

MAKE SKILLS WORK FOR YOUR BUSINESS

Build the skills your business needs. Make better people decisions.



WHAT IS SKILLS-FIRST?

Skills-First means recognising what people can do, what they can learn and how they can contribute, alongside their qualifications and experience, in decisions on hiring, work design, development, and progression.

TURN WORKFORCE CAPABILITIES INTO BUSINESS VALUE

Business needs are changing quickly.

39%

core skills expected to change by 2030

Source: WEF 2025

22%

jobs expected to be transformed by 2030

Source: WEF 2025

6x

increase in talent pool when using skills-first hiring

Source: LinkedIn 2023

SKILLS-FIRST HELPS BUSINESSES TO



Find people with the skills you need

Widen your talent pool by looking at relevant and transferable skills.



Build the right skills

Focus development on real capability gaps and business needs.



Use talent you already have

Use your employees' strengths and skills where they can add the most value.



Adapt faster to change

Redesign work and build capabilities as technology and customer needs evolve.

START WITH THESE 5 ACTIONS

1 Hire for the skills you need

? What must this person be able to do well?

- Identify the 3–5 skills that matter most to deliver the outcomes required of the role.
- Use work samples, interview questions or simple assessments to see the skills in action.
- Consider relevant transferable skills from other jobs or sectors to widen the talent pool.

2 Develop for real business needs

? What do we need our employee to do better or differently?

- Identify the capability gap before choosing training.
- Identify learning that is linked to tangible improvements in business outcomes.
- Give employees opportunity to apply skill through real work.

3 Use skills where they add the most value

? Are we making the best use of the skills across our team?

- Look beyond current job titles to understand employees' strengths and transferable skills.
- Match employees to projects and roles based on their skills and where they can contribute best.
- Have regular conversations about how their skills can be used and developed.

4 Redesign work as the business changes

? How will the work change, and what skills will we need?

- Identify which tasks will change, grow, be automated or disappear.
- Involve employees in redesigning their roles and workflows to improve how work gets done.
- Build, redeploy or hire for the capabilities needed in the new way of working.

5 Recognise and reward skills

? How do we recognise what our employees can do and the value they contribute?

- Make skills development and application part of career and performance conversations.
- Recognise employees when they demonstrate and apply new or stronger capabilities to create value.
- Link progression, opportunities and rewards to skills demonstrated and contribution made.

READY TO START?

Use these resources to take your next step.



Toolkits for Organisational Growth

Offers practical diagnostic tools to help organisations identify strengths, gaps and areas for improvement in innovation and workplace learning.



NTUC Company Training Committee Grant

Offers funding support for enterprise and workforce transformation.



Workforce Development Grant (Job Redesign+)

Offers funding support for workforce consultancy, HR capability building, and workforce tech costs to redesign jobs.



Skills-First

Offers practices and ideas to build workforce capabilities and support business growth.

Equip your people, boost your business