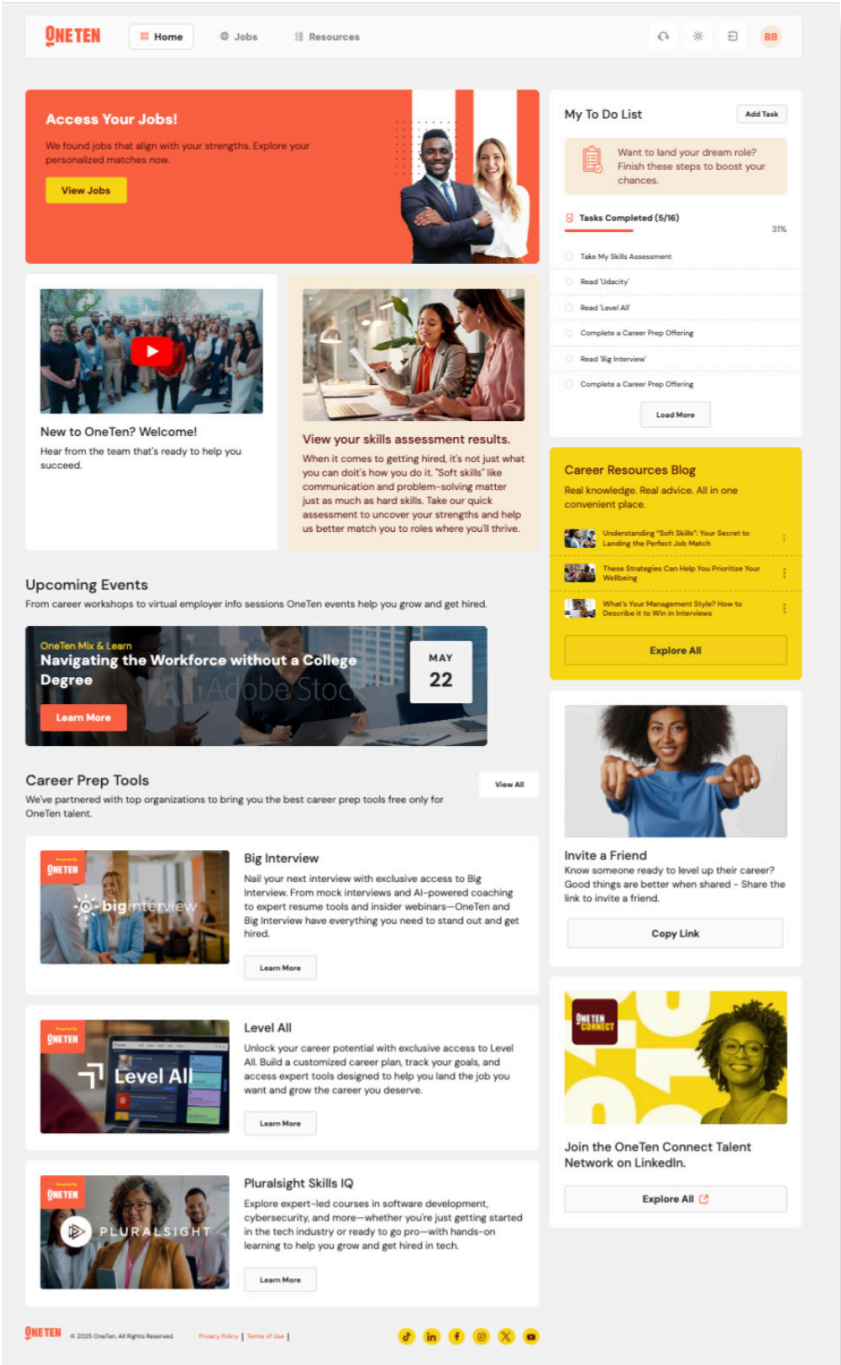
In 2025, we helped employers align **skills-first strategies** with business priorities, strengthen internal practices, and build the systems needed to **sustain change over time.**

STRENGTHENING TALENT READINESS

For talent, particularly those without traditional college degrees, access to opportunity depends on more than whether a role is open. Candidates must be able to understand how their skills align with available roles, navigate hiring processes, prepare for interviews, and remain engaged through longer and more selective hiring cycles.

