

Talent consulting for skills-based hiring

LEAD THE SHIFT TO A SKILLS-POWERED ORGANISATION

Skills-based strategies are changing the way we hire. From identifying skills gaps to building talent marketplaces, the journey is challenging, but the rewards—greater organizational agility, talent mobility and business impact—are transformative. Whether you are just starting out or looking for a new perspective in your journey, our experts can help you every step of the way.

EXPLORE

STRATEGIC SKILLS-BASED WORKSHOP

Get a shared understanding of current state, risks & opportunities of skills-based approaches & skills-based hiring practices

 3-5 WEEKS

DELIVERABLES

- Shared understanding of risks and opportunities for skills-based approaches
- Actionable insights to capitalize on opportunities and mitigate risks
- Alignment among internal stakeholders on strategic priorities
- Recommendations and high-level roadmap

SKILLS READINESS DIAGNOSTIC

Assess your 'current state' readiness for skills-based hiring to make informed choices on how to take skills-based approaches forward within your organization

 6-12 WEEKS

DELIVERABLES

- Discovery or current state playback report (executive summary plus detail)
- Workshop report with a summary of activities, decisions made, initiatives identified, and priorities
- High-level roadmap, integrating technology, process, 'people' and change lens into holistic perspective, with dependencies clearly mapped and understood

IMPLEMENT

TARGETED SKILLS INTERVENTIONS

Targeted project solutions to inject an increased focus on 'skills' into the talent acquisition & management process - delivered through one of AMS talent consulting specialist teams of: Brand & Attraction, Technology, Insight, or Assessment experts.

 VARIES FROM ORGANISATION TO ORGANISATION.

DELIVERABLES

- Skills tech vendor review: identify top skills tech vendors to boost your tech stack and skills strategy.
- Skills framework alignment: consolidate frameworks for better alignment and ontology across talent processes.
- Skills assessment: select ideal providers and tools to enhance competency-based approaches.
- Skills-based attraction: create compelling attraction campaigns and smooth candidate journeys for a competitive edge.
- Skills market intelligence: Access market insights on talent supply and demand to refine sourcing strategies.

TRANSFORM

SKILLS-BASED TRANSFORMATION

Supporting clients on their transformation journey towards skills-based talent acquisition and talent management.

 CUSTOMIZED PER PROJECT

DELIVERABLES

- Technology - develop and execute a targeted skills strategy to enhance technical functions, user adoption, and ongoing support.
- Brand & Attraction - Launch a dynamic, skills-focused brand strategy with landing pages and engagement campaigns to attract top talent.
- Sourcing - Align talent pools with the skills strategy for a streamlined, skills-based sourcing process.
- Process & Experience - Enhance candidate journey and ATS/CRM configurations for a seamless, skills-centered experience.
- People & Structure - Design a future-focused TA team aligned by skills, clarifying roles and handoffs.
- Change & Comms - Drive change with a clear messaging framework and customized training plan for all stakeholders.

A|M|S

Wherever you are in your journey, let us guide you towards a skills-based approach

BOOK A CALL WITH A TALENT CONSULTING EXPERT