

Role of Measurement in a Skills-Based Economy

Bharati B. Belwalkar, Gee Rege, and Chelsi Campbell
American Institutes for Research®

For skills-based practices to move from a promising concept to a scalable and impactful reality, we must get serious about measurement and validation of skills.

Skills-Based Practices (SBPs)

SBPs **prioritize demonstrable capabilities over credentials** for talent sourcing and management.

Benefits of SBPs

Addressing Labor Shortages: Identify and develop skills from a broader talent pool to meet workforce demands amid retirements and automation.

Building Transparency: Foster candidate's trust in human capital decision making due to prioritizing skills over educational qualifications.

Why Measurement Matters

Strategic Workforce Planning: Assessments can provide a clear view of the entire skills landscape within an organization, highlighting existing strengths and critical gaps.

Performance Evaluation and Training Success: Ongoing skill measurement provides a clear, objective basis for performance conversations and helps gauge the effectiveness of training programs.

Targeted Upskilling and Reskilling: Personalized training and development opportunities can be crafted based on an individual's current skill set.

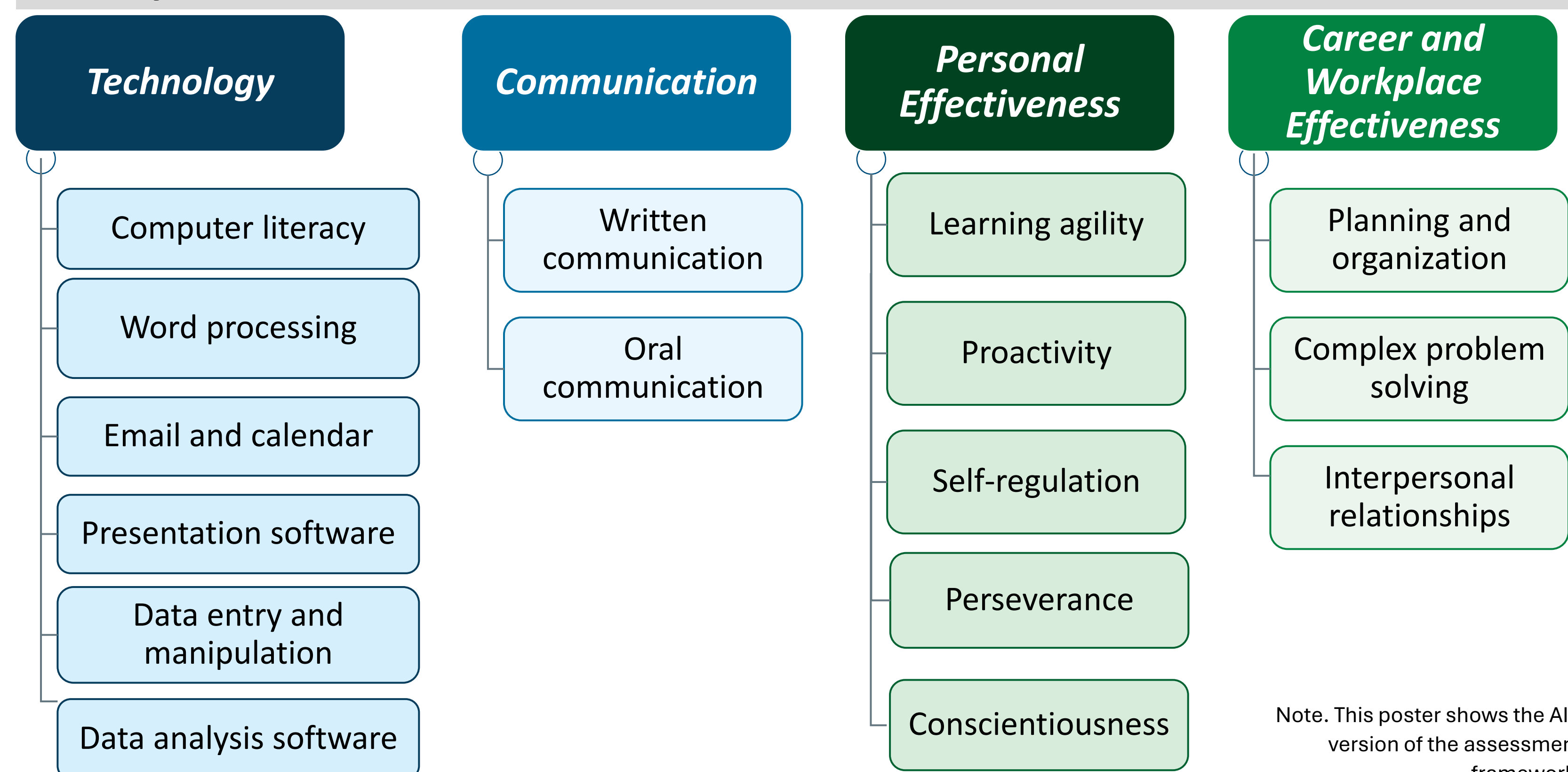
Talent Mobility and Career Advancement: Assessments of transferable skills help in structuring pathways for employees to move into new roles or fields within the organization.

