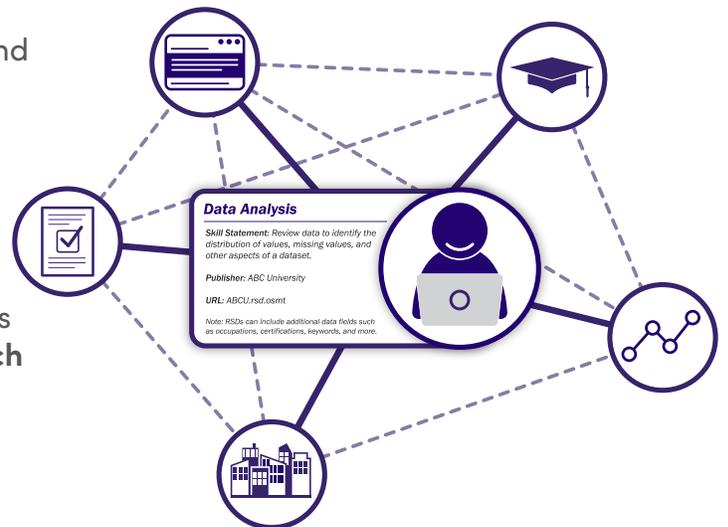


# EMPOWERING SKILLS-BASED EDUCATION AND HIRING

How Rich Skills Descriptors Can Bring a Skills-Based Talent Marketplace to Life

Skills-based education and hiring are the solution to more efficiently and effectively connect talent with opportunity. But without open, shared skills definitions, making the switch to skills-based education and hiring is a manual and expensive endeavor for most employers and education institutions

When every employer, educator, and public and private-sector organization utilizes a shared language to describe specific skills they need, we will be able to more effectively connect learning and work. But the true value of open skills is in the context. For example, “data analysis” skills present themselves differently in a healthcare setting and in retail. Open skills need more than a definition— they need a **Rich Skills Descriptor (RSD)**.



## RICH SKILLS DESCRIPTORS

Machine-readable, searchable data that include the context behind a skill, giving users a common definition for a particular skill, and achieving skills interoperability in credentials, education and training opportunities, job profiles, and learner records.



## Skills Need Context

Labor market analytics can provide signals and a useful starting place for employers and higher education to calibrate around a shared skills language, but added clarity is needed to articulate how skills are applied by different industries and in different job roles.

For example, labor market research may indicate that “data analysis” is a high-demand skill for both nurses and software engineers. But for each of these job roles, “data analysis” skills need to be contextualized.

RSDs bridge the gap in skill communication between learners and employers. RSDs provide the contextualizing information that allows machines and people to understand which “data analysis” skills an employer is looking for in an ideal candidate – regardless of industry.



### How do RSDs Benefit Employers?

- Link skills to job descriptions in ways that clearly articulate to job candidates the specific skills required for open positions
- Provide education and training providers with clear guidance that ensure they design curricula that meets the needs of employers

### How do RSDs Benefit Learners and Employees?

- Align their skills to what employers are looking for, streamlining the path to employment and career advancement
- Understand the value of credentials or programs designed around specific skills opportunities easier.

### How do RSDs Benefit Education Providers?

- Forge the link between skills and achievements, credentials, courses and academic programs to streamline processes such as enrollment, articulation, and credit transfer
- Communicate skills taught within curricula to employers as well as learners

**Learn more about how you can benefit from participating in the OSN and develop RSDs to improve the talent marketplace.**

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