In 2025, we launched a new Talent Dashboard on the Career Marketplace to make that journey clearer, more guided, and more actionable. The dashboard helps candidates track their progress, complete profile-strengthening tasks, and access tools that support career readiness. It gives them a clearer view of what to do next—whether completing skills assessments, exploring career resources, or

preparing for interviews—and how to move forward with confidence. As hiring slowed and the labor market grew more selective, this type of structured support became especially valuable—helping candidates stay engaged while giving us better insight into how they explored roles and where they needed additional support.



EQUIPPING TALENT WITH PRACTICAL CAREER TOOLS

Readiness also requires practical, accessible resources that help candidates present their skills, navigate interviews, and prepare to contribute from day one.

In 2025, we expanded the tools available to talent through partnerships with leading learning and career-preparation providers. These resources supported key aspects of the job search and career-development process, including résumé development, interview preparation, and skills building.

Through partnerships with LevelAll, Skillfully, and Pluralsight, we provided talent with access to tools designed to strengthen their profiles, better understand their skills, and prepare for relevant roles. We also launched a career resources blog offering practical advice for navigating all stages of the career journey.

Together, these supports reflect a broader focus on helping talent prepare for opportunity, not simply access it.

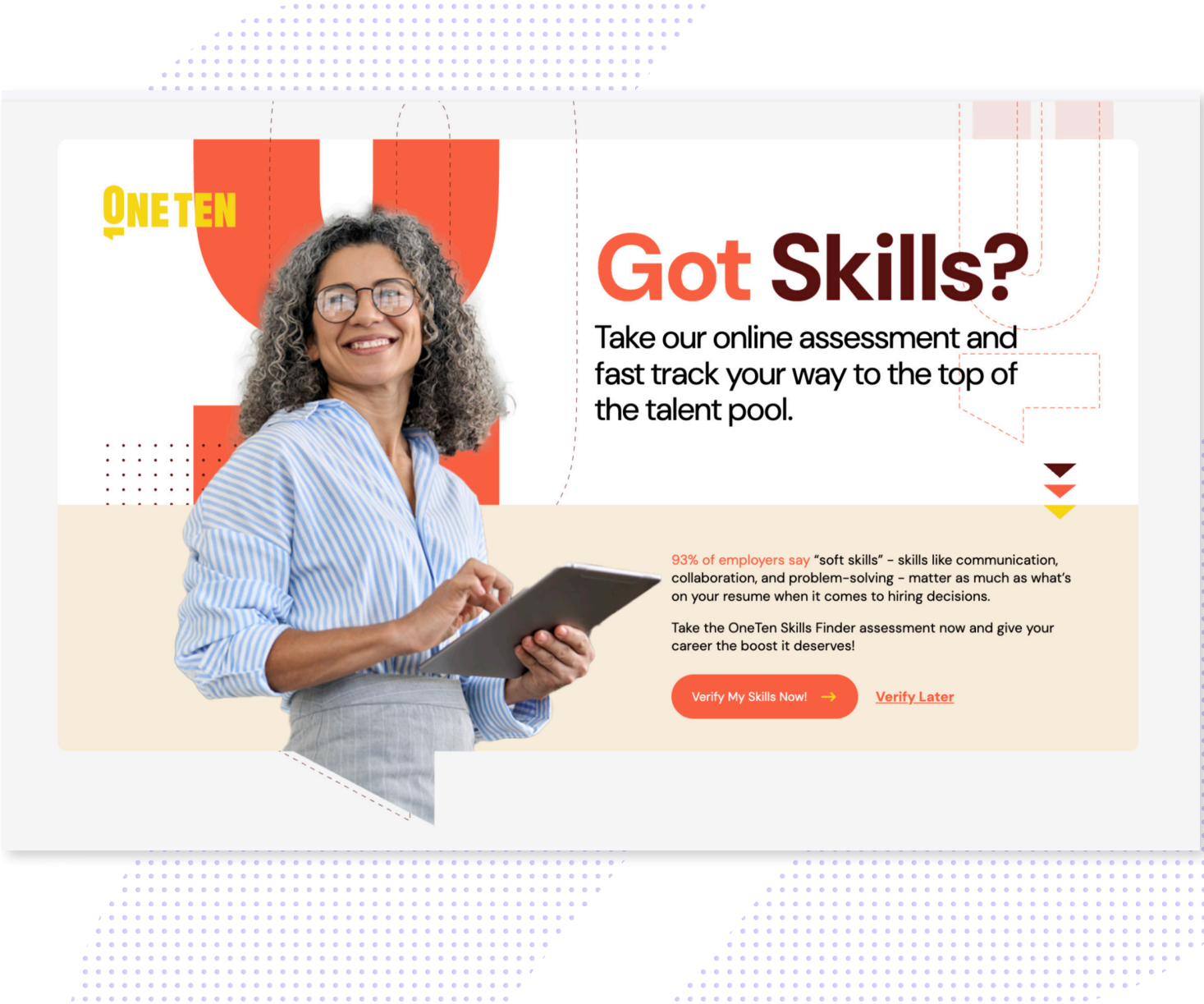
100%

Program completion rate

83%

Converted to full-time employment

In 2025, we supported applied pathways that connected learning more directly to employment. In ctured skills-first pathways to develop talent while addressing evolving workforce needs partnership with Cisco and OpenClassrooms, we advanced a skills-first apprenticeship program designed to expand access to technology careers through applied learning and real-world experience.



BUILDING TRUST THROUGH
DIRECT EMPLOYER ENGAGEMENT

In 2025, we substantially expanded opportunities for talent to engage directly with employers, growing what was previously a limited set of engagements into a more consistent and far-reaching program.

Throughout the year, we held more than a dozen employer job information sessions with several of our Fortune 500 coalition members. These sessions helped candidates better understand available roles, workplace cultures, and career pathways while providing employers with a more direct way to engage with talent.

We also extended support beyond the hiring process through financial literacy sessions with **Bank of America**, helping candidates build skills that support long-term growth and economic mobility.