Case Study: Year Up United (YUU)

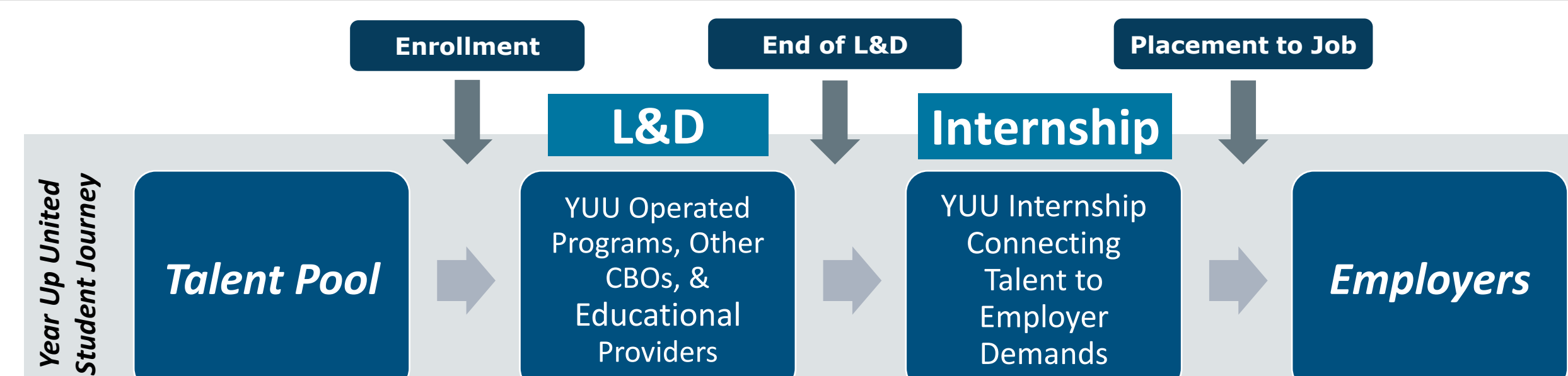
Collaboration Goals

- **Development of assessment suite** targeting transferable skills across multiple programs
- **Integration of assessments** into existing program tracks (e.g., customer service, business)
- **Lifecycle-based approach** to track student readiness and progress over time
- **Tailored program experience** based on assessments via continuous feedback and support

Entry-Level Skills-Based Assessment Framework



YUU Program Timeline and Assessment Time Points



Call to Action

The journey to a fully functional skills-based economy requires collective effort. Organizations, educators, and individuals harbor concerns that have slowed the adoption of skills measurement efforts.

Overcome Measurement Reluctance: Stakeholders must seriously consider the benefits of skills measurement for workforce development.

Use High-Quality Assessments: High-quality assessment tools encourage fair and effective human capital decision making.

Leverage Emerging Technologies: Artificial intelligence can make assessments easy-to-develop and more accessible.

Want to learn more?

Scan here or email
bbelwalkar@air.org



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