

Building a Skills-First Massachusetts Workforce

Overview

At the start of 2025, the MassSkills Coalition—in partnership with Grads of Life—hosted three virtual Learning Communities to advance a **skills-first approach** across Massachusetts. These sessions brought together employers, workforce boards, educators, and community partners to share strategies for equitable hiring and upward mobility practices.

Learning Community Focus Areas



Skills-First Hiring

Designing pathways that support career growth and advancement



Upward Mobility

Defining metrics, tracking progress, and aligning around outcomes



Data & Measurement

Redesigning job descriptions, recredentialing, and interview rubrics

Outcomes & Impact



Engaged **80+ participants** across Massachusetts



Delivered **12 interactive learning communities sessions** in 2025



Strengthened collaboration between **MassHire boards, employers, and education partners**

Reflections

Participants across all three communities highlighted the sessions' **practical value, collaborative energy, and facilitation quality**. Many noted that the conversations deepened their understanding of skills-first principles and offered clear, **actionable next steps for implementation** within their own organizations.

Resources Shared

Throughout the Learning Community series, participants received a variety of practical tools, frameworks, and examples to help advance **skills-first practices** within their organizations. These resources were designed to translate learning into action—supporting job redesign, data measurement, and equitable career mobility efforts statewide.

- [Best Practices in Utilizing Skills Mapping](#)
- [Key Themes in Skills-Based Hiring](#)
- [Employer Guide Building Strong Skilling Partnerships](#)
- [Skills-First Hiring A Smarter Approach to Talent Acquisition](#)
- [State of Business Case Report](#)
- [Skills Speak](#)
- [Impact Measurement Playbook](#)
- [Metrics Selection Guide](#)