

Start your skills-based journey on the right path

Why companies want to become skills-based



Skills-based organizations are:

57% more likely to anticipate change and respond effectively

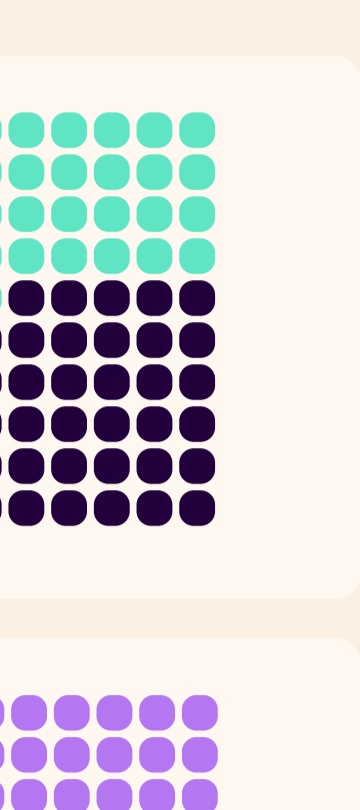
52% more likely to innovate

47% more likely to provide an inclusive environment

98% more likely to retain high performers

~90% of executives

say they are now actively experimenting with skills-based approaches

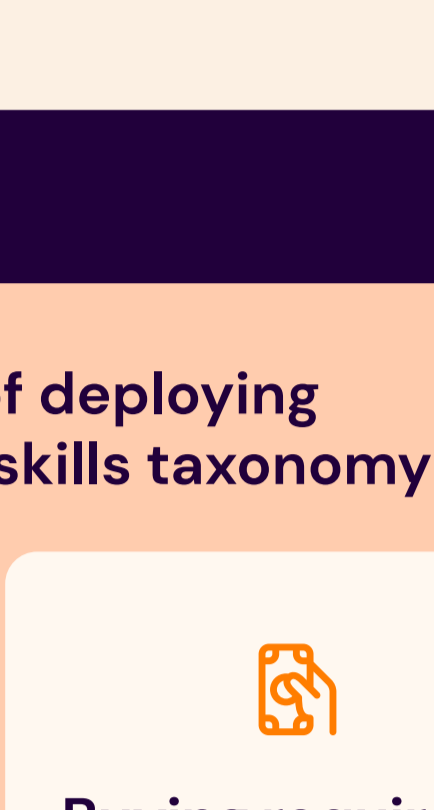


Source: Deloitte

Most organizations are inclined to start with a skills taxonomy

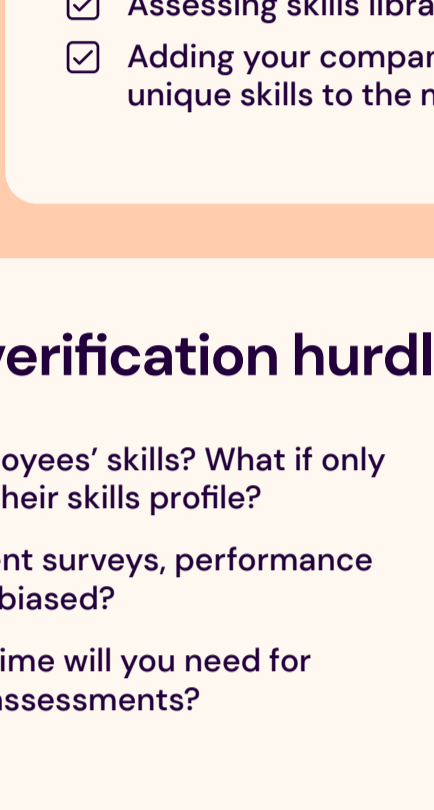
45% of companies

have a skills taxonomy



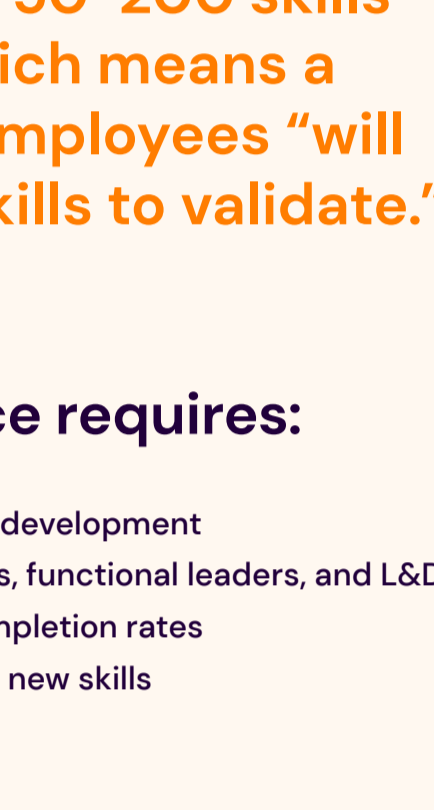
47% of HR leaders

have identified skills needed for specific jobs, only 28% have mapped skills to employees



