

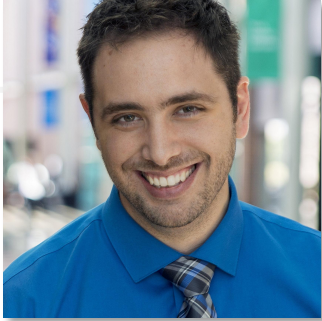


The Skills-Based Approach to Talent Development and Mobility

#skillsbasedworkplace



Today's panel



Andrew Vecchiarelli
BMO Financial Group



Dan Froelich
Cisco



Susan Manning
Credly

“The Great
Resignation.”

Why are employees leaving?

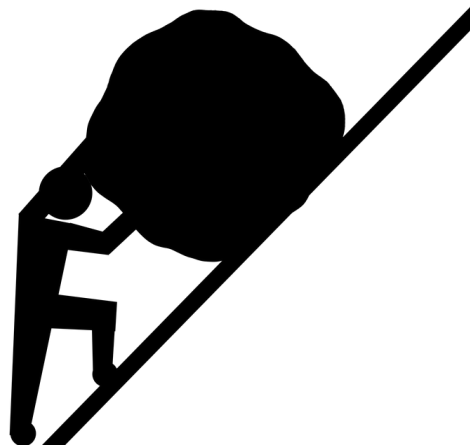
- 73% of US workers and 76.4% of UK professionals are actively planning to quit their jobs this year
- 57.6% of these employees are looking to re-skill



54%

of earners expect their credential to lead to a new job or promotion

Tricky for business



Common business barriers to internal mobility

49%

lack of processes to identify and move employees based on skills

48%

not enough internal employees to fill roles

46%

resistance from current managers to internal moves

45%

lack of information for employees on available roles

Where can
employers go
from here?

Andrew Vecchiarelli

BMO Financial Group



**Accelerates
development**



**Democratizes
careers**



**Increases
engagement**



**Deepens our
talent pools**



ASSESS



DEVELOP



PERFORM



Source: aws.amazon.com







Executive Sponsorship



Change Management


Dan Froelich

Cisco

Our Charter

Transform the workforce of the future by delivering an enterprise badging program that enables individuals to broadcast secure and verifiable resume worthy digital credentials as **Professional Badges** that connect Cisco employees, partners, and customers.





“Organizations that afford workers the agency and choice to explore passion areas will be able to more quickly and effectively activate workers around emerging business priorities than organizations that take a prescriptive approach to filling skills needs.”

Jen Fisher

Deloitte US Chief Well-being Officer

Our Verified Learning Badge Collection

Cisco Verified

**Customer
Success
Executive**

Green Belt

Cisco Verified

**High Touch
Operations
Manager**

Blue Belt

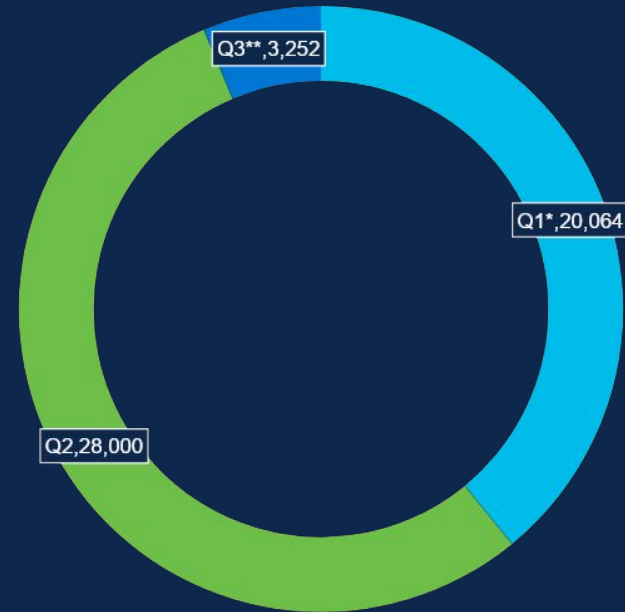
Cisco Verified

**ONEx
Agile
Fundamentals**

Issuance Metrics

- 65% Acceptance Rate (67%)
- 15% Share Rate (47%)
- 1.54 Views per Share (3.28)
- 0.31 Clicks per View (0.31)

Note: We'd love to learn more about increasing share rates and views per share.



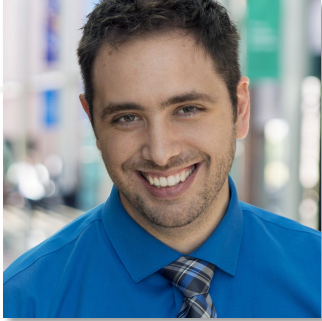
■ Q1* ■ Q2 ■ Q3**

* - Includes historical issuance
** - 2 weeks into Q3 currently

Poll!

What stage in building a skills-based talent management approach is your organization at currently?

Questions and Discussion



Andrew Vecchiarelli
BMO Financial Group



Dan Froelich
Cisco



Susan Manning
Credly



Thank you!

