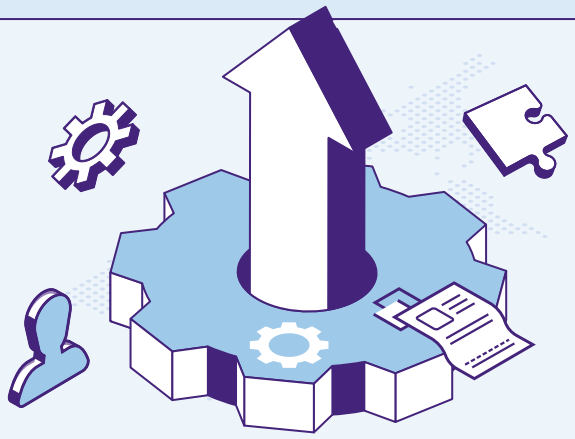
KEY INSIGHTS FROM ENGAGEMENT SESSIONS WITH INDIVIDUALS AND EMPLOYERS

SKILLS-FIRST IN PRACTICE:
FROM ISOLATED ACTION TO COLLECTIVE CHANGE



Advancing Skills-First Requires Collective Action

Engagement sessions highlighted that while employers and individuals see values in Skills-First practices, adoption remains uneven due to various reasons. Adopting these practices more widely and habitually requires coordinated efforts to:

- **Enable Employers**
  Support employers in adopting Skills-First practices
- **Support Individuals**
  Help individuals recognise and demonstrate their skills
- **Strengthen System-Wide Infrastructure**
  Enhance existing systems and structures to support Skills-First adoption

Prioritising High-Impact Skills-First Practices

From a list of potential Skills-First practices, engagement participants identified six priorities for individuals and employers each. These offer a starting point for developing pilot ideas and testing approaches to wider adoption.

For Employers

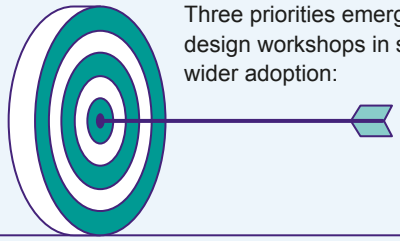
- Prepare workers for **role evolution**
- Recognise and validate **skills proficiency**
- Anticipate **job and task changes**
- **Mobilise workers by skills**, not job titles
- Provide **real work projects**
- Identify **in-demand and emerging skills**

For Individuals

- **Engage employers or career coaches** in structured discussions about progression pathways
- **Develop and execute structured career-skills-learning plans** rather than enrolling courses opportunistically
- Move from qualification-led thinking to **capability-led career planning**
- **Demonstrate capability** through projects, case work or structured assessments
- **Seek applied or work-integrated learning opportunities** where possible
- **Identify the skills required** for target roles using job-task-skill frameworks

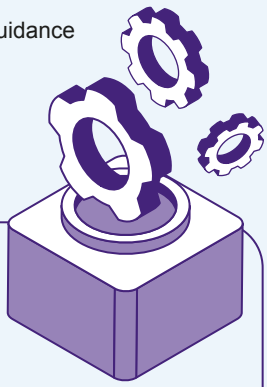
The strongest common point: Real Work Matters
Both employers and individuals highlighted the importance of real-world projects and applied learning in developing skills, demonstrating capability and providing credible evidence of what individuals can do.

What It Takes to Make Skills-First Work



Three priorities emerged from the design workshops in supporting wider adoption:

1. **Integrate Skills-First into Workforce Decisions**
   Embed skills considerations into hiring, workforce planning, career development and other everyday decisions.
2. **Make Skills-First Easier to Practise**
   Provide individuals and employers with practical tools, guidance and support to translate Skills-First principles into action.
3. **Strengthen Collaboration and Shared Learning**
   Facilitate the exchange of knowledge, tools and good practices across employers and the wider ecosystem.



Creating the Conditions for Skills-First to Scale

Beyond individual and employer action, wider adoption depends on ecosystem-level enablers that build trust in skills, connect skills to jobs, and provide intelligence to guide workforce decisions.

- **Trusted Skills Validation**
  Create trusted ways to recognise and validate skills across employers
- **Shared Translation Mechanism**
  Translate shared national skills framework into real jobs and tasks
- **Shared Skills Intelligence**
  Provide visibility into emerging, declining and adjacent skills and job

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