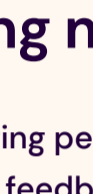
8% of organizations

are using AI to infer skills, while 22% have no formalized process for capturing skills



Source: Mercer

Challenges of deploying and managing a skills taxonomy



Building requires:

- Resources with expertise
- Time to build, test, deploy
- Ongoing maintenance to ensure relevance



Buying requires:

- Budget
- Assessing skills libraries
- Adding your company's unique skills to the model

Skills collection and verification hurdles:

- How will you collect and map employees' skills? What if only 10% of your workforce completes their skills profile?
- How will you ensure self-assessment surveys, performance reviews, and peer feedback aren't biased?
- How much additional budget and time will you need for skills-based tests or professional assessments?

One skills taxonomy vendor "typically collects 50-200 skills per employee" which means a manager with 10 employees "will have 500-2000 skills to validate."

Ongoing maintenance requires:

- Monitoring performance and skill development
- Getting feedback from employees, functional leaders, and L&D
- Tracking learning and training completion rates
- Measuring the impact of applying new skills

"The amount of effort it takes to build and maintain taxonomy updates is wasteful because as soon as the model is built, the skills and technologies have already changed. SeekOut's AI tracks all our employees' skills and allows them to update in real time."

— Carl Bohley, VP of Talent Management, Peraton

Peraton [Read the full case study](#) →

When will a taxonomy deliver on its full value?

It can take:

6-12 months

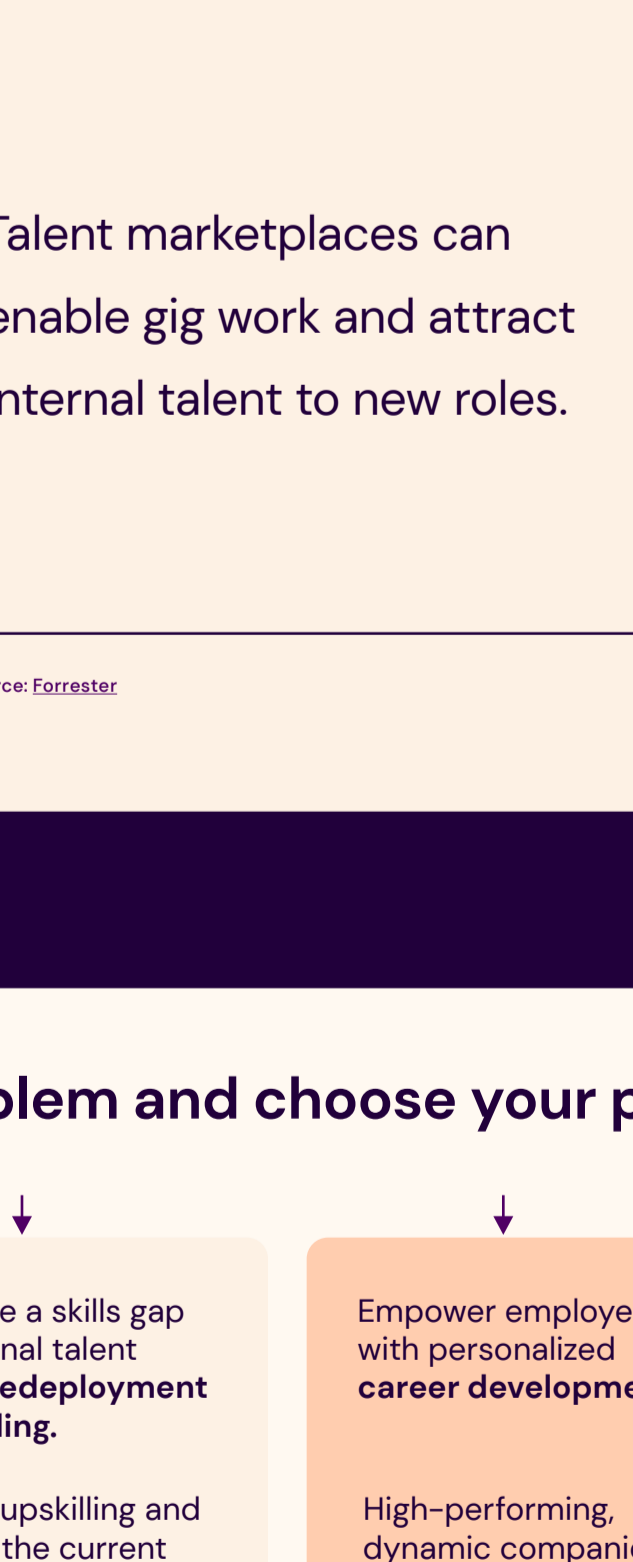
to assess, design, calibrate, and publish a skills taxonomy model

