



BUILDING A RESILIENT, TRANSPARENT SYSTEM THAT SUPPORTS ECONOMIC OPPORTUNITY FOR ALL INDIVIDUALS

Nationally, it is estimated that there are approximately 3 million professionals who work as individual professional intermediaries or navigators. These professionals interact directly with individuals who seek greater economic opportunity and mobility. They operate in the space between the individuals they work with, the community they are part of including employers, the organization they work for, and the system or systems their work is embedded in.

OVERVIEW

Skilling America – an industry-validated certification program – offers training on four critical domains of talent development: career coaching, partnership development, labor market and job analysis, and leadership, equipping navigators to move clients and communities toward financial independence.



Providing our staff with the tools, skills and competencies needed to offer exceptional services will not only move [them] towards self-sufficiency, but enables us to serve more job seekers.

CHALLENGE

- 75% of students come out of K-12 and are either not college ready or career ready¹, almost 70% of the workforce does not have a college degree or equivalent, 50% of jobs will be transformed through automation², and 60 million net new jobs will be created requiring new skills³.
- Career seekers often find themselves stuck in the jobs they have with no upward path to take and they are often unclear about how to pursue education, training, experiences, and credentials that can put them on a different trajectory towards prosperity.



¹<https://www.act.org/content/dam/act/unsecured/documents/National-CCCR-2019.pdf>

²<https://forms.act.org/research/policy-makers/pdf/Work-Readiness-Standards-and-Benchmarks.pdf>

³https://www3.weforum.org/docs/WEF_Future_of_Jobs_2018.pdf

SOLUTION

Skilling America focuses on individual professional intermediaries or navigators. Navigators interact directly with individuals who seek greater economic opportunity and mobility. Skilling America strengthens the skills of navigators so they can become more effective in working with career seekers and improve their opportunities, prospects, and outcomes.

TRAINING

Skilling America courses are field-developed and field-vetted and cover the four critical domains of talent development:

1

Coaching

The ability to provide current, demand-driven career coaching to individuals

2

Partnerships

The capacity to develop strategic partnerships with businesses and other industry stakeholders

3

Analysis

The capability to interpret and apply labor market and job data

4

Leadership

The ability to serve as leaders both within an organizations and in the broader community

Through professional standards- and evidence-based certification assessments and credentialing, and online community building platforms; and through the sharing of tools and resources for navigators to use to better help the individuals they work with, Skilling America is equipping professionals to unlock access to better jobs for the people and communities they serve.



IMPACT

2,500+ Navigators

Enrolled in Skilling America training platform.

360+ Agencies

Using Skilling America to train their employees.

Agency savings of up to \$4,000 per navigator

As a result of reduced navigator turnover.

Professionals trained on Skilling America have yielded improved results with their clients including increased job placement, promotions, pay raises and overall job satisfaction.