

Skills-Based Hiring Resources



What is the need?

There were 4.6 million more jobs than there were potential workers in April 2022, representing the greatest labor shortage since WW2.

How many jobs require a 4-year degree?

 **44%**
(2021)

Emphasis on a 4-year degree is a racial equity issue & a lot of job openings can be filled by workers that don't have a degree:

*As of 2019, the highest paying job without a college degree is commercial airline pilot, on average receiving a yearly salary of about **\$121,000**.*

*The top 20 jobs that do not require a four year degree have a wide array of responsibilities and titles, averaging about **\$76,568** in salary across various industry areas and experience levels.*

What is the solution and what is UnidosUS doing?

Skills-based hiring practices!



Info about RAA overview and mission

The focus of the Alliance is to 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 helps employers incorporate sustainable sourcing methods rooted in a skills-based approach towards filling job vacancies across their organization.

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 & equitable talent pipeline. They are all user-friendly and offer flexibility in utilization for however they provide value to your organization.



*All the **tools** are entirely free and available live right now!*

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WHY THE TOOLS?

KEY BENEFITS:

1. For low capacity, small to medium sized businesses, it can be a useful resource to:

- Teach staff to identify key skills vs. Credentials needed for certain roles
- Easily incorporated into required training for staff
- Generate high quality, skills-based resumes for small HR teams



2. HERE ARE THE TOOLS!

- Skills-Based Talent Management Training
- Job Posting Generator
- Employer Toolkit



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How to get in touch with UnidosUS?

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