

EMPLOYER GUIDE:

BUILDING STRONG SKILLING PARTNERSHIPS

CREATING A STRONG TALENT PIPELINE

- 1 UNDERSTAND STARTING POINT**
Assess current hiring needs, workforce gaps, and potential skilling partners that align with your goals.
- 2 SET CHANGE STRATEGY**
Define the partnership structure, establish key objectives, and align on mutual expectations for training and talent development.
- 3 BEGIN TO EXECUTE**
Launch the partnership, implement training programs, and continuously refine the process based on outcomes and feedback.

"81% of employers are adopting skills-based hiring practices, up from 73% in 2023 and 56% in 2022."

Source: TestGorilla, "State of Skills-Based Hiring 2024"



KEY CONSIDERATIONS FOR VETTING SKILLING PARTNERS

TRAINING & SKILLS ALIGNMENT

- Does the curriculum align with **professional and technical skills** needed for your roles?
- Is it adaptable for **high-volume hiring needs**?
- What **wraparound services** are provided to support job seekers?

SOURCING THE RIGHT PARTNER

- Does the organization work with the **Opportunity Talent** population you aim to hire?
- Is it well-known, respected, and financially stable?
- Can it **scale** to meet your hiring needs, or is there potential for a custom talent pipeline?
- How often do **trained candidates become job-ready**?

"Over 60% of middle-skilled jobs in Massachusetts that pay family-sustaining wages don't require a bachelor's degree."

No Degree? No Problem. Skills-Based Hiring is Taking Off in Massachusetts. Retrieved from [Northern Essex Community College](#)

ALIGNING EMPLOYER & PROVIDER NEEDS

Building a **strong talent pipeline** requires alignment between employer needs and skilling providers. This table outlines key focus areas—job forecasting, in-demand training, and long-term sustainability—to ensure both partners **collaborate effectively**. Employers gain access to skilled talent, while providers receive labor market insights and support for curriculum development, ultimately **creating scalable and sustainable hiring pathways**.

CONVERGING ON ACTIONS TO MEET BOTH PARTNERS' NEEDS

Employers' Needs	Providers' Needs	Action Steps
Talent On- Demand	Labor Market Insights & Hiring Volume	Job Forecasting
Skilled Talent	Input on Curriculum & Work-Based Experiences	In-Demand Training
Scalable & Reliable Pipelines	Clear Hiring Pathways & Funded Program Delivery	Long-Term Sustainability



KEY PERFORMANCE INDICATORS

SHORT-TERM (6-12 MTH)	MEDIUM-TERM (13-24 MTH)	LONG-TERM (25-48 MTH)
<ul style="list-style-type: none"> ✓ # of individuals trained & hired ✓ Conversion rates of trainees to hires ✓ 3-6-9-month retention rates 	<ul style="list-style-type: none"> ✓ Retention rate after 1 year ✓ New hire performance ratings vs. control group 	<ul style="list-style-type: none"> ✓ Retention rates after 2+ years ✓ Promotion rates compared to a control group

THE TALENT PARTNERSHIP LIFECYCLE