These experiences gave candidates greater transparency as they evaluated opportunities and helped employers build trust through openness, clarity, and direct engagement. In turn, they strengthened the hiring relationship on both sides.



ONETEN

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OneTen and Bank of America Presents:

Financial Literacy Learning Series – Economic Mobility II

Virtual Event

DEC 10 2025

3:00PM EST – 4:00PM EST

OneTen and Bank of America have partnered to bring you the Financial Literacy Learning Series

Gain practical financial knowledge to help improve your economic mobility. Whether you’re looking to build a strong financial foundation or sharpen your money management skills, this live webinar will help you learn how to take control of your financial health as you grow your career.



In the Economic Mobility II session, participants will learn:



Spending & Saving

Get step-by-step guidance on how to develop a budget, establish an emergency fund, and prioritize savings, including saving for retirement.

Setting & Achieving Goals

Learn how to define, plan, and save for major financial goals such as buying or leasing a car or renting a home.

Building Your Healthy Credit

Understand the basics of credit scores and reports, and discover practical steps to build and maintain a strong credit profile.

And much more!

Gain practical tools and strategies to enhance your overall financial health and confidence.



Sharper **Insights:** From Data to **Decision-Making**

Sharper **Insights:** From Data To **Decision-Making**

Our work with employers and talent in 2025 underscored a critical capability: intelligence that could guide decisions, measure progress, and help employers act more effectively.

Employers needed more than broad trends or isolated data points; they needed analysis that could clarify labor market dynamics, workforce demand, talent availability, and emerging skill needs—and help them determine where to focus. We expanded our research and data capabilities into a workforce-intelligence function built on three streams and combined them into a more complete, timely view of demand.



Macroeconomic Signals

Unemployment, participation, wages, and hiring momentum – the context for workforce decisions.



Real-time Hiring Activity

Jobs Engine and Career Marketplace data on where demand is active and how candidates engage.



Skill Trends

Which roles, capabilities, and regions are gaining momentum – where shortages and pathways emerge.



In 2025, we expanded our research and **data capabilities** into a broad workforce-intelligence function designed to support better **employer decisions**.

REFLECTING PROGRESS
BACK TO EMPLOYERS

A key advancement in 2025 was the integration of enhanced Company Scorecards into our employer engagement model.

The new scorecards brought each company’s activity into a clear view of engagement, progress, and opportunity across three distinct areas: sourcing activity, marketplace activity, and partnership engagement.

