SHRM Skills First Specialty Credential

In a rapidly evolving world of work, traditional hiring methods based on degrees and titles no longer meet the demands of dynamic, inclusive, and future-ready organizations. The **SHRM Skills First Specialty Credential** is a cutting-edge, 16-hour, self-paced learning experience that empowers HR professionals to shift from legacy practices to a modern, skills-first approach to workforce strategy.

This program is designed to help HR leaders and practitioners rethink how they source, develop, and manage talent—placing real-world capabilities at the center of every HR decision. Whether you're championing equitable hiring practices, future-proofing your workforce, or seeking to close skill gaps efficiently, this credential equips you with the strategies, tools, and language to lead the transformation.

Through five curated learning paths, you will explore every stage of the employee lifecycle—from acquisition to advancement—with a skills-first lens. You'll learn how to:

- Write job descriptions that focus on competencies over credentials,
- Design development pathways based on actual skillsets,
- Build compelling business cases for change,
- Leverage technology and data to implement and scale initiatives, and
- Cultivate a culture that values continuous learning and demonstrated ability.

Unlike traditional programs, this credential provides not only the *why* behind skills-first transformation, but also the *how*. You'll finish the program with a ready-to-present business case, implementation strategies you can tailor to your organization, and the confidence to drive measurable, inclusive talent outcomes.

Program Objectives

By completing this credential, learners will be able to:

- Understand and apply skills-first hiring and talent development strategies.
- Align organizational systems to recognize and reward skills over traditional credentials.
- Build and present a compelling business case for adopting a skills-first approach.
- Develop strategies for change management and implementation across HR functions.
- Evaluate and optimize skills-based practices using data and continuous feedback.

Learning Paths

Learning Path 1: Foundations of the Skills-First Approach

Goal: Build foundational knowledge of skills-first principles and develop a business case for implementation.

- Course 1.1: The Skills-First Approach
- Course 1.2: Skills-Based Future Fundamentals
- Course 1.3: Preparing the Business Case
- Course 1.4: Outline Your Business Case
- Course 1.5: Skills-First Best Practices
- Course 1.6: Make a Skills-First Business Case

Learning Path 2: Skills-First Hiring

Goal: Equip learners with practical tools and strategies to design and implement a skills-first hiring process.

- Course 2.1: A Skills-First Approach to Talent Acquisition
- Course 2.2: Attract Talent with Skill-Based Value Propositions
- Course 2.3: Write a Skills-First Job Description
- Course 2.4: Source, Screen, and Schedule Applicants
- Course 2.5: Interview and Hire Skilled Talent
- Course 2.6: Write Interview Questions
- Course 2.7: Assessing & Optimizing Your Skills-First Hiring Strategy
- Course 2.8: Skills-First Hiring in Action

Learning Path 3: Talent Development

Goal: Develop and implement a comprehensive, skills-first approach to talent development.

- Course 3.1: Unlock Potential with Skills-Based Talent Development
- Course 3.2: Build a Skills-First Talent Development Strategy
- Course 3.3: Reimagine Employee Onboarding
- Course 3.4: Manage Performance and Potential
- Course 3.5: Map a Skills-First Pathway
- Course 3.6: Strengthen Upskilling Programs
- Course 3.7: Outline Your Talent Development Strategy
- Course 3.8: Evaluate Your Talent Development Strategy
- Course 3.9: Develop an Onboarding Plan

Learning Path 4: Talent Management and Organizational Culture

Goal: Integrate skills-first strategies into broader talent management and foster a culture that supports them.

- Course 4.1: Drive Success with Skills-First Talent Management
- Course 4.2: Build a Skills-First Talent Management Strategy
- Course 4.3: Attract Top Talent with a Skills-First Culture
- Course 4.4: Leverage Technology for Talent Development
- Course 4.5: Evaluate Your Talent Management Strategy
- Course 4.6: Build a Skills-First Talent Management Strategy

Learning Path 5: Synthesis and Final Assessment

Goal: Synthesize learning into a business case and validate comprehension through a final assessment.

- Course 5.1: Prepare Your Skills-First Business Case Presentation
- Final Assessment: Scenario-based and knowledge-check assessment evaluating understanding and application of program content

Additional Features

- **Flexible Learning**: Complete at your own pace with mobile-friendly, modular content.
- **Support Resources**: Includes templates, tools, and real-world examples for practical implementation.