




Skills-Based Hiring Resources







What is the need?

- **There are a lot of job openings.** There were 4.6 million more jobs than potential workers in April 2022, representing the greatest labor shortage since World War II.*
- **How many jobs ask for a 4-year degree:** 44% (2021).[†]
 -  Emphasis on a 4-year degree is a racial equity issue, and many job openings can be filled by workers who don't have a 4-year degree.
 -  As of 2019, the highest paying job without a college degree is a commercial airline pilot, on average receiving a yearly salary of about \$121K.
 -  The top twenty jobs that do not require a four-year degree have a wide array of responsibilities and titles; the average yearly salary is \$76,568. This is regardless of industry area and/or previous experience.[‡]



What is the solution and what is UnidosUS doing?

Skills-based hiring practices

- **RAA (Rework America Alliance) overview and mission**
 -  The focus of the Alliance is to provide help for people who have built capabilities through experience but do not have a bachelor's degree—particularly people of color and women, as they have been disproportionately affected by the economic crisis.
 -  The Alliance supports employers toward incorporating skills-based practices for filling vacancies by creating sustainable sourcing practices for workforce professionals as they aid job seekers within their local communities.
- **How can employers engage?**
 -  The first step towards engaging with the Rework America Alliance is to begin familiarizing yourself with the Alliance toolkit. These tools are meant to help fill hiring vacancies while building the capacity for diverse and equitable talent pipeline. The tools are user-friendly and offer flexibility in utilization for however they best provide value to your organization.
 -  All the tools are entirely free and available live right now!

* <https://www.businessinsider.com/biggest-labor-shortage-since-ww2-goldman-sachs-workers-jobs-employment-2022-2>.

† <https://www.nytimes.com/2022/04/08/business/hiring-without-college-degree.html>.

‡ <https://www.uscareerinstitute.edu/blog/80-Jobs-that-pay-over-50k-without-a-degree>.



What is the solution and what is UnidosUS doing?

Why the tools:



Key Benefits:

For low-capacity, small- to medium-sized businesses, the tools can be a useful resource to:

- Teach staff to identify the key skills needed for certain roles as opposed to thinking about credentials.
- Easily incorporate into required staff training.
- Generate high-quality, skills-based resumes for small HR teams.

What users are saying about tool functions!



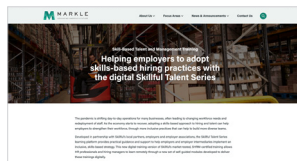
In my prior line of work [with small to medium businesses], this would have been a lifesaver.

Link to RAA resources

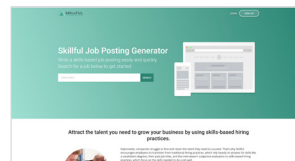


Here are the tools!

Skills-Based Talent Management Training



Job Posting Generator



Employer Toolkit



How to get in touch with UnidosUS?