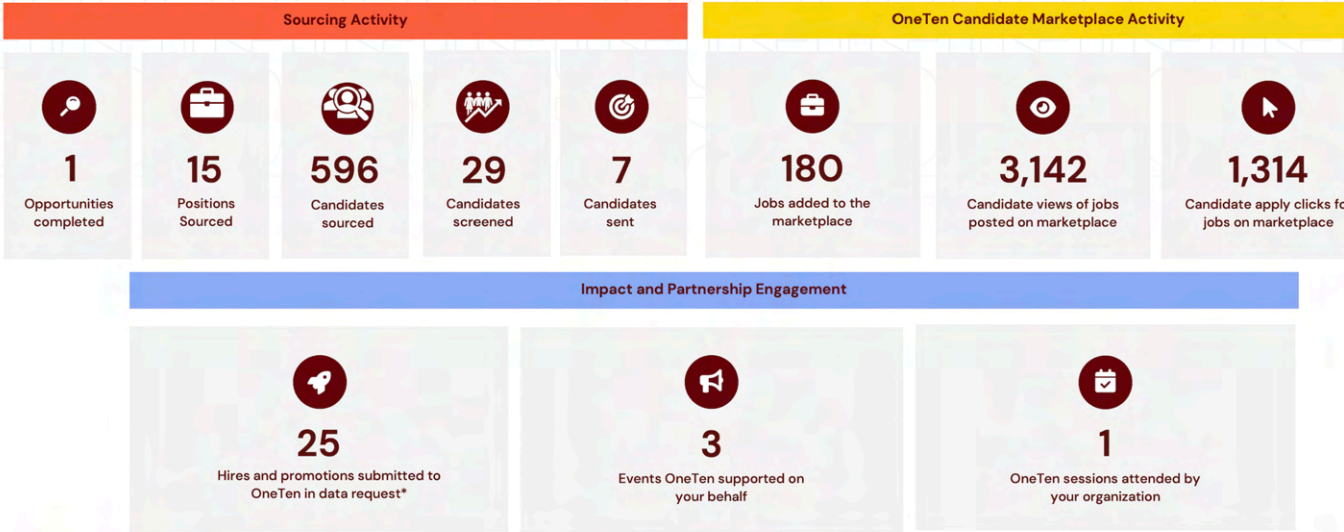
- **Sourcing activity** shows how actively an employer is working with us to build talent pipelines.
- **Career Marketplace** activity examines how an employer’s roles are performing on our talent platform, including how candidates view and apply to those opportunities.

- **Partnership engagement** reflects the broader scope of our collaboration, including reported outcomes, participation in events, and involvement in shared initiatives.

Presented together as a consolidated view, these measures helped employers understand not only what activity had taken place, but what those efforts suggested about progress. The Company Scorecards also helped them see where strategy and execution were aligned, where gaps remained, and where targeted changes could have the greatest impact.

Your Impact in Action

Company A



TURNING INTELLIGENCE INTO AN OPERATING DISCIPLINE

We also expanded our research portfolio in 2025, producing tools, snapshots, and guides spanning job design, change management, AI-driven skills taxonomies, and workforce strategy.

The purpose was not simply to produce more research; it was to generate actionable insights that help employers make better decisions, design better roles, widen access to talent, and build more resilient workforce strategies. And this research did not stay inside the coalition—it informed national convenings, third-party studies, and the broader employer conversation on skills.

In 2025, we embedded intelligence more directly into every step of the work we did. Research informed tools such as SkillWriter™. Labor market data guided role identification and sourcing. Marketplace insights helped improve how opportunities were positioned to candidates. Coalition feedback helped refine the solutions employers needed most.

By the end of 2025, sharper intelligence had helped turn what had once been separate tools and activities into a more cohesive operating model—one that enabled employers to identify opportunity more clearly, set priorities more effectively, and adapt as workforce needs evolved.

This is the power of **skills-first intelligence**: it connects evidence to execution.





Shaping the **Workforce** **Conversation**

National Workforce Conversation

In 2025, our research and perspective reached well beyond our coalition. Through published studies, national convenings, and our leadership’s presence in the broader dialogue on skills, AI, and the future of work, we helped shape how employers across the economy think about talent, not just how our members practice it.