3-5 years

to map and create learning content to fulfill the model

3-6 years

to realize the full value



Source: Chief Learning Officer

With AI, there's a better way

Adopt an AI-assisted dynamic skills system to get a holistic view of your workforce's capabilities and growth potential.

Go beyond keyword matching and understand skills in context

Save weeks or months of work integrating talent data, mapping skills to jobs, and enriching skills information

Use skills to inform strategic initiatives like market analysis, recruiting, internal development, workforce planning, and competitive positioning

Where do you start?

Global analyst and thought leader Josh Bersin instead recommends "falling in love with the problem, not the solution."

Ask yourself: "If we decide the solution is a skills taxonomy, what's the problem we're trying to solve?"

01 Identify a specific business challenge to solve with a skills-centric approach

02 Get buy-in and support for this smaller project to prove ROI and build momentum

03 Learn which skills data, systems, architectures, people, and processes are most helpful

04 Then scale efforts to the broader organization

Related reading:

Key takeaways from a SeekOut skills workshop with Josh Bersin [Read the blog](#) →

Companies are most likely to address skills gaps through:

33% Hiring new employees

Skills-based hiring promises a deeper and more diverse talent pool, but requires shifting away from screening based on traditional academic credentials and experience.

29% Developing skills

Leading companies have evolved their training, reskilling, and upskilling to focus on job mastery, career pathing, and talent redeployment.

19% Mobilizing existing talent

Talent marketplaces can enable gig work and attract internal talent to new roles.

Source: Forrester

Identify your talent problem and choose your path

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| <p>Address a talent shortage or hard-to-fill roles with skills-based hiring.</p> <ul style="list-style-type: none"> • Employees without a 4-year degree tend to stay 34% longer than employees with a degree • Job posts that highlight "responsibilities" instead of "requirements" get 14% more applications per view <p>Source: LinkedIn</p> | <p>Overcome a skills gap with internal talent through redemption or upskilling.</p> <p>"Invest in upskilling and reskilling the current workforce. Developing new skills in your existing workforce is far more cost-effective than hiring new people."</p> <p>Source: BCG</p> | <p>Empower employees with personalized career development.</p> <p>High-performing, dynamic companies:</p> <ul style="list-style-type: none"> • See 31x higher employee retention and engagement scores • Are 20x more inclusive in hiring • Have 20x higher score in workforce productivity <p>Source: Josh Bersin</p> |
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How SeekOut's dynamic skills system helps

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| <p>Skills-based hiring</p> <ol style="list-style-type: none"> 1. Paste a job description. SeekOut's AI builds a targeted search. 2. Adjust criteria as needed. Get a list of qualified candidates. 3. Generative AI drafts personalized, relevant outreach messages. | <p>Redemption or upskilling</p> <ol style="list-style-type: none"> 1. Integrate SeekOut to unify internal and external talent data. 2. Pre-populate employee profiles with AI—no data entry needed. 3. Analyze skills to inform development, reskilling, and redeployment. | <p>Personalized career development</p> <ol style="list-style-type: none"> 1. Integrate SeekOut to unify internal and external talent data. 2. Pre-populate employee profiles with AI—no data entry needed. 3. Enable employees to explore personalized growth opportunities. |
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Ready to start on your journey to becoming a skills-based organization?

Get our free worksheet to start building your business case for addressing your talent problem with a skills-based approach.

[Get the worksheet](#)