

# SKILLS-FIRST: WHAT DOES IT MEAN FOR MY ORGANISATION?

## ► Six gaps to close on the journey to skills-first



## ► Key desired behaviours to guide organisations to integrate skills into their business and people strategies

### 1. Design ways for applicants to demonstrate their attitude, skills and capability Identify the in-demand and emerging skills required for the role

- Use of technology to identify skills based on job description and how to acquire skills.
- Provide a framework to integrate the various work streams for business needs and skill requirements.
- Delegate recruiting to managerial staff who have more expertise on the required work.

### 2. Pre-emptive upskilling and reskilling

- Provide rewards and clear pathways for employees for upskilling.
- Drive skills-first language and provide supporting resources.
- Develop Industry and Queen Bee-led use cases and frameworks.
- Map business strategy to future skills needed and the current skill stock of all employees.
- Provide job redesign training for staff.

### 3. Mobilise employees for work/projects based on skills

- Redesign solutions to enable mobility.
- Onboard management, staff, and HR to drive organisational culture change.

### 4. Recognise skills proficiency

- Create a platform for organisations to discuss skills perception (Community of practice).
- Develop a common language/code book.
- Cultivating an organisational mindset shift.

## ► From ideas to action

### Necessary shifts for organisations to embrace skills-first practices:

- Redesign traditional job architectures to **align employee and organisational intent**
- Shift hiring and performance appraisal to **place skills at the core of organisational strategy**
- Build internal talent marketplaces for **skill development and growth**
- **Measure performance by skills and potential**
- Design operating systems that **validate and reward skills development** through human-centric recognition, including intrinsic motivations such as career growth and purpose
- Skills development should not be limited to current organisational needs. **Adopt a forward-looking approach to skills**, ensuring agility in meeting future market demands



◀ Scan to view the full roundtable insights

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