RESEARCH THAT TRAVELED

Five proprietary research releases spanned the arc of skills-first transformation, from writing skills-first job descriptions to our national hiring manager study with Ipsos. And in November, a joint report with The Conference Board urged leaders to treat skills-first not as an HR project, but as an enterprise transformation.



CONVENING THE FIELD

Our Dallas Community of Practice forum brought together talent leaders from more than 20 coalition member companies. Conversations reflected both the urgency and complexity of the moment: how AI is changing hiring and workplace culture, how companies can build trust with candidates at scale, how to maintain momentum during hiring slowdowns, and how to turn skills-first into an operating discipline.

And in September, our CEO, Debbie Dyson, led a Conference Board Human Capital roundtable exploring what it takes to become a skills-based organization with OneTen serving as a knowledge partner.

A VOICE IN THE NATIONAL DIALOGUE

- **Harvard Business School's Managing the Future of Work podcast**

January



- **Bloomberg Businessweek podcast "The Broken Rung" Episode**

March



- **Human Experience Excellence magazine**

October



“ A **skills-first approach** can't live in a single department—it has to be **championed from the top.** ”

DEBBIE DYSON
CEO, SkillsRight

Looking Ahead

We entered 2025 with a strong foundation and used the year to make it stronger. After five years of building, testing, listening, and learning alongside our coalition, we enter the SkillsRight chapter with a deeper understanding of what employers need to operationalize skills-first strategies at scale.

The work ahead will require focus and adaptability. Employers are navigating rapid technological change, shifting skill needs, and growing pressure to ensure that workforce investments deliver meaningful results. SkillsRight will meet this moment by helping employers strengthen workforce strategy, build internal capability, and manage the change required to put skills-first practices into action.

Technology and AI will remain important to this work, but they are not the whole answer. The future of work will depend on whether employers can pair better tools with sound judgment, clearer skill definitions, and a sustained commitment to developing human capability.

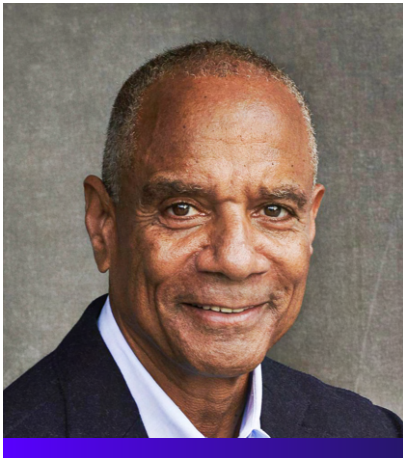
We will also continue investing in the coalition itself. Shared learning remains one of the most effective ways to turn promising practices into lasting change. No single company can solve these challenges alone, but together employers can move faster, learn openly from one another, and build stronger pathways for talent.

As SkillsRight, we are carrying forward the lessons of 2025 with clarity and purpose. The work ahead is complex, but the direction is clear: helping employers build the workforce they need while helping skilled talent access the opportunities they deserve.



Helping employers build the **workforce** they need while helping **skilled talent** access the opportunities they **deserve**.

Executive Committee and Founders



**KEN
CHENAULT**

Former CEO and Chairperson
of American Express



**KEN
FRAZIER**

SkillsRight Co-chair and
former Chairperson
and CEO of Merck



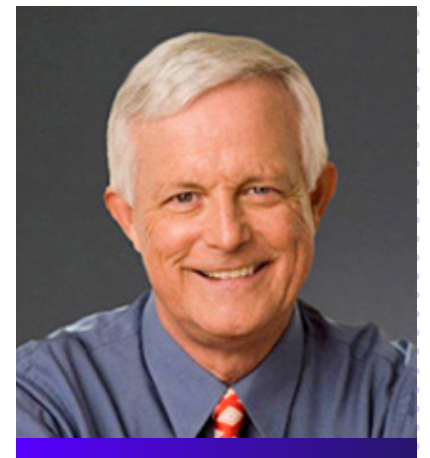
**CHARLES
PHILLIPS**

Former CEO and
Chairperson of Infor



**GINNI
ROMETTY**

SkillsRight Co-chair and
former Chairperson
and CEO of IBM



**KEVIN
SHARER**

Former CEO
and Chairperson
of Amgen



Transform your hiring strategy today at skillsright.org